

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%)

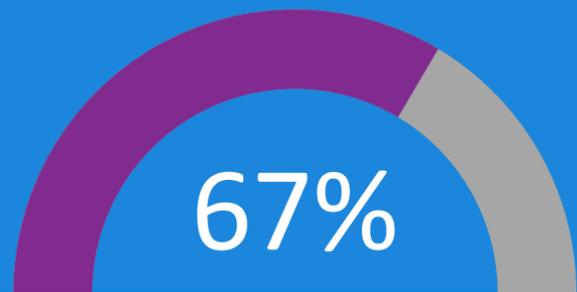
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common forms of workplace sexual harassment

Impacts of workplace sexual harassment

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

AHRC 2022



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