



Australian
Human Rights
Commission

Time for respect: Fifth national survey on sexual harassment in Australian workplaces

NOVEMBER 2022



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Content warning: This report contains content which highlights the experiences and impacts of sexual harassment. Engaging with topics like sexual harassment may be confronting or upsetting. This content may be especially challenging if you have experienced or witnessed sexual harassment in the past.

If anything in this report has affected or distressed you, you can access a range of free support services, including:

- **1800RESPECT** offers confidential counselling and support, 24/7.
Phone: 1800 737 732 | Website: 1800respect.org.au
- **Lifeline** offers 24-hour crisis support and suicide prevention services.
Phone: 13 11 14 | Website: lifeline.org.au
- **13Yarn** offers 24/7 culturally safe crisis support for Aboriginal and Torres Strait Islander people.
Phone: 13 92 76 | Website: 13yarn.org.au
- **Mensline** offers free confidential counselling and support for men.
Phone: 1300 78 99 78 | Website: mensline.org.au
- **Kids Helpline** offers counselling for children and young people aged 5–25 years.
Phone: 1800 55 1800 | Website: kidshelpline.com.au

If you have experienced or witnessed workplace sexual harassment and would like to know where to get help, seek advice or make a complaint, information is available on the respectatwork.gov.au website.

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November 2022

Australian Human Rights Commission 2022



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Kate Jenkins

*Sex Discrimination Commissioner
Australian Human Rights Commission*



Commissioner's foreword

I am very pleased to present this report on the *Fifth national survey on workplace sexual harassment* (2022 National Survey). It outlines the findings of the Australian Human Rights Commission's latest survey on the prevalence, nature and reporting of sexual harassment in Australia, with a focus on workplaces. This is the fifth such survey undertaken by the Australian Human Rights Commission since 2003.

Funding for this year's National Survey was provided by the Commonwealth of Australia, as represented by the Attorney-General's Department, under the *National Plan to End Violence against Women and Children 2022–2032* and to support the implementation of Recommendation 2 of *Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces* (Respect@Work Report). I would like to thank the Attorney-General and the Department for their continued support for this impactful work, Roy Morgan Research for conducting the survey, our academic advisers Emeritus Professor Sara Charlesworth and Professor Paula McDonald for their insights, the Respect@Work Council for their guidance and, of course, the incredible team at the Australian Human Rights Commission.

The 2022 National Survey was conducted with over 10,000 Australians, using a sample that is representative of the Australian population in terms of gender, age and geographic location, providing greater clarity on the sexual harassment experiences of Australians aged 15 or older. The results of the 2022 National Survey continue the legacy of the previous National Surveys and, for the first time, also provide insight into workers' views on the actions taken by their organisations to prevent and respond to workplace sexual harassment.

This survey comes at a time of great progress and a turning point in Australia. Five years ago, the reporting on sexual harassment and sexual assault by Hollywood movie producer Harvey Weinstein started a global conversation about workplace sexual harassment, which reignited Tarana Burke's #MeToo movement. Following *Everyone's business: Fourth national survey on sexual harassment in Australian workplaces* (2018 National Survey), the Australian Human Rights Commission conducted a world-first National Inquiry into Workplace Sexual Harassment (National Inquiry). The resulting Respect@Work Report was tabled in Federal Parliament in March 2020 with 55 recommendations for change across government, workplaces and supporting organisations. The 2018 National Survey and the Respect@Work Report provided Australian organisations and workers with comprehensive data to better understand the pervasive nature and significant impacts of workplace sexual harassment. In the 2 and a half years since, there has been significant progress and ongoing action to implement all 55 recommendations of the report, including the establishment of the Respect@Work Council, legislative reform, significant funding of organisations to implement the recommendations, workplace and industry action and improved guidance and resources.

Looking to the future, laser-like focus on action to prevent sexual harassment will be critical. The findings of the 2022 National Survey suggest sexual harassment continues to be an unacceptably common feature of Australian workplaces, with one in 3 workers experiencing workplace sexual harassment in the last 5 years. The majority of workplace sexual harassment in Australian workplaces is carried out by men. Half of incidents are repeated and of those, half are ongoing for more than one year.

The 2022 findings continue to highlight what we already know: power imbalances and the misuse of power related to gender inequality and other forms of discrimination and disadvantage, combined with specific workplace risk factors, continue to drive sexual harassment against some people more than others. Women, people with disability, young people, Aboriginal and Torres Strait Islander people, people with an intersex variation, and people with minority sexual orientations are significantly more likely than others to experience workplace sexual harassment. We know that the experiences of sexual harassment continue to have negative impacts on mental health, productivity, and the economy. More must be done to protect people and minimise the harm of workplace sexual harassment.

Alarming, the survey demonstrates that reporting of workplace sexual harassment continues to be low. Fewer than one in 5 people (18%) who experienced workplace sexual harassment in the last 5 years made a formal report or complaint about the harassment. Of those who did make a report or complaint, one quarter said it resulted in no consequences for the harasser.

This year's survey results clearly demonstrate that more work must be done by organisations and workers to prevent and respond to sexual harassment in Australian workplaces. Only half of workers said their organisation provided their workers with information on how to make a report or complaint about sexual harassment, and just 2 in 5 said they had attended training on sexual harassment. However, there is clearly growing support and appetite for change, as almost three quarters of people believed their organisation's leaders were committed to ensuring a safe working environment free from sexual harassment.

Before the next survey, Australia will have implemented all 55 recommendations of the Respect@Work report. At the time of writing, the *Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Bill 2022* (the Bill) is before Parliament, which includes the introduction in the *Sex Discrimination Act 1984* (Cth) of a positive duty on employers to take ‘reasonable and proportionate measures’ to eliminate, as far as possible, unlawful sex discrimination including sexual harassment. These amendments represent a significant systemic shift from the existing complaints-based model – which is reactive and relies on individuals making complaints – to a proactive model, in which employers must continuously assess and evaluate whether they are meeting the requirements of the duty.

Organisations will be supported to make this shift, with extensive resources made available, including through the Respect@Work website (www.respectatwork.gov.au) recently launched by the Respect@Work Council and the Australian Human Rights Commission. The website is the first of its kind in Australia: a one-stop shop for employers and workers containing good practice guides, education and training materials, workplace assessment tools, information, videos, and guidance. It is free and easily accessible.

Every workplace should be safe and free from sexual harassment. The 2022 National Survey findings contribute to a suite of resources now available to be used by the entire community – government, employers, and the general public – to take action to prevent and respond to workplace sexual harassment. The findings also provide critical baseline data, against which the next survey can measure the effects of the significant reforms currently underway across our ecosystem of laws, services, education and workplaces.

I am very proud to have served as Sex Discrimination Commissioner since 2016, including delivering 2 National Surveys and the National Inquiry. I am encouraged by the huge momentum for change that has built over the last 5 years. Now is the time to repay the advocacy, commitment and courage of so many who have contributed to this momentum. Now is the time for action, the time for respect.



Kate Jenkins

Sex Discrimination Commissioner

November 2022

Executive summary

Between August and September 2022, the Australian Human Rights Commission (Commission) conducted the fifth national survey to investigate the prevalence, nature and reporting of sexual harassment in Australian workplaces and the community more broadly. The survey provides vital information for government, business and employer groups, unions, legal assistance services, working women's centres and academics on the scale of workplace sexual harassment and the need for response and prevention initiatives. The Commission has conducted and reported on similar sexual harassment surveys in 2003, 2008, 2012 and 2018.

The 2022 National Survey was designed to collect data concerning:

- the prevalence and nature of sexual harassment experienced by Australians aged 15 or older across their lifetime (at any time or anywhere)
- the incidence and nature of sexual harassment experienced by Australians aged 15 or older in the workplace
- who the harassers are
- the characteristics of workplaces where sexual harassment occurs
- the industries where workplace sexual harassment occurs
- the reporting of workplace sexual harassment and the outcomes of formal reports and complaints
- the impacts of workplace sexual harassment on those who experience it
- the responses of people who witnessed or heard about sexual harassment in their workplaces
- the views of workers on actions taken by workplaces to prevent and respond to sexual harassment
- Australians' levels of awareness of where they can access information about sexual harassment.

The 2022 National Survey was conducted both online and by telephone with a sample of over 10,000 Australians. The survey measured people's experiences of sexual harassment over the course of their lifetimes and their experiences of workplace sexual harassment within the last 5 years.

2022 Key findings

(a) Lifetime sexual harassment (not limited to workplace)

The majority of Australians have experienced sexual harassment at some point in their lifetime.

- Over three quarters of Australians aged 15 or older (77%) have been sexually harassed at some point in their lifetime.
- The majority of Australian women and men aged 15 or older have been sexually harassed at some point in their lifetime (89% of women and 64% of men).
- The majority of non-binary Australians (99%) have been sexually harassed at some point in their lifetime.¹

(b) Workplace sexual harassment

(i) Incidence of workplace sexual harassment

The results indicate a high rate of sexual harassment in Australian workplaces.

- In the last 12 months, about one in 5 Australians (19%) have been sexually harassed at work.
- In the last 5 years, one in 3 Australians (33%) have been sexually harassed at work (41% of women and 26% of men).
- In the last 5 years, non-binary Australians (67%) were very likely to have been sexually harassed at work.²
- In the last 5 years, some Australians experienced workplace sexual harassment at rates disproportionate to the total population (33%):
 - » people aged between 15–17 (47%),³ 18–29 (46%) and 30–39 (39%)

- » people who identified as gay, lesbian, bisexual, pansexual, queer, asexual, aromantic, undecided, not sure, questioning, or other (46%)
- » people with an intersex variation (70%)
- » Aboriginal and Torres Strait Islander people (56%)
- » people with a disability (48%).

(ii) Nature of workplace sexual harassment

- The most common types of workplace sexual harassment experienced include:
 - » sexually suggestive comments or jokes (27%) – 40% of women and 14% of men
 - » intrusive questions about a person's private life or physical appearance that made them feel offended (23%) – 32% of women and 14% of men
 - » inappropriate staring or leering that made them feel intimidated (19%) – 30% of women and 8% of men
 - » unwelcome touching, hugging, cornering or kissing (19%) – 28% of women and 10% of men
 - » inappropriate physical contact (19%) – 26% of women and 11% of men.
- People's most recent experience of workplace sexual harassment most commonly occurred at:
 - » workstations or places where the person harassed does their work (38%) – 44% of women and 29% of men
 - » workplace social areas for employees, such as a break or lunch room (23%) – 21% of women and 27% of men.

(iii) Impacts of workplace sexual harassment

- Two thirds of people sexually harassed in the workplace (67%) experienced negative mental health impacts (71% of women and 59% of men).
- From their most recent incident of workplace sexual harassment, many also experienced negative impacts related to:
 - » decreased job satisfaction (62%)
 - » self-esteem and confidence (57%)
 - » decreased commitment to their organisation (53%)
 - » employment, career or work (51%)
 - » productivity at work (50%)
 - » health and general well-being (46%).

(iv) Who the harassers are

Based on the most recent incident of sexual harassment experienced at work in the last 5 years:

- Most harassers were men; overall, 77% of people sexually harassed at work were harassed by a man.
- Of those who experienced workplace sexual harassment in the last 5 years:
 - » 91% of women and 55% of men were harassed by men
 - » 9% of women and 44% of men were harassed by women.⁴
- In just over a half of incidents (56%) there was an individual harasser involved.
- Women were more likely than men to have been harassed by an individual harasser (64%, compared to 44% of men), and men were more often harassed by multiple harassers than women (14% of men, compared to 9% of women experienced 2 harassers; 5% of men, compared to 3% of women experienced 3 harassers).

- Over half of people harassed identified the same harasser as having sexually harassed another employee in their workplace (59% of those harassed by one harasser and 67% by multiple harassers).

(v) Characteristics of workplaces where sexual harassment occurs

- Modelling used to impute the incidence of workplace sexual harassment across industries highlights that workplace sexual harassment is notably higher than the national incidence rate of 33% in the following industries:
 - » Information, Media and Telecommunications (64%)
 - » Arts and Recreation Services (44%)
 - » Electricity, Gas, Water and Waste Services (40%)
 - » Retail Trade (40%)
 - » Accommodation and Food Services (34%).⁵
- Sexual harassment which occurred while working remotely or from home occurred at higher rates in the Information, Media and Telecommunications (15%) and Financial and Insurance Services industries (10%), compared to the total (5%).
- Most people who experienced workplace sexual harassment were sexually harassed by one person. However, in some male-dominated industries, the likelihood of being sexually harassed by more than one person was higher (for example, the Mining and Construction industries).
- Modelling used to impute the incidence of workplace sexual harassment across industries also highlights that women were more likely to be harassed in the following industries:

- » Arts and Recreation Services (an estimated 72% of women compared to 14% of men)
- » Electricity, Gas, Water and Waste Services (an estimated 71% of women compared to 30% of men)
- » Mining (an estimated 62% of women compared to 25% of men)
- » Agriculture, Forestry and Fishing (an estimated 47% of women compared to 17% of men)
- » Administrative and Support Services (an estimated 34% of women compared to 12% of men)
- » Construction (an estimated 29% of women compared to 8% of men).⁶

(vi) Reporting and seeking support in relation to workplace sexual harassment

- Fewer than one in 5 people (18%) made a formal report or complaint about sexual harassment at work.
- The majority of people (76%) who made a formal report or complaint about workplace sexual harassment did so immediately or in the following month.
- In less than a third of cases (28%), the harassment stopped after a formal report or complaint was made.
- Two in 5 people (40%) who made a formal report or complaint said that no changes occurred at their workplace as a result.
- People who reported sexual harassment experienced negative consequences, including being ostracised, victimised or ignored by colleagues (13%), resigning (13%) or being labelled a troublemaker (12%).
- Some of the positive outcomes of reporting were that the employer apologised for failing to prevent sexual harassment (21%) or that the person harassed received positive feedback for making the complaint (21%).

- In around one in 4 cases (24%) the formal report or complaint brought no consequences for the harasser. The harasser was more likely to face no consequences if the person harassed was a woman, compared to a man (28%, compared to 17% for men).
- People did not report because they thought:
 - » it was not serious enough (42%)
 - » it was easier to keep quiet (38%)
 - » people would think they were over-reacting (31%)
 - » it would not change things or that nothing would be done (28%)
 - » the complaint process would be embarrassing or difficult (19%)
 - » their reputation or career would be affected (14%).

(vii) Industry action

Over a third of people (37%) thought their organisation should be doing more to prevent and address sexual harassment.

Leadership and communication:

- Almost three quarters of people (71%) agreed or somewhat agreed that their organisation's leaders were committed to ensuring a safe working environment free from sexual harassment.
- Almost two thirds of people (62%) agreed or somewhat agreed that their organisation prioritises gender equality and diversity in the workforce.
- Almost half of people (47%) agreed or somewhat agreed that their line manager or direct supervisor showed leadership in preventing and responding to sexual harassment.

- Almost a third of people (31%) agreed or somewhat agreed that sexual harassment is regularly spoken about in their organisation's briefings and communications.

Policies, information, support and training:

- Almost two thirds of people (65%) agreed or somewhat agreed that their organisation has a policy on sexual harassment.
- Half of people (51%) agreed or somewhat agreed that their organisation provided their workers with information on how to make a report or complaint about sexual harassment.
- Less than half of people (44%) agreed or somewhat agreed that their organisation provided wellbeing support during and after a report or complaint of sexual harassment at work.

