



Respectful Workplace Behaviour Policy Statement

The NSW Police Force (NSWPF) has a responsibility to provide a work environment that is safe, ethical, inclusive and productive. This means unacceptable workplace behaviour and misconduct will not be tolerated. This **policy statement** must be read in conjunction with the **NSW Police Code of Conduct and Ethics (CoCE)** and the **Respectful Workplace Behaviour Guidelines (RWBG)**. All Members (Executive and non-executive police officers, administrative employees, special constables, students, volunteers, contractors, and temporary employees of the NSWPF) must know and comply with the CoCE, RWBG and this policy statement.

Our commitment is to ensure that the NSWPF:

- is free from prejudice and discrimination, a place where everyone should feel safe to bring their whole selves to work without having to hide who they are for fear of judgement or that it might negatively impact their career;
- maintains a safe, ethical and productive workplace in which everyone is valued and supported;
- attracts, develops and retains leaders who model and promote safe, ethical, inclusive and productive workplace behaviour;
- builds a strong, adaptable and inclusive workplace in which unacceptable workplace behaviour and misconduct is not tolerated;
- takes steps to ensure that everyone is treated with dignity, respect and courtesy in the workplace;
- encourages a 'speak up' culture where everyone feels safe to raise issues and a 'listen culture' where everyone is encouraged to seek out alternative views to their own;
- uses workforce data to take a pro-active and preventative approach to understanding workplace culture and its impact on achieving organisational objectives; and
- takes appropriate action in relation to grievances, conflict and misconduct matters as defined in the RWBG.

The following principles underpin this policy statement:

- All Members are responsible for creating and maintaining a positive and supportive workplace free of unacceptable workplace behaviour and misconduct;
- leaders value and promote diversity and inclusion;
- grievances, conflict, and misconduct are dealt with in a serious, confidential, fair, sensitive and timely manner; and
- unacceptable workplace behaviour or misconduct will not be tolerated, considered serious and may result in managerial or disciplinary action, including dismissal.

Key responsibilities:

Senior Executive -

Demonstrate leadership and commitment to maintaining a safe, ethical, inclusive and productive workplace consistent with the NSWPF CoCE, RWBG and this policy statement.

Commanders/Managers-

Demonstrate leadership and commitment to the communication and implementation of RWBG and this policy statement in their Command/Business Unit.

All Members -

Should ensure that they interact with others in a professional, courteous and polite manner that does not interfere with the health and safety of others and does not bring the NSWPF into disrepute.

KAREN WEBB APM
Commissioner of Police

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