

# Wellbeing

## Speak up

### **When should I Speak up?**

When you experience inappropriate behaviour or comments, and/or hear someone being inappropriate. It could be:

- Unsafe work practices or behaviours
- Discrimination – ageism, sexism, racism
- Inappropriate language, behaviour, or content
- Banter at someone else's expense
- Bullying

The aim is to let people know when something isn't safe or OK, and to not ignore what you heard or saw – that sends the message what they said or did was OK.

### **Be specific, not dramatic**

"It's not OK to say 'xyz' about 'name'"

### **Read the situation**

Is this the right time to say something? If not, follow it up later or consider raising it with someone else who can address it

### **Try using "I statements"**

Accusing people is likely to make them defensive and is unlikely to change their behaviour. A simple "That's not OK" might be all that's needed. Using "I" statements can be useful too, such as "I found that inappropriate..."

### **We're all in this together**

If you need support, you can talk to your manager, another manager, or you can get in touch with HR if this is more comfortable.

**Tip: Practice speaking up with people you're comfortable with.**