- Almost 2 in 5 people (38%) agreed or somewhat agreed that they attended training on sexual harassment at, or organised by, their organisation.

(viii) Witnessing and hearing about workplace sexual harassment

- In the last 5 years, 41% of people witnessed or heard about the sexual harassment of another person at work.
- Just over a third of those people (35%) took action to prevent or reduce harm.
- The majority of people (61%) who took action after witnessing or hearing about workplace sexual harassment said that the harassment stopped as a result.

Endnotes

- 1 As the survey captured a small number of non-binary respondents (n=62), this result should be interpreted with caution.
- 2 As the survey captured a small number of non-binary respondents in the workplace in the last 5 years (n=56), this result should be interpreted with caution.
- 3 As the survey captured a small number of respondents aged 15-17 in the workplace in the last 5 years (n<50), this result should be interpreted with caution.

- 4 The proportionally lower rates of sexual harassment experienced by men mean there were far fewer female harassers when compared with male harassers.
- 5 Please note: These figures are calculated using the 2022 National Survey results and the ABS Labour Force Estimates. See Section 4.1 for more on this approach.
- 6 Please note: These figures are calculated using the 2022 National Survey results and the ABS Labour Force Estimates. See Section 4.1 for more on this approach.

Chapter 1: Introduction

Chapter 1 provides a brief introduction to the 2022 National Survey on sexual harassment in Australian workplaces (2022 National Survey). It outlines the objectives of, and background to, the 2022 National Survey, as well as the environmental context in which the survey was developed. It also sets out the methodology and any methodological differences from previous national workplace sexual harassment surveys conducted by the Commission.

1.1 Background

Between August and September 2022, the Commission conducted the fifth national survey to investigate the prevalence, nature and reporting of sexual harassment in Australian workplaces over the last 5 years. The Commission has conducted and reported on similar workplace sexual harassment surveys in 2003, 2008, 2012 and 2018.

(a) Funding and governance

The Commonwealth of Australia, as represented by the Attorney-General's Department, provided the Commission with funding to conduct the 2022 National Survey to support the following key government initiatives:

- implementing Recommendation 2 of *Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces* (Respect@Work Report)
- the National Plan to End Violence against Women and Children 2022–2032.

The survey was conducted by Roy Morgan Research and the report written by the Australian Human Rights Commission team, who were advised by academic consultants Emeritus Professor Sara Charlesworth (College of Business and Law, RMIT University) and Professor Paula McDonald (Faculty of Business and Law, Office of the Deputy Dean, QUT). The survey was developed in consultation with the Respect@Work Council and the Attorney-General's Department.

(b) Objectives

The 2022 National Survey was designed to collect data concerning:

- the prevalence and nature of sexual harassment experienced by Australians aged 15 or older across their lifetime at any time or anywhere
- the incidence and nature of sexual harassment experienced by Australians aged 15 or older in the workplace and over the last 5 years
- information about people who sexually harass
- the characteristics of workplaces where sexual harassment occurs
- the industries where sexual harassment occurs
- the reporting of workplace sexual harassment and the outcomes of formal reports and complaints
- the impacts of workplace sexual harassment on those who experience it
- the responses of people who witnessed or heard about sexual harassment in their workplaces
- Australians' levels of awareness of where they can access information about sexual harassment

- the views of workers on actions their workplaces are taking to address workplace sexual harassment.

(c) The legislative context¹

Everyone has a right to be free from sexual harassment in the workplace.

The *Sex Discrimination Act 1984* (Cth) (Sex Discrimination Act) prohibits discrimination on the basis of a person’s sex, gender identity, sexual orientation, intersex status, marital or relationship status, family responsibilities, pregnancy and breastfeeding, in certain areas of public life. It also prohibits sexual harassment, sex-based harassment, and victimisation in certain areas of public life, including:

- employment (includes coverage for volunteers, interns and self-employed persons)
- occupational qualification bodies
- educational institutions
- provision of goods, services and facilities
- provision of accommodation
- buying or selling land
- clubs
- in the course of administering Commonwealth laws or programs.

The Sex Discrimination Act defines sexual harassment as follows:

A person sexually harasses another person (the person harassed) if:

- (a) the person makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to the person harassed, or
- (b) engages in other unwelcome conduct of a sexual nature in relation to the person harassed

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

The 2022 National Survey progresses the Commission’s work on sexual harassment and gender equality led by the Sex Discrimination Commissioner. It also aligns with the Commission’s mandate to promote and raise awareness of human rights in Australia, including through the development of major research projects, through education and training, events and discussion, media outreach, digital resources and social media communication.

1.2 Context

(a) Delivering the 2022 National Survey

(i) Evidence-informed action

The 2022 National Survey advances a legacy of evidence-informed action on workplace sexual harassment. In 2018, the fourth National Survey was released to the public against the backdrop of the #MeToo movement and an increasing recognition of the prevalence of, and harm caused by, workplace sexual harassment. For the first time in the history of the National Survey, industry specific data was collected and formed the basis for evidence-informed action to take place across 21 industry sectors.

In 2020, the Commission released its landmark Respect@Work Report, with the support of government, unions and employer organisations. The Respect@Work Report placed a renewed spotlight on the prevalence of sexual harassment and put forward 55 recommendations to address sexual harassment across Australian workplaces. Australian governments have supported the recommendations and committed to implement them in full.

In the wake of this work, examination of workplace sexual harassment has been initiated at unprecedented rates across Australia. High profile media coverage of allegations of workplace sexual harassment, notably in the legal sector, financial services sector, music industry, mining industry, universities, sport and parliaments have encouraged industry-specific reviews and furthered understanding of the systemic nature of workplace sexual harassment, and the responsibility of

employers to prevent it. Industry has responded with action. Examples of industry-based surveys, reviews, awareness raising campaigns or the development of policies in select industries are provided in Appendix E.

(ii) The Respect@Work Council

In March 2021, the Respect@Work Council was established in response to recommendation 14 of the Respect@Work Report to assist in the implementation of the Respect@Work recommendations. The Council brings together leaders from key government regulators, representatives of employers and workers and policy makers responsible for sexual harassment policies and complaints. The Council's purpose is to improve coordination, consistency and clarity across existing legal and regulatory frameworks. It also aims to identify ways to promote safer workplaces through its role in advising on the implementation of the Respect@Work Report, including this 2022 National Survey.

Chaired by the Sex Discrimination Commissioner, members include representatives from the Fair Work Commission, Fair Work Ombudsman, Safe Work Australia, Workplace Gender Equality Agency, Attorney-General's Department, and State and Territory human rights, workers' compensation and workplace safety regulators. Supporting the Council in the first year, were the Australian Council of Trade Unions, Jobwatch, Kingsford Legal Centre, Council of Small Business Australia, Australian Industry Group, Australian Chamber of Commerce and Industry and the Australian Building and Construction Commission. The Council membership will be expanded for its work in 2023.

(iii) Legislative reform

Alongside significant industry action, a range of legislative changes have been (or are in the process of being) enacted to ensure current legal frameworks support change, including the *Sex Discrimination and Fair Work (Respect at Work) Amendment Act 2021* (Cth), and the *Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Bill* introduced in September 2022 which, if passed, will introduce a positive duty on employers to take ‘reasonable and proportionate measures’ to eliminate, as far as possible, unlawful sex discrimination including sexual harassment. These reforms have introduced significant new functions for the Commission, the Fair Work Commission, the Fair Work Ombudsman and the Workplace Gender Equality Agency, which have each been supported by funding, as well as improved consistency across the federal legislative regimes. States and Territories are currently in the process of considering, or have implemented, reforms to ensure consistency where possible across sexual harassment laws, defamation laws, and laws protecting witnesses who have experienced sexual harassment.

(iv) Greater access to information for employers and workers

Greater information and support are filtering through to employers and workers through a range of innovative initiatives, including the Respect@Work website (www.respectatwork.gov.au) which was launched in November 2022. The website provides free and easy access to good-practice guides, training programs, workplace assessment tools, information, resources, videos and advice related to preventing and responding to workplace sexual harassment. Funding has also

been provided for National Working Women’s Centres, 1800RESPECT, Community Legal Centres, Our Watch and ANROWS in response to other recommendations in the Respect@Work Report. Work is also underway on guidance for the use of confidentiality clauses in sexual harassment matters and good practice indicators for preventing and responding to sexual harassment.

The 2022 National Survey was conducted at a time when there is more information available about workplace sexual harassment than ever before, due to media reporting, industry inquiries, government-led initiatives and greater community awareness and understanding of the behaviours that constitute workplace sexual harassment. Shifts in awareness and action, as well as changes in methodology, shape the 2022 results (see Section 1.3).

(v) Global contexts which shape ‘work’

The COVID-19 pandemic changed the way many people worked. It was incumbent on the Commission to leverage the 2022 National Survey to explore whether the specific social and economic circumstances prompted by COVID-19 impacted the rate and nature of workplace sexual harassment. The proportion of people working from home significantly increased as a result of public health measures related to COVID-19,² causing increased use of technology for some workers, so the possibility that sexual harassment behaviours had adapted to this new environment was considered in the design of the 2022 National Survey. The 2022 National Survey aimed to capture information to accurately reflect the contemporary dynamics of workplace sexual harassment in Australia, and globally (see Chapter 8 for change in survey questions over time).

(vi) Understanding the changing context

A better understanding of continuity and change in relation to workplace sexual harassment will allow government, industry, workplaces and advocacy organisations to effectively continue to:

- show leadership in preventing and responding to sexual harassment informed by the contemporary evidence
- build workplace cultures based on trust, equality and respect in order to minimise the risk of sexual harassment and ensure it is managed adequately
- generate knowledge through education and training
- support workers' wellbeing before and after reporting workplace sexual harassment
- increase reporting options available to workers and address barriers to reporting
- improve understanding of the nature, prevalence and impacts of sexual harassment through measuring and collecting data.

In the wake of industry reviews and significantly expanded public dialogue, for the first time, the 2022 National Survey asked respondents for their views on their organisation's approaches to preventing and responding to workplace sexual harassment (see Chapter 7). Through the 2022 National Survey, the Commission seeks to build understanding of whether progress by industry, workplaces and advocacy organisations has translated to the experience of those in the workforce, and to set a baseline to evaluate the impact of the significant measures being implemented across government, community and the workforce, including as a result of the Respect@ Work Report.

1.3 Methodology

The 2022 National Survey was conducted both online and by telephone with a sample of over 10,000 Australians aged 15 or older. The survey measured people's experiences of sexual harassment over the course of their lifetimes. Anyone who had been in the workforce at any time in the last 5 years was also asked about their experience of sexual harassment in their workplace at any time during that period and the timing of the most recent incident.

The survey instrument and the methodology used to conduct the 2022 National Survey received approval from the Human Research Ethics Committee at the University of Sydney.

(a) Measuring the prevalence of sexual harassment

The 2022 National Survey measured the prevalence of lifetime sexual harassment by:

- firstly, providing respondents with the simplified legal definition of sexual harassment set out in the table below (Legal Definition), and asking them whether they have ever been sexually harassed
- secondly, providing respondents with the list of behaviours likely to constitute sexual harassment set out in the table below (Behavioural Definition), and asking them whether they had experienced these behaviours.

Legal Definition

Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which, in the circumstances, a reasonable person, aware of those circumstances, would anticipate the possibility that the person would feel offended, humiliated or intimidated.³

Behavioural Definition

- unwelcome touching, hugging, cornering or kissing
 - inappropriate staring or leering that made you feel intimidated
 - sexual gestures, indecent exposure or inappropriate display of the body
 - sexually suggestive comments or jokes that made you feel offended
 - repeated or inappropriate invitations to go out on dates
 - intrusive questions about your private life or physical appearance that made you feel offended
 - inappropriate physical contact
 - being followed, watched or someone loitering nearby
 - requests or pressure for sex or other sexual acts
 - actual or attempted rape or sexual assault
 - indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine
 - sexually explicit comments made in emails, SMS messages or on social media
 - repeated or inappropriate sexual advances on email, social networking websites, internet chat rooms or other online platforms
 - seeing or being sent sexually explicit images and videos, cartoons, drawings, photographs, or jokes that made you feel offended
 - sharing or threatening to share intimate images or video of you without your consent (for example, images or video of you involving sexual activity or nudity)
 - inappropriate commentary, images or film of you distributed on some form of social media without your consent
 - any other unwelcome conduct of a sexual nature (including online or via some form of technology).
-

The majority of the results quoted in this report are based on the Behavioural Definition. This approach should measure the prevalence of sexual harassment more accurately than a survey using only the Legal Definition, which assumes a detailed understanding of the various types of behaviours that might constitute sexual harassment.

Existing research has found that questions based on a specific legal definition of sexual harassment may lead to underreporting of people's experience of this behaviour.⁴ Asking respondents whether they have experienced sexual harassment by reference only to a legal definition can be daunting, as it requires the respondent to make a judgement about the kinds of behaviours that a lawyer or court would regard as constituting sexual harassment.⁵

Respondents' perceptions of sexual harassment may also differ from what the researcher considers is being measured and/or may be inconsistent with other respondents' understanding of the concept of sexual harassment.⁶

In contrast, questions that specify the types of behaviours that constitute sexual harassment (i.e., the Behavioural Definition) are less reliant on the respondent's own understanding of sexual harassment and consequently are likely to identify a more realistic incidence of sexual harassment.⁷

Utilising a behavioural definition in respect of sexual harassment is also the approach adopted by the Australian Bureau of Statistics (ABS) in the *Personal Safety Survey*, which measures, among other things, the lifetime experiences of sexual harassment of Australian adults since the age of 15.⁸

The Commission's own research, over 4 separate workplace sexual harassment surveys conducted since 2003, supports this approach to questioning respondents about their experiences of sexual harassment. These surveys have consistently found that a significant number of people who say they have not been sexually harassed based on the Legal Definition go on to report experiencing behaviours that are in fact likely to constitute sexual harassment.

The Behavioural Definition provided to respondents to the 2022 National Survey captured a broad spectrum of behaviours, ranging from sexually suggestive comments or jokes to actual or attempted rape or sexual assault. Respondents were asked whether they had ever experienced these behaviours *in a way that was unwelcome*. All of the behaviours listed, if experienced in a way that was unwelcome, are likely to constitute sexual harassment under the Sex Discrimination Act.

However, as noted in Section 1.1, sexual harassment is only *unlawful* in certain areas of public life in Australia. As the 2022 National Survey asked people about their lifetime experience of sexual harassment at *any time or anywhere*, not all instances of sexual harassment reported in the survey would necessarily be unlawful under the Sex Discrimination Act.

(b) The survey instrument

(i) Mode of survey delivery

The 2022 National Survey was conducted both online and by telephone.

Like the 2018 National Survey, to ensure representative coverage of the Australian workforce, the 2022 National Survey was conducted using a mix of CATI (computer assisted telephone interview) and CAWI (computer assisted web interview) methods. Approximately 11% of interviews were based on the CATI method and 89% on CAWI.

As with the 2018 National Survey, this approach was taken in response to the substantial decrease in home phone (landline) use and the substantial increase in home internet use in Australia.⁹

(ii) Sample design and size

The sample size in the 2022 National Survey was 10,157, which was similar to that of the 2018 National Survey sample size of 10,272. Previous years' sample sizes were lower: 2,002 in 2012; 2,005 in 2008; and 1,005 in 2003.

