

SEXUAL HARASSMENT

What is it?

The Sex Discrimination Act 1984 (Cth) (Sex Discrimination Act) defines sexual harassment as:

- an unwelcome sexual advance to the person harassed;
- an unwelcome request for sexual favours to the person harassed; or
- other unwelcome conduct of a sexual nature in relation to the person harassed,

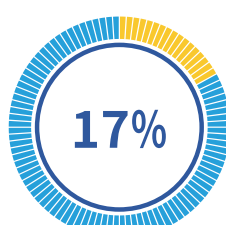
in circumstances where a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the person harassed would be offended, humiliated or intimidated.

It can occur in the workplace, at work-related events, conferences, trips and work-related social activities.

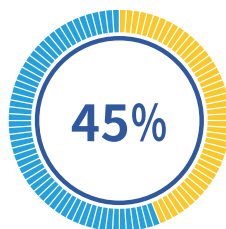
4 out of 5 People



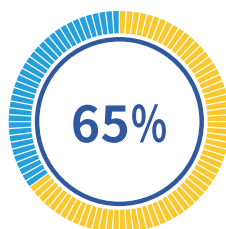
Are sexually harassed by a male.



Make a formal complaint



Said nothing changed at the workplace after a formal complaint



Witness sexual harassment and do nothing



Cost to economy?

In 2018, Deloitte Access Economics estimated it costs the Australian economy **\$3.8 billion** p/yr

39%

Women experience sexual harassment in the workplace.

Legislation

Workplace sexual harassment is prohibited under the Fair Work Act from 6 March 2023

Anti-discrimination laws, which prohibit sexual harassment in any workplace.

The Equal Opportunity Act, requires employers to prevent sexual harassment at work.

Our Goal



Educate on sexual harassment, what it is and what it looks like.



Empower women in safeguarding themselves.



Create a thriving workplace where everyone thrives, succeed and shine.

