

# QUALITY RESPONSE CONTINUUM

## EXAMPLE 2.03

Situation

**Workplace Sexual Harassment**

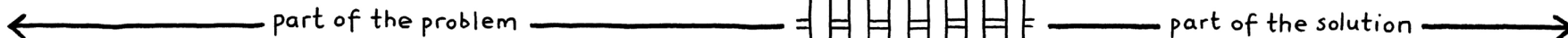
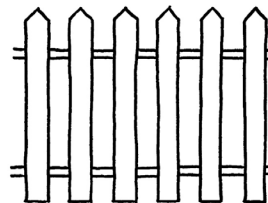
(My manager tried to kiss me in the car after he drove me home from a 'graveyard shift')

About the Tool

The [quality response continuum](#) is an Insight Exchange tool designed to support critical reflection about the quality of our responses. The example is not conclusive, exhaustive or advisory and does not provide a full context. The example is illustrative for supporting self-reflection.

**INSIGHT EXCHANGE**

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complicit	harmful	unhelpful/unsupportive		helpful/supportive	transformative
Enabling, extending and excusing the perpetration of violence.	Causing further risk, harm, violation or loss to the victim of violence.	Being an unreliable, uncertain or hard to reach, hard to access 'support'.		Upholding dignity, building on safety, enabling support, increasing or restoring resource and connection.	Involving people with lived experience in regular review, design and leadership.
<p>"They asked me why I had got a lift home with him and if I had led him on for him to get the wrong idea. He claimed he had misread the signals."</p> <p>(victim-survivor)</p>	<p>"I asked to be anonymous and they told him I had made the complaint, he was so angry with me and sent me really abusive texts; I was scared of what he might do."</p> <p>(victim-survivor)</p>	<p>"When I got back to work everyone knew about what had happened, I felt like everyone was judging me. On my first shift back they had rostered us together."</p> <p>(victim-survivor)</p>		<p>"My manager set up a meeting and asked if I felt comfortable in telling them what happened, they gave me details of a counsellor and assured me I would not be rostered shifts with him again."</p> <p>(victim-survivor)</p>	<p>"When they were revising the Sexual Harassment Policy they asked me how my experience was and what could they change to make it better."</p> <p>(victim-survivor)</p>