

PREVENTION OF SEXUAL HARASSMENT STARTS WITH A ZERO TOLERANCE POLICY

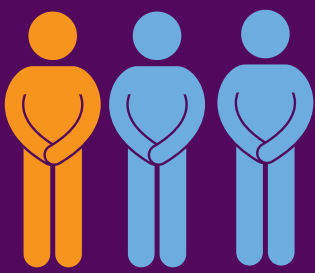


About 41%

of workers witnessed or heard about sexual harassment.

Only 35%

of those people took action to prevent sexual harassment



In the past five years,

1 in 3 workers

have experienced sexual harassment in the workplace



sexually suggestive comments or jokes (27%)



intrusive questions about a person's private life or physical appearance (23%)



inappropriate staring or leering that made them feel intimidated (19%)



unwelcome touching, hugging, cornering or kissing (19%)



inappropriate physical contact (19%)

5

common forms of workplace sexual harassment

Impacts of workplace sexual harassment

Two thirds of people sexually harassed in the workplace experienced **negative mental health impacts**

AHRC 2022

67%

Unsure about what to do next?

We made a checklist to help you stay on top of preventing sexual harassment



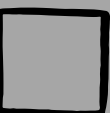
Make it a **leadership priority** to elevate the prevention and early intervention of sexual harassment



Address sexual harassment as a **Work, Health and Safety** issue



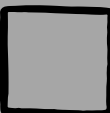
Demonstrate a **resilient complaints handling system**



Ensure employees understand **definitions of sexual harassment, discrimination and victimisation**



Take a **victim-centered approach** to responding to complaints



Ensure a **thorough policy-check** has been conducted, which is in line with the FWA changes