

WHY WE ARE HERE

OUR PURPOSE

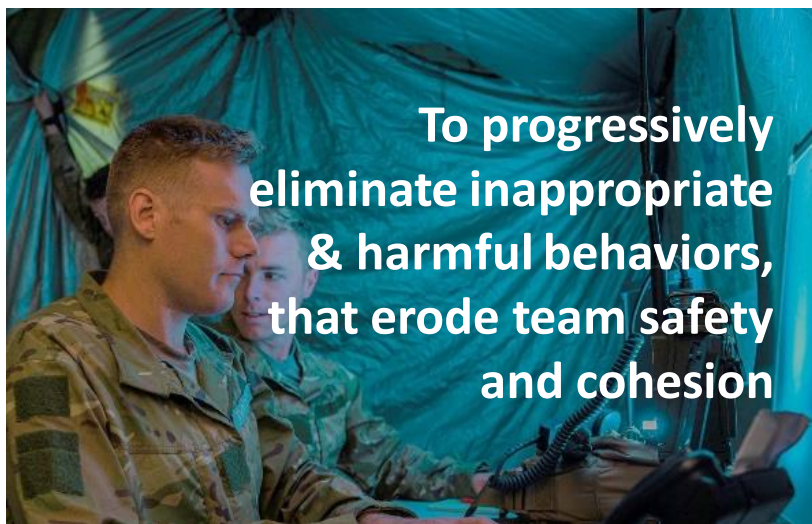
To encourage and enable leaders at all levels to grow positive individual and group behaviours, and eliminate negative ones, in order to enhance operational effectiveness, reputation, retention and recruitment.

OUR VISION



To grow a culture of safe and cohesive teams

OUR MISSION



To progressively eliminate inappropriate & harmful behaviors, that erode team safety and cohesion

WHAT WE DO

Op RESPECT is a 20 year change programme that demonstrates united efforts to eliminate discrimination, harassment and bullying (DHB), and harmful sexual behaviour (HSB), and encourage behaviours that support cohesive teams.

The solutions for NZDF's future challenges will come from a culture that enhances the diversity of thought, experience, creativity and innovation of our people, team and 'teams of teams'.

OUR PRIORITIES (LOE)

People	Proactive leadership at all levels	<ul style="list-style-type: none"> • Clear direction to guide leader actions provided • Leadership systems and processes improved • Leader confidence and behavior improved • Specialist workforce skills framework implemented
Relationships	Positive social and gender norms	<ul style="list-style-type: none"> • Knowledge of positive and professional relationships increased • Knowledge of DHB and HSB impacts increased • Update of self-care and early help seeking acceptance • Increased awareness and reduced alcohol and substance related harm
Capability	Supportive environment	<ul style="list-style-type: none"> • DHB and HSB policies updated • Defence Area plans developed and implemented • Defence Area Commands Community of Practice established • Safer spaces project implemented • SME support capability maintained
Information	Accurate data and agile responses	<ul style="list-style-type: none"> • Current data state understood and mapped • Data improvement plan and system developed and implemented • Response processes reviewed and improved • Complaints and military justice processes reviewed and improved

HOW WE DO IT

The Op RESPECT strategic plan outlines our how. This will take mahi tahi – everyone working together and being actively involved to succeed.



WHAT SUCCESS LOOKS LIKE



In unity, we have strength

- NZDF responds swiftly and consistently when incidents occur. Responses will be proportionate and balanced.
- An active prevention programme in place that over time affects attitudes and behaviours.
- Op RESPECT policies and processes will be clear.
- Systems enable leaders and specialists at all levels to understand and carry out their Op RESPECT related responsibilities and duties.
- All personnel will understand and be enabled to access support. Where possible mediation, healing, and resolution provided.
- All personnel understand their responsibilities to act and be enabled to intervene and stop inappropriate behaviours.

Further information can be found at:

Our NZDF External Website: <https://www.nzdf.mil.nz/media-centre/story-collections/operation-respect/>.

Our intranet page: <http://orgs/imx/hr-toolkit/LP/www.OP.RESPECT.aspx>

Which includes key documents such as our full strategy and latest newsletters