A quota sample was used to achieve a proportionally representative sample of the Australian population in terms of age (15 or older), gender (male or female) and area of residence (State or Territory, metropolitan and non-metropolitan regions).

A number of different approaches were used to recruit individual respondents:

- The CATI sample was drawn by random digit dialling (RDD) to recruit individuals with a fixed landline telephone at home (n=142) and individuals with a mobile telephone only (n=1039). This was supplemented with Roy Morgan's Single Source Database (SSD) to recruit hard to reach respondents (for example, young males).
- The CAWI sample was randomly drawn from the Roy Morgan Online Panel (RMOP). The RMOP is generally recruited by either Roy Morgan Research's face-to-face interviewers on completion of a Single Source Survey interview or at the end of a telephone interview. This means that the RMOP consists of people who have been confirmed as being who they claim to be (i.e. they have not taken duplicate membership of the panel and their demographic profile has been verified). The RMOP currently consists of 205,754 members aged 15 or older and their profile closely reflects the demographic characteristics of the general population. Where representative samples of demographic groups were not able to be fulfilled via the RMOP (for example, young men in regional Australia), additional sample was obtained by acquiring a random sample from an external supplier to achieve the required interviews.

While the quota sample specification was designed to achieve a representative coverage of the Australian population, final data was weighted using the most recent available ABS population estimates to address any areas of over- or under-sampling.

(iii) Questionnaire

The 2022 National Survey was conducted using a modified version of the 2018 National Survey questionnaire, with final wording structured to meet the requirements of a self-completion survey (CAWI) and an interview survey (CATI).

Copies of the questionnaires can be found in Appendix A CATI Questionnaire and Appendix B CAWI Questionnaire.

A pilot test of the survey utilising cognitive testing methods was conducted with a small sample of respondents prior to the main survey, to assess how the new or amended questions fit into the existing questionnaire and how well they were understood by respondents.

(iv) Surveying about sensitive issues

Sexual harassment can have wide ranging impacts on the health of the person harassed, including mental health, physical health and general health and welfare.¹⁰ The impacts of sexual harassment also extend beyond the individual harassed. Often, people who witness sexual harassment will be affected, as will the partners, families and friends of those who have been harassed.¹¹

A person's experience of reporting sexual harassment, the type of response they receive and the supports available to them, can influence how they are impacted by sexual harassment, by either exacerbating the negative effects of harassment or, conversely, facilitating recovery and resilience.¹² Taking part in an interview could be distressing for respondents who have experienced and/or witnessed sexual harassment. To mitigate potential harm, careful planning was required to ensure the entire research process was respectful of the rights and dignity of respondents. The key priority was to ensure the safety and wellbeing of all individuals involved in the 2022 National Survey. Care was

also taken to ensure the safety and wellbeing of interviewers.

All interviewers and supervisors were briefed on the sensitive nature of the survey content and could opt out of survey delivery, should they choose. Interviewers and supervisors undertook specific training on how to handle distressing situations and received guidance on good practice strategies to allow interviewees to set the pace of the conversation. Interviewers provided the contact details of relevant support and counselling services to respondents who wanted this information.

All respondents were provided with relevant information on the research project and its purpose, to enable them to make an informed decision about participating. Online respondents were also given details on how to contact relevant support and counselling services if the survey raised concerns for them or caused distress.

See Appendix A and Appendix B for the list of relevant support and counselling services made available.

(v) Respondents under the age of 18

The 2022 National Survey included young people aged 15–17. People who were under the age of 18 were interviewed only if a parent or guardian granted them permission to participate. Parents and guardians were given the option to be present during the CATI interview but were asked not to influence the answers of the respondent, either directly or indirectly. People aged 15–17 in the CAWI sample, were asked at the beginning of the survey to seek permission from a parent or guardian, and to provide the email address or phone number of their parent or guardian to verify that permission had been granted. The parent or guardian was given the option to have their child's responses withdrawn if no such permission was granted.

The need for parental permission may have resulted in possible sampling bias for this age group due to non-participation because of respondent unwillingness to have their parents involved in the survey process. Any such influence was minimised by weighting the survey data.

In some sections of this report, results are provided for those aged under 15 at the time they were sexually harassed. This is because respondents were asked their age at the time they were sexually harassed in the workplace in the last 5 years and a proportion of respondents reported being 14 or younger at the time they experienced sexual harassment in the workplace.

(c) Reading and interpreting the data

The results of the 2022 National Survey reflect respondents' reported experiences of sexual harassment. These experiences do not necessarily reflect behaviours which would constitute a criminal offence or a breach of discrimination legislation, which can only be determined by a court.

Throughout this report, the term 'person harassed' is used to refer to individuals who reported experiencing sexual harassment, and the term 'harasser' is used to refer to individuals who are alleged to have sexually harassed others. The use of these terms is not intended to suggest there has been a finding of guilt in relation to a criminal offence or a breach of discrimination legislation.

(i) Rounded numbers

All numbers in this report are rounded to the nearest whole number. Consequently, it should be noted that:

- percentages may not add up to 100%
- some totals in the text may not correspond with the sum of the individual numbers shown in a figure
- the largest single rounded numbers in pie charts may be adjusted so that the total of the chart is 100% – in such cases the numbers in the text may differ from the number in the pie chart because of this adjustment.

Further, some questions in the survey were multiple response. In these instances, respondents were able to choose more than one option from a predetermined list of items. For these questions, the totals will not add up to 100%.

(ii) Statistical reliability of the results

The estimates derived for this report are based on information obtained from a sample survey and are therefore subject to sampling variability. That is, they may differ from results that would be obtained if all people in Australia aged 15 or older were interviewed (i.e. a census), or if the survey was repeated with a different sample of people. One measure of the likelihood of any difference is the standard error (SE), which shows the extent to which an estimate might vary by chance because only a sample of people were interviewed.

When data from this survey is analysed by sub-groups, the sample size is further reduced and the SE becomes larger. In some cases, where the sample size is particularly small, results should be interpreted with caution. The report includes appropriate disclaimers in these instances. Sample sizes for sub-groups are included below each chart within this report.

Gender

Respondents were given the option of identifying their gender as 'Male', 'Female', 'Non-binary', 'Other' or they could indicate that they 'Prefer not to say'. This report includes responses from those who identified as 'Male', 'Female' and 'Non-binary'. The samples for respondents who answered 'Other' and 'Prefer not to say' were too small to include separately in this report, but they have been included as part of the aggregate analysis.

There is a relatively small sample of respondents who identified as 'Non-binary' (n=62), accounting for less than 1% of the total sample. The responses for the 'Non-binary' cohort are represented in this report, however, as the survey captured a small sample size, results should be interpreted with caution.

The Commission notes that limiting gender options to 'Male', 'Female', 'Non-binary', 'Other' or 'Prefer not to say' does not accurately capture the difference between gender and sex and will obscure critical data on transgender and gender diverse populations.¹³ As a result of the gender options provided, the term 'woman' is used interchangeably with 'female' throughout the report and the term 'man' is used interchangeably with 'male'.

Languages other than English and country of birth

Respondents were asked about the main language spoken at home and their country of birth. The survey was delivered in English, and it is likely that this prevented individuals with primary languages other than English from participating in the survey, limiting the ability to report on the experiences of this cohort.

Respondents were not asked about other factors relevant to cultural and linguistic diversity (such as religion or visa status). This limits the possibility of drawing conclusions about Australia's immigrant and refugee population. As such, results should be interpreted with caution.

Additional barriers to survey participation may also be present for this cohort. For example, insecure immigration status and/or insecure work contracts might be a disincentive to participating in surveys related to work, particularly for those who do not speak English, low-socio economic migrants, international students, and humanitarian refugee visa holders.¹⁴

In addition, a lack of knowledge of the rights and responsibilities surrounding sexual harassment in Australia,¹⁵ cultural differences in what constitutes sexual harassment and comprehension of survey questions, could further impact survey responses from individuals whose primary language was not English.¹⁶

Sexual orientation

Respondents were given the option of identifying their sexual orientation as 'Straight or heterosexual', 'Gay', 'Lesbian', 'Bisexual', 'Pansexual', 'Queer', 'Asexual or Aromantic', 'Undecided, not sure or questioning', 'Other (please specify)', or 'Prefer not to say'.¹⁷

The sample sizes for those who identified as pansexual, queer, asexual, aromantic, undecided, not sure or questioning, or other, were small when presented individually. To report on the data, these were combined under one category, 'Other'. The Commission recognises this is an imperfect approach, however it ensured the experiences of these groups could be reported with a sample size which was statistically significant.

Table 1: Summary statistics – sample size by sub-group

Socio-demographic group	Sample of respondents (number=)
Gender	Male=5,226 Female=4,861 Non-binary=62 Other=5 Prefer not to say=3
Age	15–17 years old=49 18–29 years old=2,557 30–39 years old=2,402 40–49 years old=2,072 50–64 years old=2,665 65+ years old=392
Intersex status	Respondents who identified as: <ul style="list-style-type: none"> • Having a variation in sex characteristics=147 • Not identify as having a variation in sex characteristics=9,296 • Don't know=541 • Prefer not to say=173
Sexual Orientation	Respondents who identified as: <ul style="list-style-type: none"> • Straight or heterosexual=8,701 • Gay=301 • Lesbian=98 • Bisexual=471 • Pansexual=89 • Queer=77 • Asexual or aromantic=93 • Undecided, not sure or questioning=63 • Other=21 • Prefer not to say=243
Aboriginal and Torres Strait Islander people	Yes=311 No=9,577 Don't know=95 Prefer not to say=174
People with disability	Yes=938 No=9,045 Prefer not to say=174

Socio-demographic group	Sample of respondents (number=)
Country of birth	Australia=8,102 China (not including Taiwan or special administrative regions)=81 England=445 India=252 Italy=22 Malaysia=64 New Zealand=266 Philippines=68 South Africa=50 Vietnam=42 Don't know=12 Other=622 Prefer not to say=131
Language spoken at home	Arabic=43 Cantonese=69 English=9,378 Greek=24 Hindi=106 Italian=18 Mandarin=76 Punjabi=21 Spanish=23 Urdu=26 Vietnamese=47 Don't know=12 Other=236 Prefer not to say=78

(iii) Weighted data

The responses to the survey were weighted so that the results could be inferred to the Australian population aged 15 or older.

This was done by assigning a weighting to each respondent that was inverse to their probability of being selected. These weighting factors were calculated on the basis of ABS population estimates for sex, age, and area of residence as of September 2022.

This weighting redistributed survey estimates so that they represented the actual population distribution, rather than the distribution of the sample. The age distribution of the sample was realigned to represent the ABS current estimated age distribution.

In the survey, respondents were given the option of identifying their gender as 'Male', 'Female', 'Non-binary', 'Other' or they could indicate that they 'Prefer not to say'. To weight the 2022 National Survey, responses to the gender question were aligned to the ABS's data population estimates for sex. This is because the ABS data population estimates are binary in their classification of sex as either male or female and do not account for gender.

As such, those who identified their gender as 'Female' were weighted according to the ABS estimates for female sex, and those who identified their gender as 'Male' were weighted according to

the ABS estimates for male sex. Any respondent who identified their gender as 'Non-binary', 'Other' or 'Prefer not to say' were assigned a 'weighting sex' of either male or female to reflect the proportional male/female distribution of the Australian population aged 15 or older. This decision was made so that a population estimate could be inferred without affecting respondents' answers. Despite this, results from all respondents are reported based on their gender throughout the report, as they indicated in the survey question.

Weighting of the survey is necessary to offset any non-response and sampling errors caused by over- or under-representation of particular populations in terms of sex, age, or geographic area. The remainder of this document reports the survey results as indicative of the wider Australian population.

(iv) Comparison of survey results over time

Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.

The changes made to the survey over time are discussed further in Chapter 8. A brief comparison of the survey instrument over time, and a comparison of the behaviours used in each survey, are set out in Appendices C and D.

Chapter 1: Endnotes

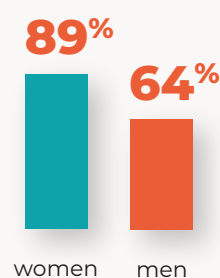
- 1 See *Sex Discrimination Act 1984* (Cth), s 28A.
- 2 Australian Bureau of Statistics, *Working Arrangements, Australia*, August 2021 (Catalogue No 6336.0, 14 December 2021).
- 3 See *Sex Discrimination Act 1984* (Cth), s 28A.
- 4 Remus Ilies et al, 'Reported Incidence Rates of Work-Related Sexual Harassment in the United States: Using Meta-Analysis to Explain Reported Rate Disparities' (2003) 56(3) *Personnel Psychology* 607.
- 5 Remus Ilies et al, 'Reported Incidence Rates of Work-Related Sexual Harassment in the United States: Using Meta-Analysis to Explain Reported Rate Disparities' (2003) 56(3) *Personnel Psychology* 607.
- 6 Remus Ilies et al, 'Reported Incidence Rates of Work-Related Sexual Harassment in the United States: Using Meta-Analysis to Explain Reported Rate Disparities' (2003) 56(3) *Personnel Psychology* 607.
- 7 Australian Bureau of Statistics, *Personal Safety, Australia* (Catalogue No 4906.0, 8 November 2017).
- 8 Australian Bureau of Statistics, *Personal Safety, Australia* (Catalogue No 4906.0, 8 November 2017).
- 9 Roy Morgan Single Source 12 months to June 2022 highlighted that 73% of the workforce do not have a home phone (excluding businesses). By comparison, in the 12 months to June 2018, this figure was 50%.
- 10 The category of non-binary was not used for quota sample purposes as the ABS data population estimates include sex rather than gender and are binary in their classification as either 'male' or 'female'. More information is provided on this at Section 1.3(c)(iii).
- 11 Australian Human Rights Commission, *Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces* (March 2020) 275–279 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/respectwork-sexual-harassment-national-inquiry-report-2020>>.
- 12 Australian Human Rights Commission, *Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces* (March 2020) 35 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/respectwork-sexual-harassment-national-inquiry-report-2020>>.
- 13 The Commission recognises sex as a classification that is often made at birth as either male or female based on a person's external anatomical characteristics. However, sex is not always male or female and some people are born with an intersex variation, and anatomical and hormonal characteristics can change over a life span.

The Commission recognises gender is an individual's personal sense of whether they are a man, woman, non-binary, agender, genderqueer, genderfluid, or a combination of one or more of these definitions. Gender can be binary (either a man or a woman), or non-binary (including people who have no binary gender at all and people who have some relationship to binary gender/s). A person's gender identity or gender expression is not always exclusively male or female or masculine or feminine and may or may not correspond to their sex assigned at birth.
- 14 Bassina Farbenblum and Laurie Berg, 'Migrant Workers' Access to Remedy for Exploitation in Australia: The Role of the National Fair Work Ombudsman' (2017) 23(3) *Australian Journal of Human Rights* 310.
- 15 Sandy Welsh et al, "'I'm not thinking of it as sexual harassment": Understanding harassment across race and citizenship' (2006) 20(1) *Gender & Society* 87.
- 16 Survey design and barriers to participation have created critical gaps in knowledge for this population's experience of sexual harassment. Australia's National Research Organisation for Women's Safety (ANROWS) is running a national study looking into migrant and refugee women's understanding and experiences of and responses to sexual harassment in the workplace: <<https://www.anrows.org.au/project/migrant-and-refugee-womens-attitudes-experiences-and-responses-to-sexual-harassment-in-the-workplace/>>.
- 17 'Pansexual' refers to an individual whose sexual orientation is not restricted by gender; 'Queer' is an umbrella term used to describe a range of sexual orientations and gender identities; 'Asexual' refers to individuals who do not experience sexual attraction; 'Aromantic' refers to individuals who do not experience romantic attraction: Child Family Community Australia, 'LGBTIQA+ glossary of common terms' (2022) <<https://aifs.gov.au/resources/resource-sheets/lgbtiqa-glossary-common-terms>>; National Disability Insurance Agency, 'LGBTIQA+ Strategy' (2020) <<https://www.ndis.gov.au/about-us/strategies/lgbtiqa-strategy>>.

