

Questions to Consider

1. Have we made it clear that our policies are mandatory?
2. Do our policies and guidelines include definitions of the behaviors we are both promoting and prohibiting as well as clear examples of each?
3. Are the consequences for behaviors proportional to the behavior? For example, have we made room for proportional responses that can include coaching, disciplinary measures, etc.?
4. Have we considered the various groups of people that interact with the organization that should be included in the policies, for example volunteers?
5. Have we included a policy to inform and cooperate with relevant authorities when applicable?
6. Have we made it clear that our reporting, investigations, and response procedures are part of the organization's policies and guidelines?

Response

1. Does everyone doing the same work receive equal pay?
2. Are there objective hiring, evaluation and review, and promotion standards that have been established in advance?



safety respect equity

Questions to Consider

3. Are decisions about hiring, performance evaluation, and reviews explained so that those in hiring and evaluation positions are held accountable to the standard of not discriminating?
4. Are there policies in place to address unconscious or implicit bias such as ensuring that evaluations are gender blind?