



## Additional Information provided to Councillors

In accordance with Council's *Meeting Framework Policy* Councillors can ask questions or request additional information on Agenda Items prior to the Council Meeting.

Following are the questions and/or information requested and the Chief Executive Officer's response(s).

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### Ordinary Council Meeting: 24 June 2025

#### ITEM 9.3.1 – POLICY REVIEW - HUMAN RESOURCES POLICIES

**Cr Carman** asked the following question.

1. Has staff undertaken a desktop search to identify what other shires in Western Australia, or even in other regions, are implementing with regard to standalone Sexual Harassment (SH) policies? I have observed that the Shire of Jerramungup has a policy which appears to be operational rather than a formal council policy, and it has only recently been updated. Additionally, other shires I have reviewed seem less transparent, with available information limited to codes of conduct. Could staff provide insight or findings on this matter?

**CEO Response.**

Officers have consulted with other local governments and will implement a Discrimination, Harassment, and Bullying Operation Standard, including measures to address sexual harassment. This standard will adhere to various federal and state laws to ensure a safe and equitable workplace.