

## MONITOR AND SUSTAIN: TOOL 4.15

The journey to create a safer and more respectful workplace by addressing gender-based violence and harassment (GBVH) issues at the workplace takes time and continued efforts. Developing systems to monitor progress and adjust activities based on lessons learned will drive ongoing changes in knowledge, attitudes, and behavior. **TOOL 4.15** provides examples on how to monitor these aspects at your company through a theory of change (ToC) that can help build a stronger company culture, while **TOOL 4.7** can be revisited to collect data through employee engagement mechanisms.