Chapter 2: Lifetime sexual harassment

Prevalence of lifetime sexual harassment (not limited to the workplace)

77% of Australians aged 15 or older have experienced sexual harassment at some point in their lives (89% of women and 64% of men).



Chapter 2 examines sexual harassment experienced across individuals' lifetimes, including:

- the prevalence of lifetime sexual harassment (sexual harassment which occurred at any time or anywhere)
- the kinds of sexual harassment behaviours people experienced across their lifetimes
- the socio-demographic characteristics of people who have experienced sexual harassment at some time in their lives.

The prevalence of sexual harassment was determined by providing all respondents with the Behavioural Definition, as noted earlier in Section 1.3. However, these behaviours would only constitute *unlawful* sexual harassment if they occurred in one of the areas of public life protected under the Sex Discrimination Act. Respondents were then asked to disclose whether they had ever, at any time or anywhere, experienced any of those behaviours in a way that was unwelcome.

Where someone indicated that they had experienced one or more of those behaviours, they were included in the measurement of lifetime sexual harassment.

2.1 Prevalence of lifetime sexual harassment

A majority of Australians have experienced sexual harassment in their lifetime.

Over three quarters of Australians aged 15 or older (77%) have experienced sexual harassment at some point in their lives.

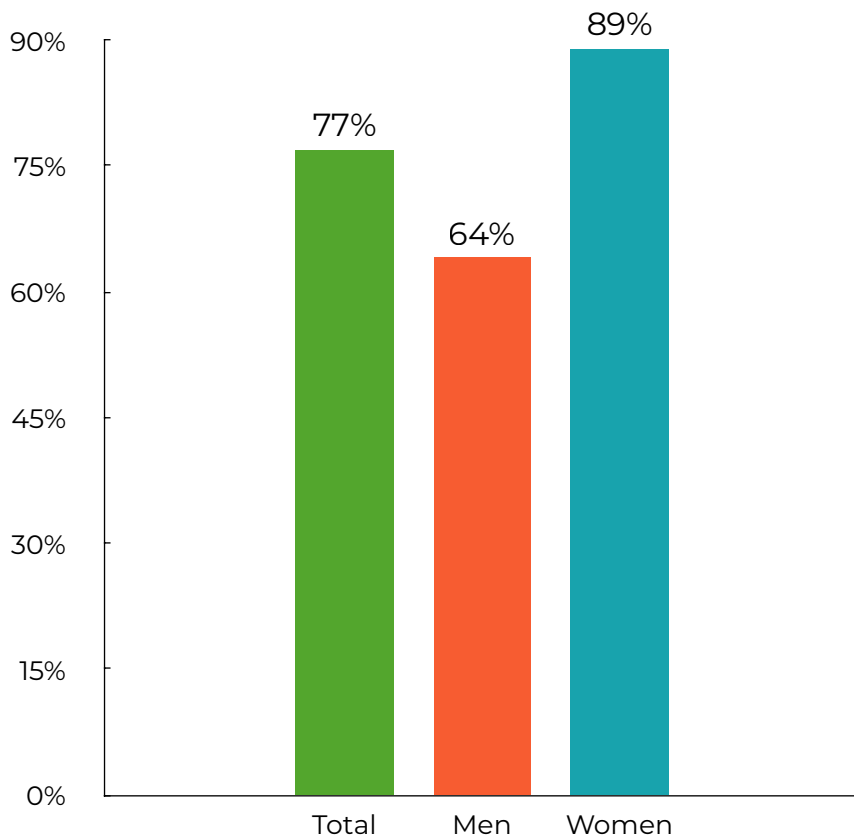
Nine in 10 Australian women (89%) have experienced sexual harassment at some point in their lifetime.

While men were less likely than women to have been sexually harassed, the majority of Australian men (64%) have experienced sexual harassment at some point in their lifetime.

Almost all non-binary respondents (99%) indicated that they had been sexually harassed at some point in their lifetime. However, as the survey captured a small number of non-binary respondents (n=62), this result should be interpreted with caution. Although, it can be noted that other research highlights that non-binary people do report higher levels of sexual harassment than those whose gender is binary (i.e. a man or woman).¹

Comparison to 2018 National Survey
In 2018, the prevalence of lifetime sexual harassment was 71% (85% for women and 56% for men).²

Figure 1: Prevalence of lifetime sexual harassment



Base: All respondents (n=10,157); Men (n=5,226); Women (n=4,861). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' are included in the Total.

2.2 Nature of lifetime sexual harassment³

Most people harassed experience multiple forms of sexual harassment.

Of the Australians who have been sexually harassed, the majority (87%) experienced multiple forms of sexual harassment over the course of their lifetime – this was higher for women than men (94%, compared to 78% for men).

The forms of sexual harassment experienced by women and men were broadly similar, although women consistently cited experiencing all types of sexual harassment behaviours at higher levels than men. Non-binary people experienced all types of sexual harassment at higher rates than both men and women.

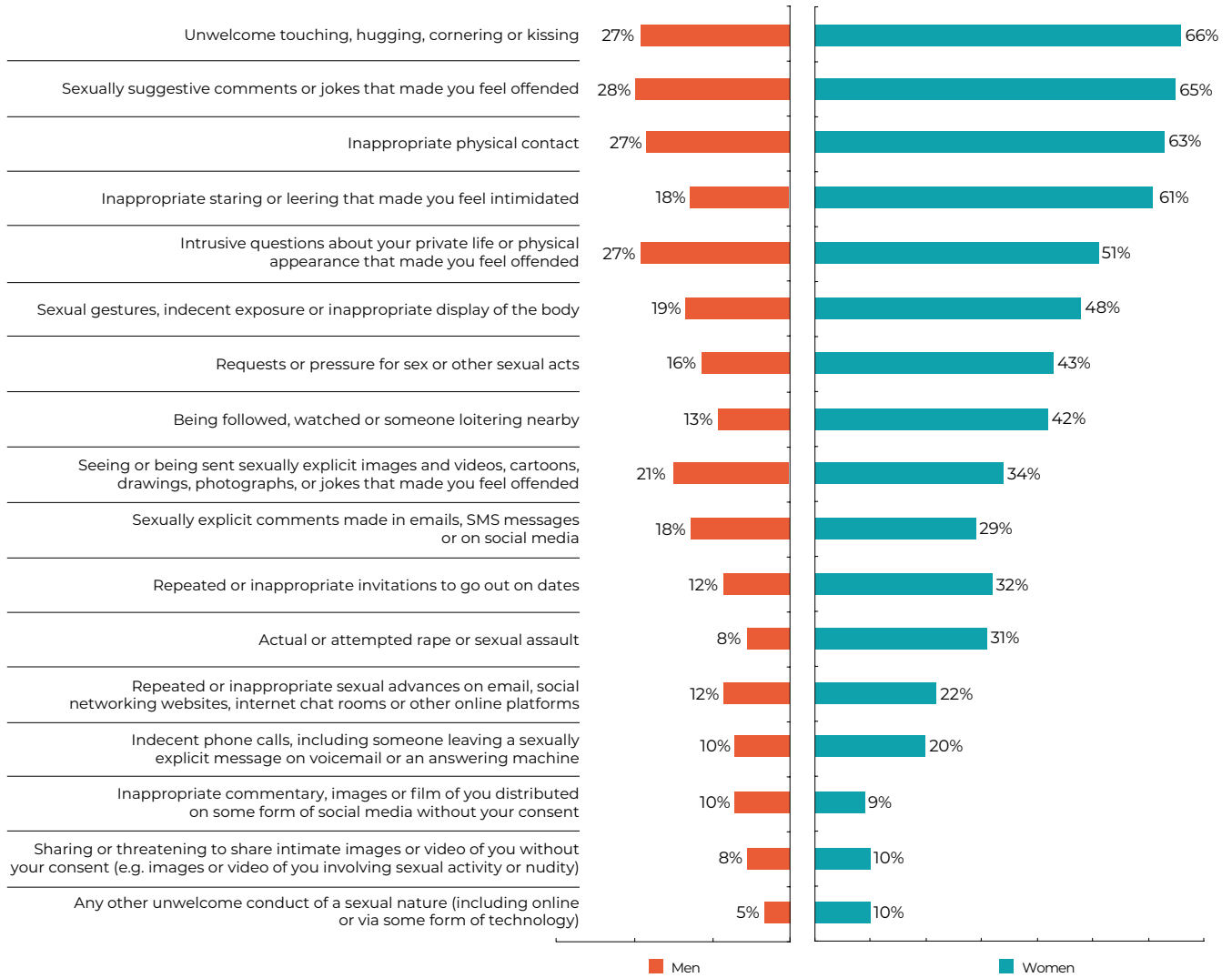
The 5 most common types of sexual harassment people experienced in their lifetime were:

- sexually suggestive comments or jokes (28% of men, 65% of women and 83% of non-binary people)
- unwelcome touching, hugging, cornering or kissing (27% of men, 66% of women and 87% of non-binary people)
- inappropriate physical contact (27% of men, 63% of women and 85% of non-binary people)
- intrusive questions about their private life or physical appearance (27% of men, 51% of women and 82% of non-binary people)
- inappropriate staring or leering (18% of men, 61% of women and 73% of non-binary people).

As the survey captured a small number of non-binary respondents (n=62), these results should be interpreted with caution.



Figure 2: Types of lifetime sexual harassment (by gender)



Base: Men (n=5,226); Women (n=4,861). Figures do not add up to 100% as multiple responses were allowed and responses of 'Can't say' or 'Prefer not to say' have been omitted.

Almost a third of Australian women have experienced actual or attempted rape or sexual assault.

Thirty one percent of women have experienced actual or attempted rape or sexual assault at some point in their lifetime. Men were far less likely to have these experiences. However, the prevalence among men was still high, with 8% of men having experienced actual or attempted rape or sexual assault.

Comparison to 2018 National Survey

In 2018, 23% of women and 5% of men had experienced actual or attempted rape or sexual assault at some point in their lifetime.⁴

2.3 Who experiences sexual harassment in their lifetime

The results of the survey indicate that people's lifetime experience of sexual harassment can differ according to their socio-demographic profile, such as gender identity, age, sexual orientation, intersex status, Aboriginal and Torres Strait Islander status, disability status, language spoken at home and country of birth.

While analysing all intersections of identity is beyond the scope of this report, it is important to note that lived experience of sexual harassment is intersectional. Our social identities are shaped by how we are perceived in the world. They are not fixed, but depend on the specific situations and settings in which we find ourselves and how we are perceived by others. The following section presents data from socio-demographic profiles separately and, as such, does not accurately represent the lived experience of intersectionality.

(a) Gender identity

In the survey, respondents were provided with the option of identifying their gender as:

- female
- male
- non-binary
- other
- prefer not to say.

Women are more likely than men to be sexually harassed.

Women were substantially more likely than men to have experienced sexual harassment in their lifetime (89%, compared to 64% of men).

Non-binary people are more likely than men and women to be sexually harassed.

People who identified as non-binary were extremely likely (99%) to have experienced sexual harassment in their lifetime. However, as the survey captured a small number of non-binary respondents (n=62), these results should be interpreted with caution.

Comparison to 2018 National Survey

In 2018, 85% of women, 56% of men and 89% of non-binary people had experienced sexual harassment in their lifetime.⁵

As noted in Chapter 1, the survey was limited in the data it captured on sex and gender and as such, is not able to reflect the diversity in gender identity among people in Australia. However, notable differences between the experiences of recorded genders include:

- women were almost 4 times more likely to experience actual or attempted rape or sexual assault than men (31%, compared to 8% of men)
- non-binary people were 3 times more likely to experience actual or attempted rape or sexual assault than the total population, and more than twice as likely as women (64%, compared to 20% of the total population and 31% of women)
- women were over 3 times more likely to experience inappropriate staring or leering than men (61%, compared to 18% of men)
- women were over 3 times more likely to have been followed, watched or had someone loitering nearby than men (42%, compared to 13% of men)
- non-binary people were over 3 times more likely to experience repeated or inappropriate sexual advances on email, social networking websites, internet chat rooms or other online platforms than the total population (56%, compared to 17% of the total population)
- non-binary people were 3 times more likely to have intimate images of themselves shared, or threatened to be shared, without their consent than the total population (30%, compared to 10% of the total population).

As the survey captured a small number of non-binary respondents (n=62), these results should be interpreted with caution.

(b) Age

People aged between 18–29 and 30–39 are more likely than other age groups to be sexually harassed.

Experiences of sexual harassment were highest among people aged 18–29 and 30–39, with 4 in 5 people in these age groups having experienced sexual harassment over the course of their lifetime (83% of those aged 18–29 and 80% of those aged 30–39).

While those aged 65 or older were comparatively less likely to have experienced sexual harassment, the prevalence among this age group (70%) was still high.

Those aged 15–17 were twice as likely as other age groups to experience having their image distributed without their consent. A quarter of people (26%) experienced inappropriate commentary, images or film of themselves posted without consent on social media compared to 10% of the total population, and 21% had intimate images of themselves shared, or threatened to be shared, without their consent compared to 10% of the total population. However, as the survey captured a small number of respondents aged 15–17 (n=49), these results should be interpreted with caution.

Conversely, those aged 65 or older were the least likely age group to have had intimate images shared or threatened to be shared without consent (2%, compared to 10% of the total population). Similarly, this age group was less likely to experience inappropriate commentary, images or film of themselves posted without consent on social media (3%, compared to 10% of the total population).

(c) Sexual orientation

People who identify as gay, lesbian, bisexual, pansexual, queer, asexual, aromantic, undecided, not sure, questioning, or other are more likely than people who identify as straight or heterosexual to be sexually harassed.

The prevalence of sexual harassment was higher among people who identified as gay, lesbian, bisexual, pansexual, queer, asexual, aromantic, undecided, not sure, questioning, or other, than among those who identified as straight or heterosexual (85%, compared to 75% of those who identified as straight or heterosexual).⁶ Overall rates at which people have experienced sexual harassment over the course of their lifetime are:

- 75% of people who identified as straight or heterosexual
- 84% of people who identified as gay
- 91% of people who identified as bisexual
- 92% of people who identified as another sexual orientation ('other', including 'pansexual', 'queer', 'asexual or aromantic', 'undecided, not sure or questioning')
- 95% of people who identified as lesbian.

