Rethinking & Restructuring Existing Policies

Policies can be ineffective or have undesirable consequences. Here are some policies that are both ineffective and undesirable, with suggestions for alternative solutions.

Approach to DEI practices

- Trainings after an incident do not work. People who do not want to learn will resist learning.
- Relational supports and interventions are needed.

Benefits policies

- Only children are recognized as dependents. This is not serving people in the sandwich generation.
- Benefits need to be extended and comprehensive.

Reporting mechanisms

- There are no empirically identifiable reporting mechanisms that effectively address employee concerns.
- Employers can provide a safe, confidential mechanism.

Religious accommodations

- Several policies towards religious accommodations fail.
- For prayers: provide all employees decompression space.
- Time to break fasts: allow all employees time flexibility.