



Key stats

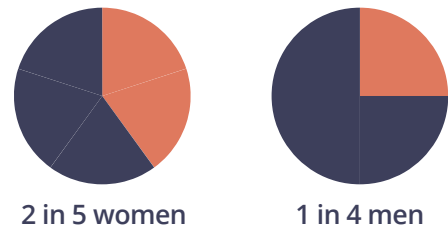


The most recent survey on workplace sexual harassment in Australia was conducted in **2018**. It found:

PREVALENCE



Women were sexually harassed at higher rates than men:



BEHAVIOURS

The five most commonly reported types of sexually harassing behaviour were:



Sexually suggestive comments or jokes



Intrusive questions about private life or physical appearance



Inappropriate staring or leering



Inappropriate physical contact



Unwelcome hugging, cornering or kissing

'There is not one position I have held where I have not been sexually harassed. I have been sexually harassed by colleagues, by superiors, by customers ... and by junior men in my own workforce.'

— Individual, Submission 292, Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces

In 79% of incidents the harasser was a man.



The harasser was most commonly a co-worker employed at the same level.

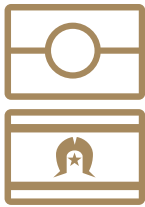
Workers who were even more likely to have experienced harassment at work include:



Young workers aged 18-29 (45%)



Workers with disability (44%)



Aboriginal and Torres Strait Islander workers (53%)



Lesbian, gay, bisexual, transgender, queer or intersex (LGBTIQ) workers (52%)



Workers from culturally and linguistically diverse backgrounds and migrant workers, workers holding temporary visas and those in workplace arrangements described as precarious or insecure also experience high levels of sexual harassment

'... as women with disabilities, we know that our experiences of sexual harassment overlap with our experiences of harassment, abuse, discrimination and workplace bullying, on the basis of our disabilities.'

— Women with Disabilities Victoria, Submission 312, Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces

Workplace settings with a higher risk of sexual harassment include those that:

- Are in male-dominated industries
- Involve a high-level of contact with third parties, including customers, clients or patients
- Are organised according to a hierarchical structure
- Have a masculine workplace culture
- Are isolated and remote



INDUSTRIES

Some industries have very high rates of workplace sexual harassment including:



Information, media and telecommunications (81%)



Arts and recreation services (49%)



Electricity, gas, water and waste services (47%)



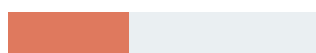
Retail (42%)



Mining (40%)



WITNESSES



40% of workplace sexual harassment incidents were witnessed by at least one other person



In the majority of cases (69%), the witness did not intervene

'Each time I laughed along with my own humiliation or kept quiet about the humiliation of another woman or marginalised person, I died a little bit more on the inside.'

——— Individual, Submission 40, Respect@ Work: National Inquiry into Sexual Harassment in Australian Workplaces

REPORTS



Fewer than 1 in 5 people who experienced workplace sexual harassment made a formal report or complaint about it

Of those who did report it:



were labelled a trouble maker



were ostracised, victimised or ignored by colleagues



resigned