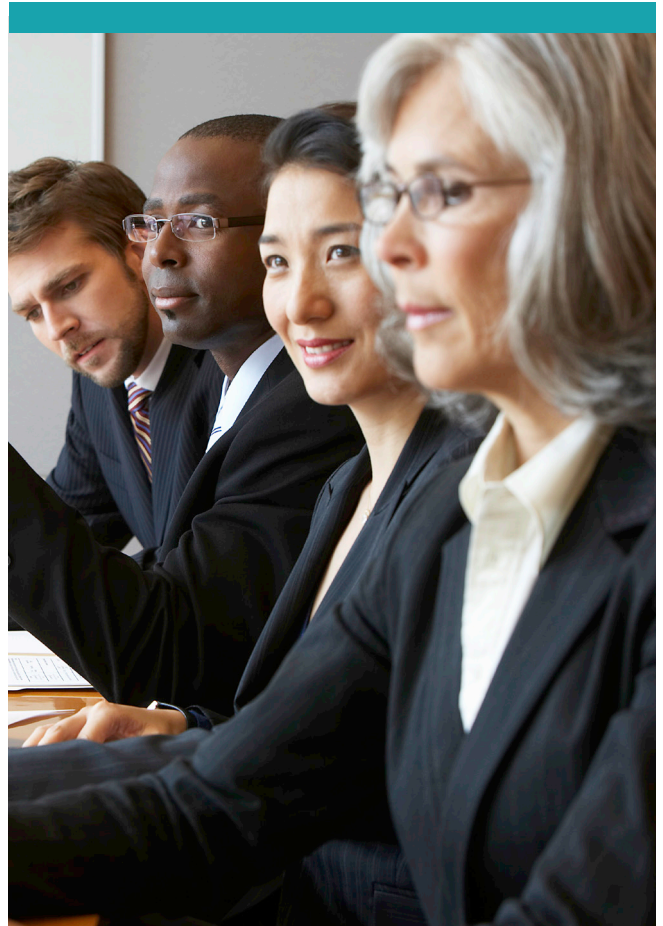
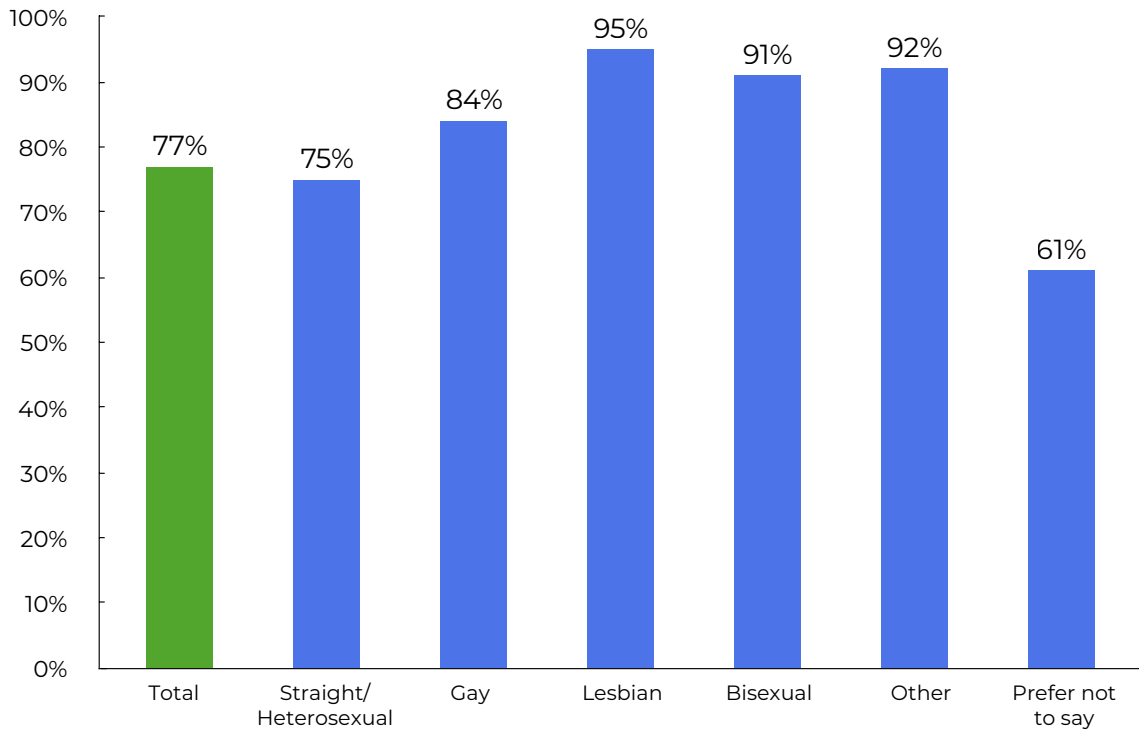


Figure 3: Prevalence of lifetime sexual harassment by sexual orientation



Base: All respondents (n=10,157); Straight/heterosexual (n=8,701); Gay (301); Lesbian (n=98); Bisexual (n=470); Other (n=343); Prefer not to say (n=243). Note that 'Other' includes groups with smaller sample sizes and as such are reported on collectively, including 'pansexual', 'queer', 'asexual or aromantic' and 'undecided, not sure or questioning'.

When examined by gender, 9 in 10 women (91%) who identified as gay, lesbian, bisexual, pansexual, queer, asexual or aromantic, undecided, not sure, questioning, or other, have experienced sexual harassment in their lifetime, compared to 88% of straight or heterosexual women.

While the rate of sexual harassment was slightly lower for men who identified as gay, bisexual, pansexual, queer, asexual or aromantic, undecided, not sure, questioning, or other, than it was for women who identified as such, it was still higher than for men who identified as straight or heterosexual (76%, compared to 62% of men who identified as straight or heterosexual).

Comparison to 2018 National Survey

In 2018, 84% of gay, lesbian, bisexual, pansexual, queer, asexual or aromantic, undecided, not sure, questioning or other people and 70% of straight or heterosexual people had experienced sexual harassment in their lifetime.⁷

(d) Intersex status

People with an intersex variation are more likely than people without an intersex variation to be sexually harassed.

Almost all people with an intersex variation (92%) have been sexually harassed in their lifetime, compared to 77% of those without such a variation.

The types of sexual harassment experienced by those with an intersex variation differed from those who do not have an intersex variation in several key ways. For instance, those with an intersex variation were:

- 5 times more likely to have experienced inappropriate commentary, images or film of themselves posted without consent on social media (48%, compared to 9% of those without an intersex variation)
- more than 4 times more likely to have experienced intimate images of themselves shared, or threatened to be shared, without their consent (43%, compared to 9% of those without an intersex variation)
- more likely to have experienced indecent phone calls (50%, compared to 15% of those without an intersex variation).

(e) Aboriginal and Torres Strait Islander people

Aboriginal and Torres Strait Islander people are more likely than non-Indigenous people to be sexually harassed.

Almost 9 in 10 Aboriginal and Torres Strait Islander people (86%) have experienced sexual harassment in their lifetime.

Aboriginal and Torres Strait Islander people were more likely to have experienced some types of sexually harassing behaviours than those who do not identify as Aboriginal or Torres Strait Islander. They were more than twice as likely to have experienced repeated inappropriate sexual advances on email, social networking websites, internet chat rooms or other online platforms (41%, compared to 17% of other Australians).

They were also more likely to have experienced:

- having intimate images of themselves shared, or threatened to be shared, without their consent (32%, compared to 9% of those who do not identify as Aboriginal or Torres Strait Islander)
- having inappropriate commentary, images, or film of them distributed on some form of social media without their consent (33%, compared to 19% of those who do not identify as Aboriginal or Torres Strait Islander)
- indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine (32%, compared to 15% of those who do not identify as Aboriginal or Torres Strait Islander).

(f) People with a disability

People with a disability are more likely than those without a disability to be sexually harassed.

Four out of 5 people with a disability have been sexually harassed on at least one occasion over the course of their lifetime, compared with three quarters of those without disability (83%, compared to 76% of those without a disability).

While the prevalence rates were high for all people with a disability, women with a disability were much more likely to have experienced sexual harassment than men with a disability (92%, compared to 71% of men with a disability).

People with a disability were twice as likely to have experienced actual or attempted rape or sexual assault over the course of their lifetime (39%, compared to 18% of people without a disability). Notably, women with a disability were over 3 times more likely to have experienced actual or attempted rape or sexual assault than men with a disability (57%, compared to 16% of people without a disability).

Almost half of people with a disability have been requested or pressured for sex or other sexual acts, which compares to just over a quarter of those without a disability (47%, compared to 28% of those without a disability).

(g) Language spoken at home and country of birth

People who speak mainly English at home were more likely to have been sexually harassed in their lifetime than those who mainly speak a language other than English at home (77%, compared to 70% of those who mainly speak a language other than English at home).

Rates at which Australians experienced sexual harassment in their lifetime varied slightly depending on their country of birth, as follows:

- 77% of people born in Australia
- 77% of people born in England
- 82% of people born in New Zealand

- 68% of people born elsewhere (including India, China, Philippines, Vietnam, South Africa, Malaysia, Italy, and others). Respondents who were born in these countries have sample sizes too small to report individually. These have been categorised as 'born elsewhere' and are reported in aggregate.

As noted in Section 1.3, there are a number of limitations to reporting on the experiences of sexual harassment according to language spoken at home and country of birth in this survey, including that the survey was delivered in English. As such, these results should be interpreted with caution.

2.4 Gap between legal and behavioural definitions of sexual harassment

Before being asked about their experiences of sexual harassment 'behaviours', all survey respondents were provided with the Legal Definition of sexual harassment and asked to disclose whether they had experienced such harassment at any time or anywhere (as noted earlier in Section 1.3).

In total, 49% of respondents (69% of women and 28% of men) reported having been sexually harassed based on the Legal Definition. The total was significantly higher (77%) once people were also asked the Behavioural Definition, at 89% of women and 64% of men. While more respondents report experiencing sexual harassment overall in 2022 than ever before, there remains a large gap

(28 percentage points) between the proportion of the population who identified as having experienced sexual harassment when given a Legal Definition, and those who identified having experienced sexual harassment when they were provided with the Behavioural Definition. This suggests that there is still a lack of awareness among Australians aged 15 or older as to what constitutes sexual harassment.

Comparison to 2018 National Survey

In 2018, the gap between respondents who reported having been sexually harassed on the basis of the Legal Definition, who then went on to report under the Behavioural Definition was 29 percentage points.⁸

Awareness of what constitutes sexual harassment under the Legal Definition was highest among non-binary people, with 88% identifying with the Legal Definition, and 99% identifying with the Behavioural Definition (a gap of 11 percentage points). Women had greater awareness of the Legal Definition than men (a gap of 20 percentage points for women compared to 36 percentage points for men). This gap may also be indicative of the forms of sexual harassment experienced by different cohorts.

Awareness of what constitutes sexual harassment under the Legal Definition is lowest among those aged 15–17 and 18–29.

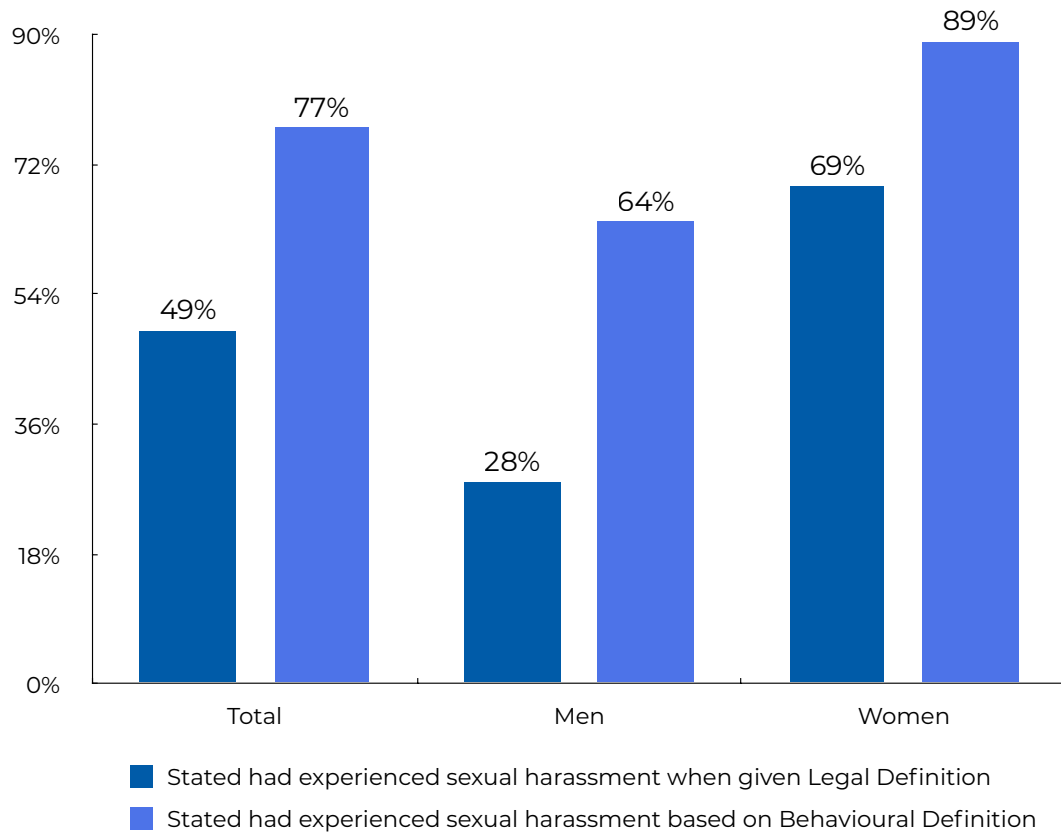
A third of those aged 15–17 (33%) identified with having experienced sexual harassment when given the Legal Definition, but this rose to 78% when given the list of behaviours (a 45 percentage point gap). However, as the survey captured a small number of respondents aged 15–17 (n<50), this result should be interpreted with caution.

Half of those aged 18–29 (49%) identified with having experienced sexual harassment when given the Legal Definition, but this rose to 83% when given the list of behaviours (a 34 percentage point gap).

After these age groups, the gap between the Legal and Behavioural definitions of sexual harassment remains steady, at around 25 percentage points.

For those whose main language at home is English, the gap between their identifying the Legal Definition and Behavioural Definition of sexual harassment was 27 percentage points (50% when given the Legal Definition, compared to 77% when given the Behavioural Definition). For those who mainly speak a language at home other than English, the gap was slightly higher at 32 percentage points (38% when given the Legal Definition, compared to 70% when given the Behavioural Definition).

Figure 4: Identifying sexual harassment: The gap between the Legal Definition and the Behavioural Definition



Base: All respondents (n=10,157); Men (n=5,226); Women (n=4,861). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=70) are included in the Total.

Chapter 2: Endnotes

- 1 G Tyler Lefevor et al, 'Health Disparities between Genderqueer, Transgender, and Cisgender Individuals: An Extension of Minority Stress Theory.' (2019) 66(4) *Journal of Counseling Psychology* 385.
- 2 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 18 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 3 The questions in this section were multiple response, so percentages quoted may sum to more than 100%.
- 4 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 20 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 5 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 21 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 6 Respondents were given the option of identifying their sexual orientation from the following list:
 - Straight or heterosexual
 - Gay
 - Lesbian
 - Bisexual
 - Pansexual
 - Queer
 - Asexual or Aromantic
 - Undecided, not sure or questioning
 - Other (please specify)
 - Prefer not to say.
- 7 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 22 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 8 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 24 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.

Chapter 3: Workplace Sexual Harassment

Incidence of workplace sexual harassment

In the last 12 months

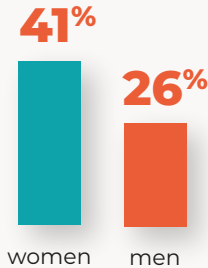
About **1 in 5** people

(19%) have been sexually harassed at work.

In the last 5 years


About **1 in 3** people 


(33%) have been sexually harassed at work (41% of women and 26% of men).




In the last 5 years

some people experienced workplace sexual harassment at rates **disproportionate** to the total population (33%):


 **47%** of people aged between 15–17* and

 **46%** of people aged between 18–29.

 **46%** of people who identified as gay, lesbian, bisexual, pansexual, queer, asexual, aromantic, undecided, not sure, questioning or other.

 **70%** of people with an intersex variation.

 **56%** of Aboriginal and Torres Strait Islander people.

 **48%** of people with disability.

*Indicates small sample size

Chapter 3 examines workplace sexual harassment in detail, including:

- the incidence of workplace sexual harassment
- the nature of workplace sexual harassment
- who experiences workplace sexual harassment
- who the harassers are.

3.1 Incidence of workplace sexual harassment

(a) Workplace sexual harassment in the last 12 months

Nineteen percent of Australians who had been in the workforce in the last 5 years had experienced workplace sexual harassment in the last 12 months.

Comparison to 2018 National Survey

In 2018, 18% of people who had been in the workforce in the previous 5 years had experienced workplace sexual harassment in the previous 12 months.¹

(b) Workplace sexual harassment in the last 5 years

One third of Australians in the workplace in the last 5 years have been sexually harassed.

Thirty three percent of people who had been in the workforce in the last 5 years had experienced sexual harassment in the workplace during that time. This includes sexual harassment experienced at work, at a work-related event or while looking for work.

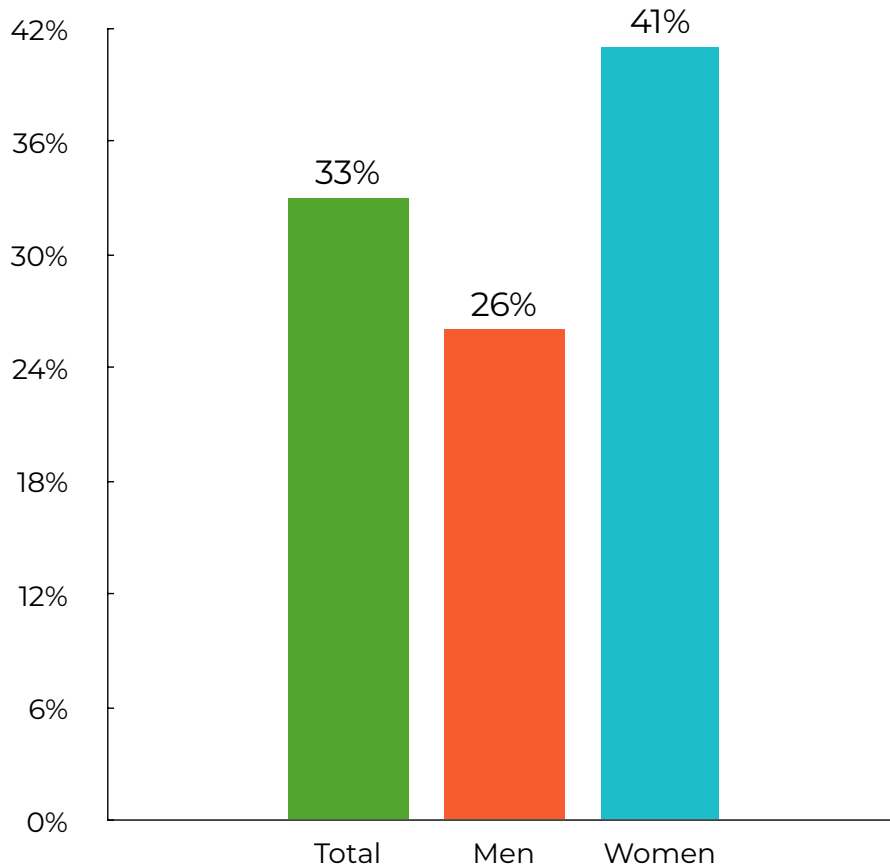
Women are more likely than men to be sexually harassed at work.

Forty one percent of women compared to 26% of men were sexually harassed at work within the last 5 years. More than two thirds of non-binary people (67%) were sexually harassed at work in the last 5 years. However, as the survey captured a small number of non-binary respondents in the workplace in the last 5 years (n=56), this result should be interpreted with caution.

Comparison to 2018 National Survey

In 2018, 33% of people (39% of women and 26% of men) who had been in the workforce in the previous 5 years had experienced sexual harassment in the workplace during that time.²

Figure 5: Incidence of workplace sexual harassment by gender in the last 5 years



Base: All respondents in the workplace in the last 5 years (n=8,859); Men (n=4,631); Women (n=4,165). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=63) are included in the Total.

(c) Timing of most recent incident of workplace sexual harassment

Two fifths of people in the workforce in the last 5 years experienced workplace sexual harassment most recently in the last 12 months.

People who had been in the workforce in the last 5 years, who had experienced workplace sexual harassment in their lifetime, were asked when they had most recently experienced it:

- 11% stated the most recent incident had occurred in the last 1–2 months
- 30% stated the most recent incident had occurred between 2–12 months ago
- 31% stated the most recent incident was between 1–5 years ago
- 28% stated the most recent incident was more than 5 years ago.

(d) Scale of workplace sexual harassment

One in 2 Australians are exposed to workplace sexual harassment.

Fifty four percent of people who had been in the workforce in the last 5 years were exposed to some form of workplace sexual harassment, having either experienced it or been a bystander to it (i.e. witnessing or hearing about the sexual harassment of another person in their workplace), or both.

Women had a higher likelihood of exposure to sexual harassment in the workplace than men (57%, compared to 51% of men).

Seventy five percent of non-binary people had experienced, witnessed or heard about sexual harassment in their workplace. However, as the survey captured a small number of non-binary respondents in the workplace in the last 5 years (n=56), this result should be interpreted with caution.

Comparison to 2018 National Survey

In 2018, 51% of people (52% of women and 50% of men) who had been in the workforce in the previous 5 years had been exposed to sexual harassment in the workplace during that time.³

3.2 Who experiences sexual harassment in the workplace⁴

The results of the survey indicate that people's experience of workplace sexual harassment can differ according to their socio-demographic profile, such as gender identity, age, sexual orientation, intersex status, Aboriginal and Torres Strait Islander status, disability status, the language spoken at home and country of birth, employment status and occupation.

As mentioned in Chapter 2, while analysing all intersections of identity is beyond the scope of this report, it is important to note that lived experience of sexual harassment is intersectional. Our social identities are shaped by how we are perceived in the world. They are not fixed, but depend on the specific situations and settings in which we find ourselves and how we are perceived by others. The following section presents data from different socio-demographic profiles separately and, as such, does not accurately represent the lived experience of intersectionality.

(a) Gender

Women were more likely than men to have been sexually harassed in the workplace in the last 5 years (41%, compared with 26% of men). Over half of non-binary workers (67%) had been sexually harassed in the last 5 years. However, as the survey captured a small number of non-binary respondents (n=56), this result should be interpreted with caution.

Comparison to 2018 National Survey

In 2018, 39% of women and 26% of men had experienced sexual harassment in the workplace in the previous 5 years.⁵

(b) Age

People aged 15–17 and 18–29 were more likely than those in other age groups to have been sexually harassed in the workplace in the last 5 years:

- 47% of those aged 15–17 (however this is based on a small sample size, $n < 50$)
- 46% of those aged 18–29
- 39% of those aged 30–39
- 28% of those aged 40–49.

This was contrasted with people in the uppermost age bands, who were the least likely to have been sexually harassed in the workplace in the last 5 years:

- 23% of those aged 50–64
- 25% of those aged 65 or older.

Three in 5 people (60%) who experienced sexual harassment in the workplace were under 40 at the time of the most recent incident.

The average age of women and men at the time of the most recent incident of workplace sexual harassment was similar, at 36.3 years for women and 35.6 years for men. For non-binary people this was considerably lower at 23.8 years. However, as the survey captured a small number of non-binary respondents ($n=56$), this result should be interpreted with caution.

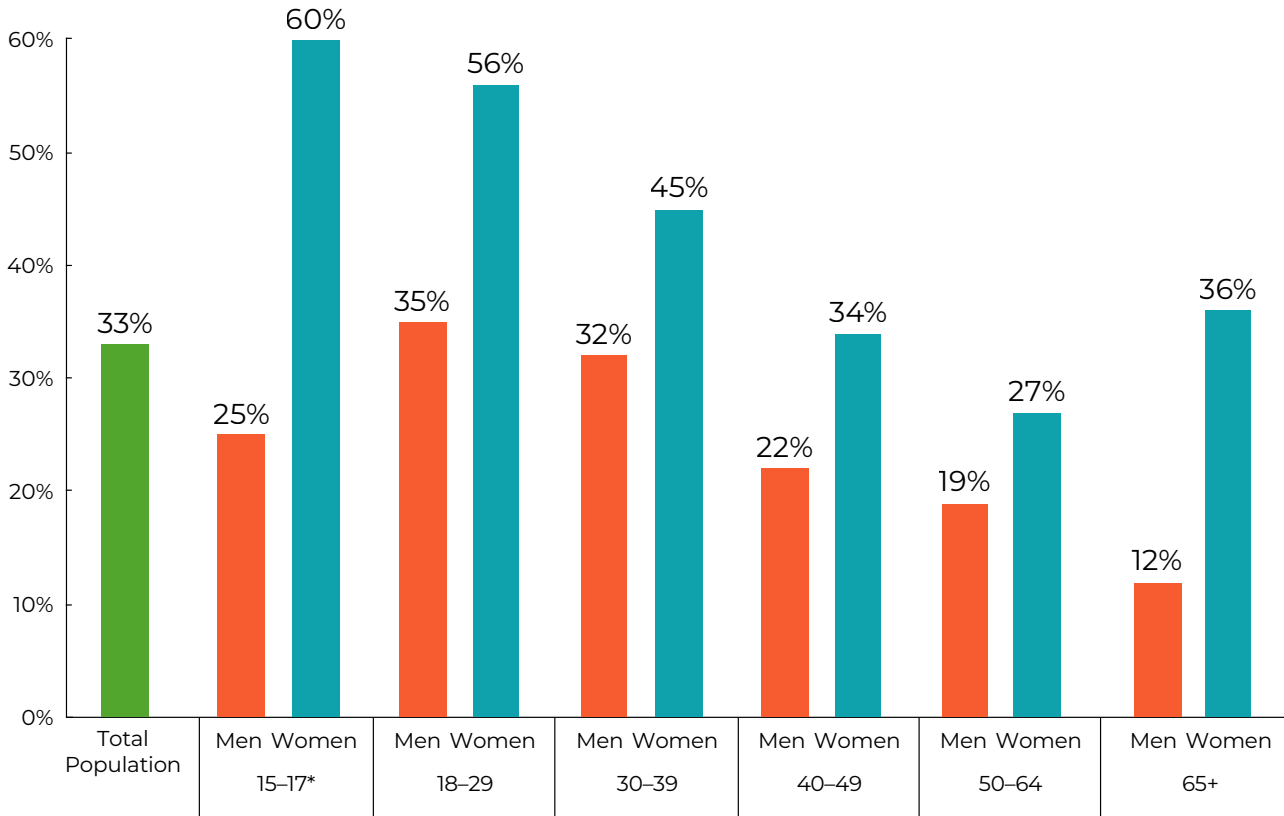
(c) Age and gender

The incidence of workplace sexual harassment was higher for women than men across all age groups. The difference between the incidence of workplace sexual harassment for men and women was largest in the younger age groups and the oldest age group. For instance:

- 60% of women aged 15–17 had been sexually harassed at work in the last 5 years compared to 25% of men in this age group, a 35 percentage point difference. However, as the survey captured a small number of respondents aged 15–17 ($n < 50$), these results should be interpreted with caution.
- 56% of women aged 18–29 had been sexually harassed at work in the last 5 years compared to 35% of men in this age group, a 21 percentage point difference.
- 36% of women aged 65 and over had been sexually harassed at work in the last 5 years compared to 12% of men in this age group, a 24 percentage point difference.

While women were more likely to be sexually harassed in the workforce compared to men within each age group, young men were more likely to be sexually harassed than older women. For example, one in 3 men aged 18–29 were sexually harassed at work in the last 5 years, compared to a quarter of women aged 50–64 (35% of men aged 18–29, compared to 27% of women aged 50–64).

Figure 6: Incidence of workplace sexual harassment by age and gender in the last 5 years.



Base: All respondents in the workplace in the last 5 years (n=8,859); Men: 15-17*(n=10), 18-29 (n=1,114), 30-39 (n=1,171), 40-49 (n=993), 50-64 (n=1,244), 65+ (n=99); Women: 15-17* (n=21), 18-29 (n=1,165), 30-39 (n=1,010), 40-49 (n=892), 50-64 (n=1,012), 65+ (n=65).

* Indicates small sample size.

(d) Sexual orientation

The incidence of workplace sexual harassment was higher among those who identified as gay, lesbian, bisexual, pansexual, queer, asexual, aromantic, undecided, not sure, questioning or other, than among those who identified as straight or heterosexual (46%, compared to 31% of people who identified as straight or heterosexual).

Workplace sexual harassment was experienced in the last 5 years by:

- 31% of people who identified as straight or heterosexual
- 40% of people who identified as gay
- 50% of people who identified as another sexual orientation ('Other', including 'pansexual', 'queer', 'asexual or aromantic', 'undecided, not sure or questioning')
- 54% of people who identified as bisexual
- 60% of people who identified as lesbian.

Comparison to 2018 National Survey

In 2018, 52% of gay, lesbian, bisexual, pansexual, queer, asexual, aromantic, undecided, not sure, questioning, or other people and 31% of straight or heterosexual people had experienced sexual harassment in the workplace in the previous 5 years.⁶

(e) Intersex status

People with an intersex variation were more likely than those without a variation to have been sexually harassed in their workplace in the last 5 years (70%, compared to 33% of those without a variation).

Men with an intersex variation were more likely than other men to have experienced workplace sexual harassment (65%, compared to 24% of men without a variation). The sample size was too small among women with an intersex variation (n=39) and non-binary people with an intersex variation (n=8) to draw firm conclusions.

Comparison to 2018 National Survey

In 2018, 77% of people with an intersex variation and 32% of people without an intersex variation had experienced sexual harassment in the workplace in the previous 5 years.⁷

(f) Aboriginal and Torres Strait Islander people

The incidence of sexual harassment experienced in the workplace in the last 5 years was higher among people who identified as Aboriginal and Torres Strait Islander compared with those who did not (56%, compared to 32% of those who did not identify as Aboriginal and Torres Strait Islander).

Aboriginal and Torres Strait Islander women were slightly more likely to have experienced workplace sexual harassment in the last 5 years than Aboriginal and Torres Strait Islander men (59%, compared to 53% of Aboriginal and Torres Strait Islander men).

Comparison to 2018 National Survey

In 2018, 53% of people who identified as Aboriginal and Torres Strait Islander and 32% of those who did not identify as Aboriginal and Torres Strait Islander had experienced sexual harassment in the workplace in the previous 5 years.⁸

(g) People with a disability

People with a disability were more likely to have experienced workplace sexual harassment within the last 5 years than those without a disability (48%, compared to 32% without a disability). Women with a disability were more likely than men with a disability to have experienced workplace sexual harassment during this period (54%, compared to 38% of men with a disability).

Note that although people with a disability are under-represented in the Australian workforce, they were over-represented among people who have experienced sexual harassment.⁹

Comparison to 2018 National Survey

In 2018, 44% of people with a disability (52% of women and 35% of men) and 32% of people without a disability had experienced sexual harassment in the workplace in the previous 5 years.¹⁰

(h) Language spoken at home and country of birth

Overall, there was no difference in the incidence of workplace sexual harassment based on respondents' main language spoken at home. Thirty three percent of respondents who spoke a language other than English at home and 33% of those who spoke English at home had experienced workplace sexual harassment in the last 5 years.

Men whose main language spoken at home was not English were slightly more likely to be sexually harassed in the workplace than those whose main language was English (28%, compared to 25% of men whose main language was English). There was a very slight difference in rates between women whose main language spoken at home was not English and women whose main language was English (40%, compared to 41% of women whose main language was English).

The rates at which people experienced workplace sexual harassment in the last 5 years varied slightly depending on their country of birth:

- 34% of people born in Australia
- 30% of people born in England
- 36% of people born in New Zealand

- 25% of people born elsewhere (including India, China, Philippines, Vietnam, South Africa, Malaysia, Italy and others). Respondents who were born in these countries had sample sizes too small to report individually. These have been categorised as 'born elsewhere' and are reported in aggregate.

As noted in Section 1.3, there are a number of limitations to reporting on the experiences of sexual harassment according to language spoken at home and country of birth in this survey, including that the survey was delivered in English. As such, these results should be interpreted with caution.

Comparison to 2018 National Survey

In 2018, 32% of people who spoke mainly English at home and 34% of people who spoke mainly a language other than English at home had experienced sexual harassment in the workplace in the previous 5 years.¹¹

(i) Employment status

The majority of Australians who experience workplace sexual harassment are full-time permanent employees.

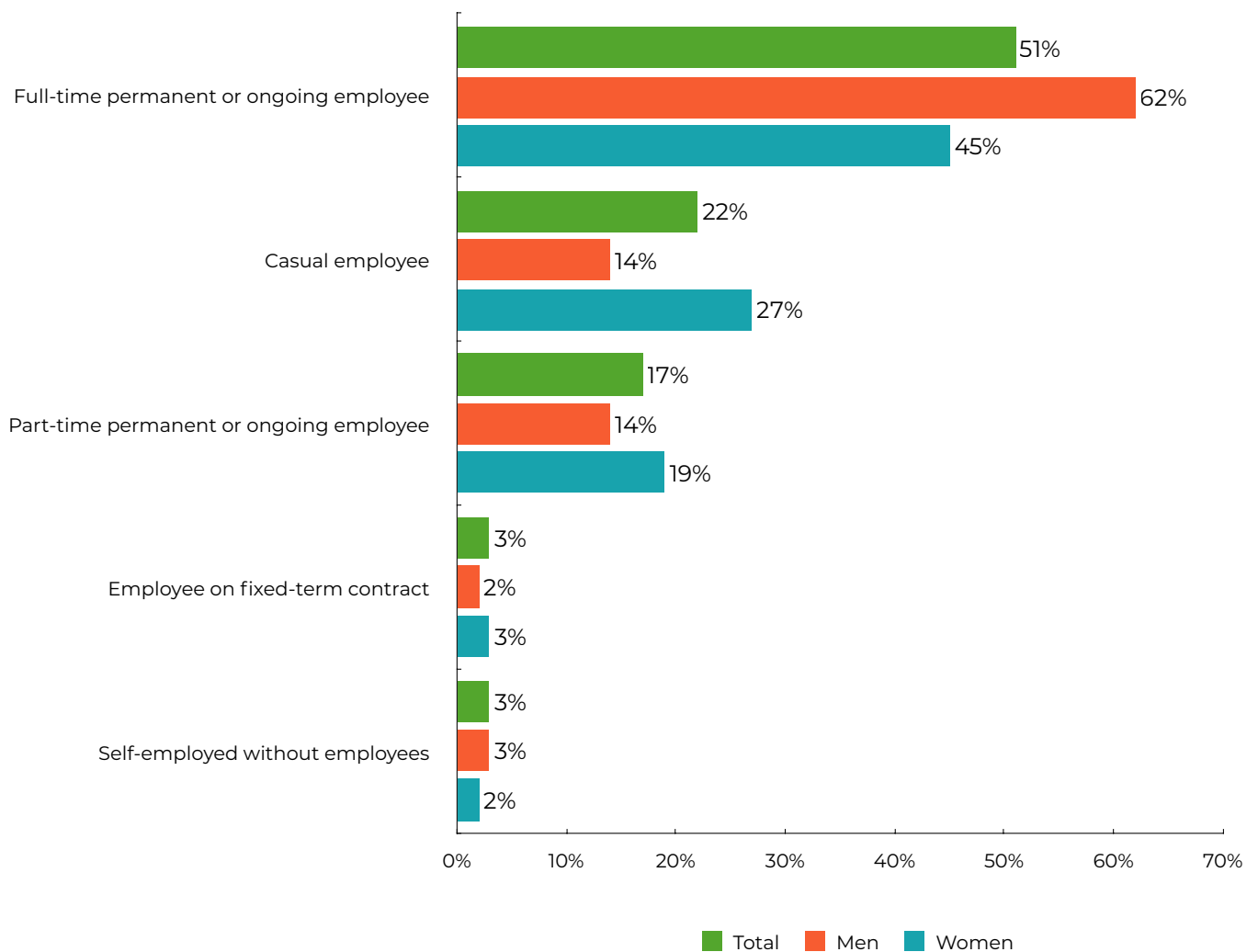
At the time of the most recent incident, the incidence of workplace sexual harassment varied slightly for people with different employment status:

- 51% were full-time permanent employees
- 22% were employed on a casual basis
- 17% were part-time employees.

Women were more likely than men to have been a casual employee at the time of the incident (27%, compared to 14% of men).

According to Australian labour force statistics, the majority of employed people aged 15–64 work full-time.¹² This may be reflected in the higher proportions surveyed who indicated they were working full-time when they were sexually harassed.

Figure 7: Employment status at time of workplace sexual harassment, by gender



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,973); Men (n=1,247); Women (n=1,689). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=37) are included in the Total. Figures do not add up to 100% as responses of 'Something else', 'Don't know', 'Self-employed' and 'Unemployed' have been omitted.

(j) Occupation



The following occupation-centred analysis is based on respondents who provided survey responses relating to occupation. This excludes the group of respondents who have experienced one type of workplace sexual harassment in the last 5 years and did not make a report or complaint (n=609).

While workplace sexual harassment is present across all occupations, Sales Workers and Clerical and Administrative Workers are overrepresented.

Over three quarters of people harassed (78%) were employed in the following occupational categories at the time of the most recent incident of workplace sexual harassment: Professional Workers, Sales Workers, Clerical and Office Workers, Manager/ Executives or Community and Personal Services Workers. Professional Workers (26%) made up the highest proportion of total people harassed across all occupations.

Broadly, the incidence of sexual harassment for these 5 occupational groups was proportional to their representation in the total Australian workforce. However, Sales Workers were significantly overrepresented, with 14% of people harassed having this occupation, although this group made up only 8% of the Australian workforce. Clerical and Administrative Workers were also slightly overrepresented (representing 15% of people harassed, but just 13% of the workforce).

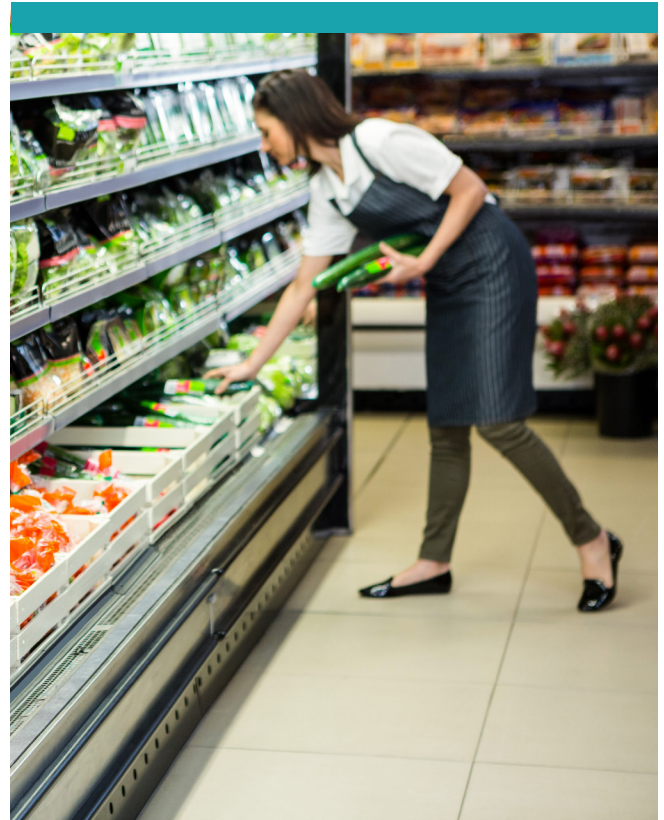


Table 2: Occupation-based sexual harassment proportional to Australian workforce

Occupation	Proportion of people harassed	Proportion of the Australian workforce
Professionals	26%	26%
Clerical and Administrative Workers	15%	13%
Sales Workers	14%	8%
Managers	14%	14%
Community and Personal Services Workers	9%	11%
Technicians and Trade Workers	6%	14%
Labourers	5%	9%
Machinery Operators and Drivers	2%	7%

Base: Respondents who had been sexually harassed in the workplace in the last 5 years or who had experienced a single type of sexual harassment and made a formal report or complaint (n=2,364); Men (n=1,247); Women (n=1,689) and Labour Force (6291.055.001), Australia, Detailed, Quarterly, August 2022, seasonally adjusted. Note that respondents who had experienced one type of sexual harassment in the workplace in the last 5 years and did not make a formal report or complaint (n=609) have been omitted from this figure. Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=28) are included in the Total.



3.3 Who the harassers are

Who the harassers are

Over half (56%) of people's most recent experience of workplace sexual harassment was carried out by an individual harasser and 1 in 5 (19%) were carried out by multiple harassers.

Most harassers are men. Overall, **77%** of people sexually harassed at work were harassed by a man.

Of those who experienced workplace sexual harassment in the last 5 years:



91% of women and **55%** of men were harassed by men.

9% of women and **44%** of men were harassed by women.¹



1. The proportionally lower rates of sexual harassment experienced by men mean there were far fewer female harassers when compared with male harassers.

(a) Number of harassers

It is more common for workplace sexual harassment to involve one harasser rather than multiple.

An incident of workplace sexual harassment was most likely to be carried out by only one person – in over half of cases (56%) there was only one harasser. There was a higher incidence of women being harassed by an individual harasser than men (64%, compared to 44% of men).

Men were slightly more likely than women to have been sexually harassed by more than one harasser (14% of men, compared to 9% of women experienced 2 harassers; 5% of men, compared to 3% of women experienced 3 harassers). The mean (average) number of harassers for men harassed was 1.8. For women harassed this was only slightly lower at 1.5. The overall mean number of harassers in an incident was 1.6.

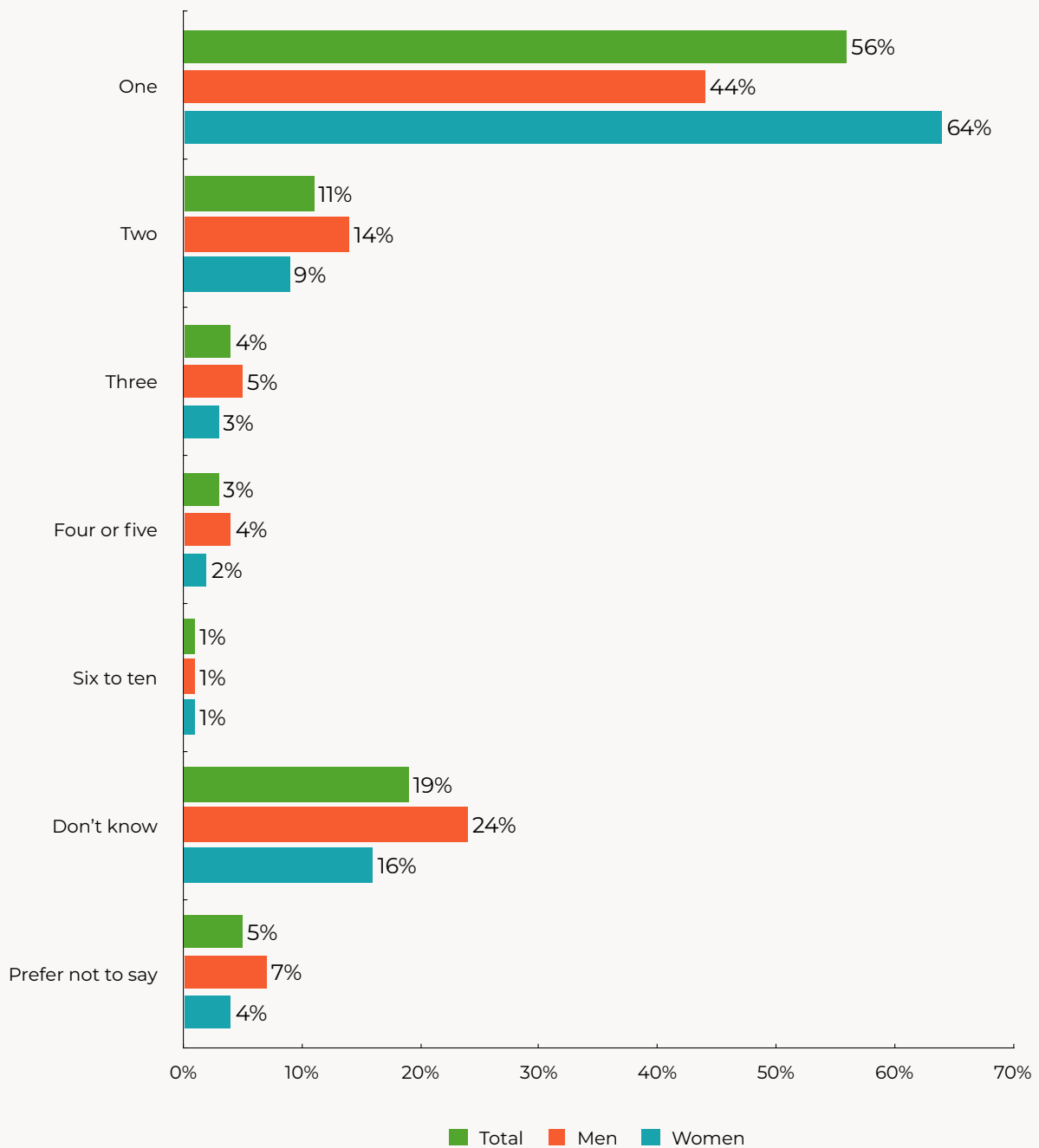
When assessed by age, those aged 18–39 were more likely than other age groups to have been sexually harassed by more than one person. The mean number of harassers for those aged 18–29 was 1.6, and for those aged 30–39 it was 1.7.

The youngest respondents (aged 15–17) had the lowest mean number of harassers (1.2). However, as the survey captured a small sample of respondents aged 15–17 (n<50), this result should be interpreted with caution.

Comparison to 2018 National Survey

In 2018, 64% of incidents of workplace sexual harassment involved an individual harasser.¹³

Figure 8: Number of harassers involved in most recent workplace sexual harassment (by gender of person harassed)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,973); Men (n=1,247); Women (n=1,689). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=37) are included in the Total.

(b) Gender of harassers

The majority of harassers are men.

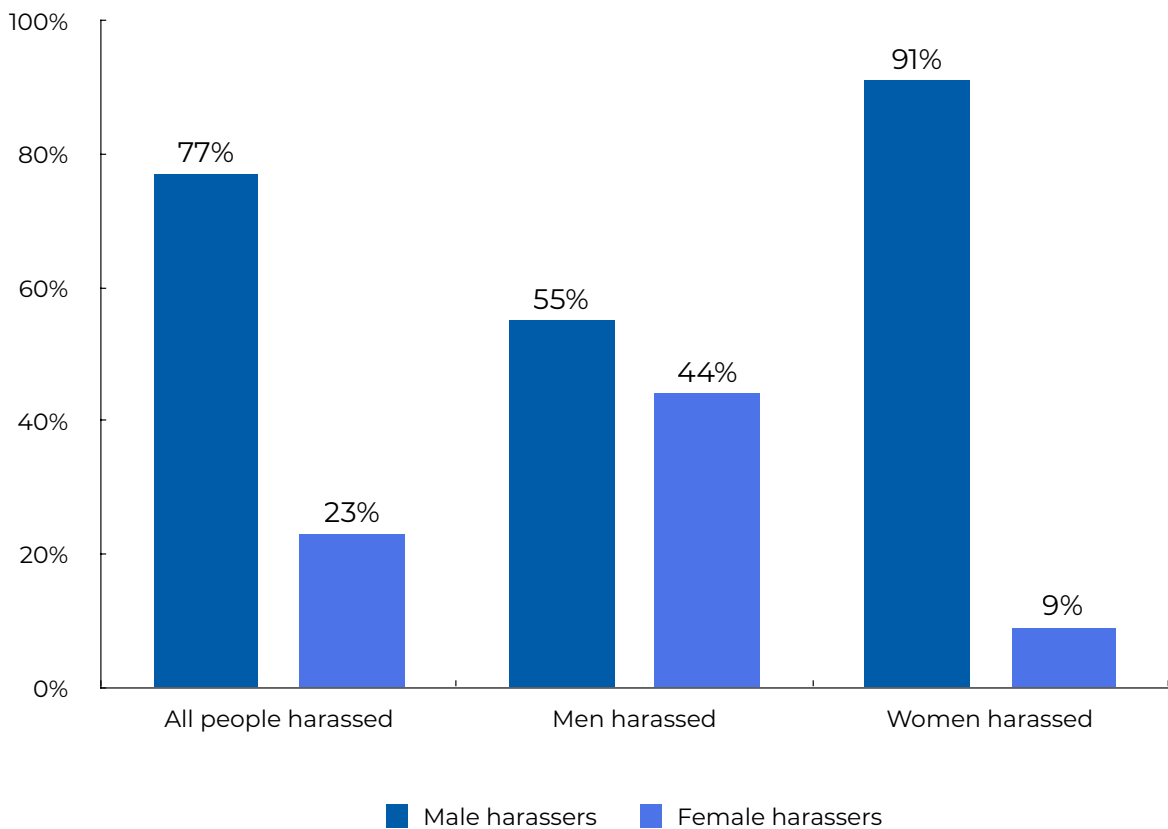
Over three quarters of people harassed (77%) were sexually harassed by one or more men.

Where women were sexually harassed, 91% were harassed by one or more men, whereas 9% were harassed by one or more women.

Where men were sexually harassed, 55% were harassed by one or more men, whereas 44% were harassed by one or more women.

In relation to rates of men sexually harassed by women, given the proportionally lower rates of sexual harassment experienced by men, there were far fewer female harassers when compared with male harassers.

Figure 9: Gender of harassers (by gender of person harassed)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,973); Men (n=1,247); Women (n=1,689). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=37) are included in the total of All people harassed. Figures do not add up to 100% as responses of 'Another gender', 'Don't know' and 'Prefer not to say' have been omitted.

When workplace sexual harassment was carried out by an individual harasser, 80% of harassers were men and 18% were women. The remaining people (2%) did not know or preferred not to say. By gender:

- for women, the harasser was almost always a man (94%)
- for men, the harasser was slightly more likely to be a man (49%) than a woman (47%).

When workplace sexual harassment was carried out by multiple harassers, the harassers were much more likely to be men. By gender:

- 61% of occurrences with multiple harassers were carried out by men exclusively
- 18% of occurrences with multiple harassers were carried out by women exclusively
- 12% of occurrences with multiple harassers were carried out by both men and women.

(c) Age of harassers

More than half of harassers are aged 40 or older.¹⁴

Where the most recent incident of workplace sexual harassment involved an individual harasser, 54% of harassers were aged 40 or older. The most common age group of harassers was 51–64 (25%).

When the survey results were examined by gender:

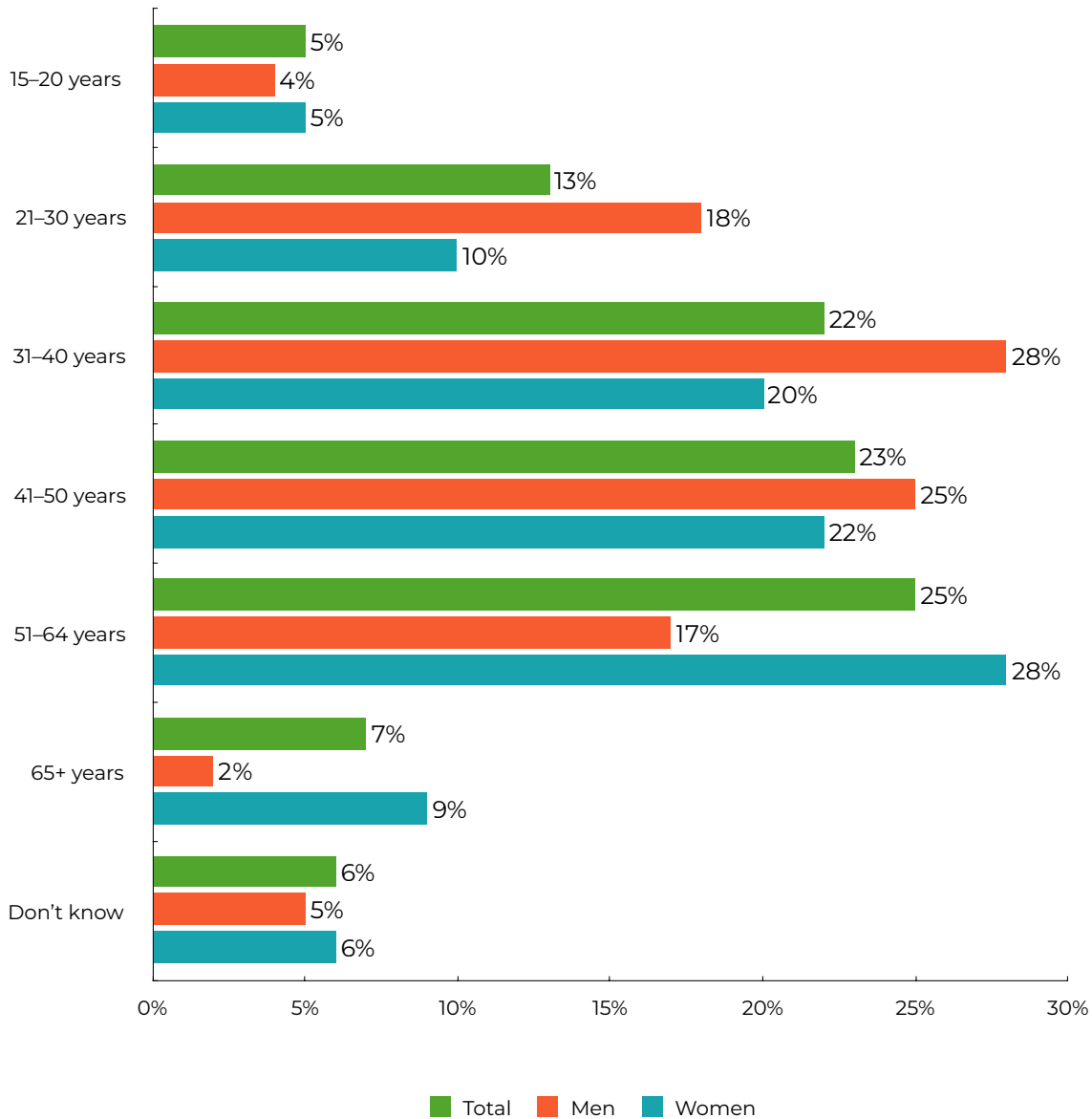
- men were more likely than women to be sexually harassed by someone aged 21–40 (46%, compared to 30% of women)
- women were twice as likely as men to be sexually harassed by someone aged 51 and older (37%, compared to 19% of men).

Comparison to 2018 National Survey

In 2018, 27% of harassers in the most recent incident of workplace sexual harassment where there was an individual harasser were aged 41–50 and 54% were aged 40 or older.¹⁵



Figure 10: Age range of individual harassers (by gender of person harassed)

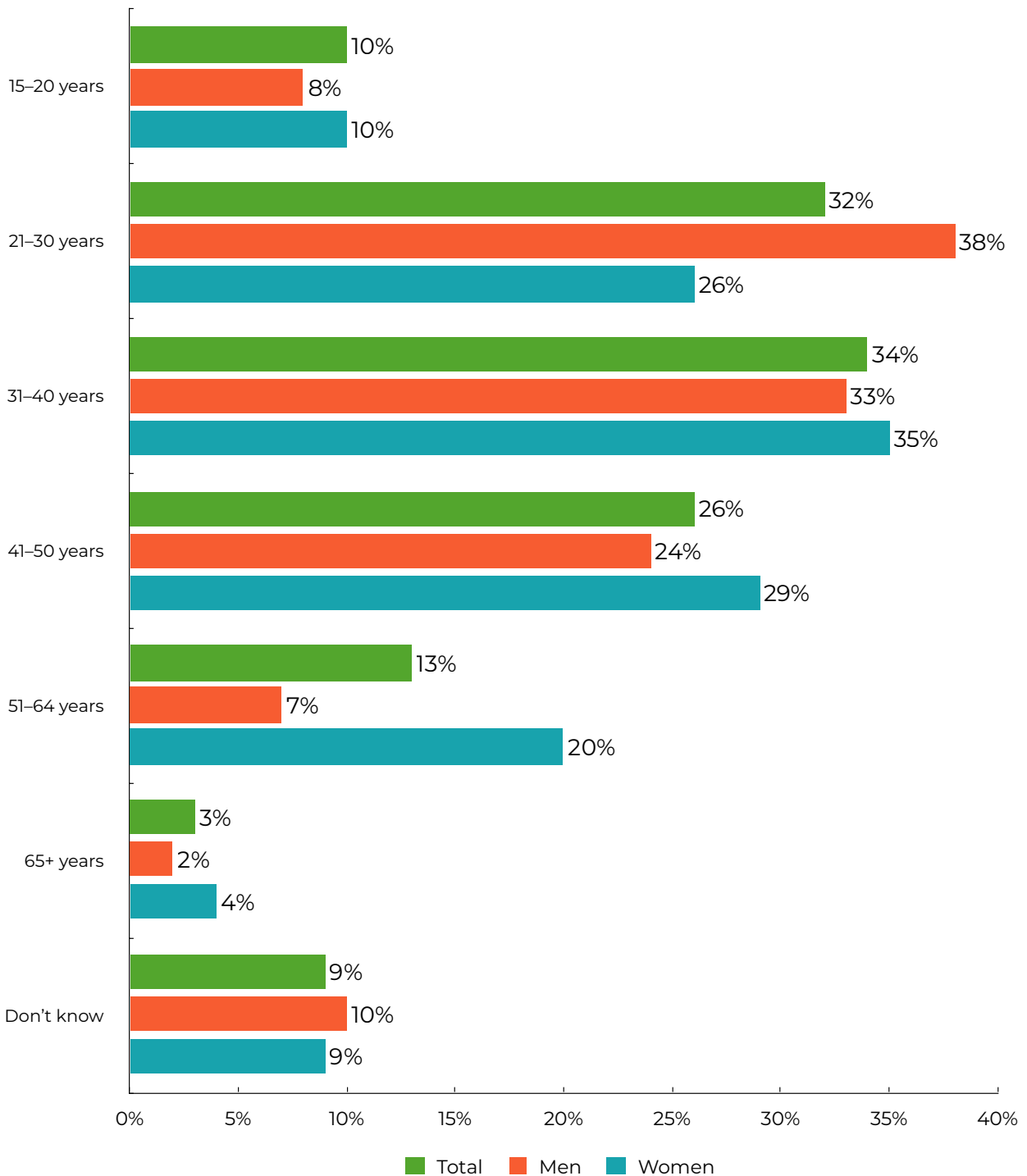


Base: Respondents who had been sexually harassed by an individual harasser in the workplace in the last 5 years (n=1,666); Men (n=554); Women (n=1,089). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=23) are included in the Total.

The age profile of multiple harassers was similar to that of individual harassers:

- where the harassers were younger (aged 21-30), the person harassed was more likely to be a man (38%, compared to 26% for women)
- where the harassers were older (aged 41 or older), the person harassed was more likely to be a woman (53%, compared to 33% for men).

Figure 11: Age range of multiple harassers (by gender of person harassed)



Base: Respondents who had been sexually harassed by multiple harassers in the workplace in the last 5 years (n=1,307); Men (n=693); Women (n=600). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=14) are included in the Total. Figures do not add up to 100% as multiple harassers of different ages, who are involved in the same incident, are included and responses of 'Prefer not to say' have been omitted.

(d) Relationship of harasser to the person harassed

(i) Individual harassers

The most common workplace relationship between a harasser and a person harassed is that of co-workers or peers at the same level in an organisation.

A quarter of individual harassers (25%) were a co-worker or peer at the same level in the organisation as the person harassed.

Almost one in 5 individual harassers (19%) were a client or customer.

Women were almost twice as likely as men to have been sexually harassed by a client or customer in the workplace (22%, compared to 12% of men). Women were also more likely than men to have been sexually harassed by a more senior co-worker (17%, compared to 13% of men).

Conversely, men were more than twice as likely as women to have been sexually harassed by a co-worker below their level (11%, compared to 6% of women). Although a small total incidence rate, slightly more men experienced sexual harassment by a direct manager or supervisor than did women (10%, compared to 9% of women).

When looking at the hierarchies in the workplace, it can be noted that sexual harassment can come from anywhere:

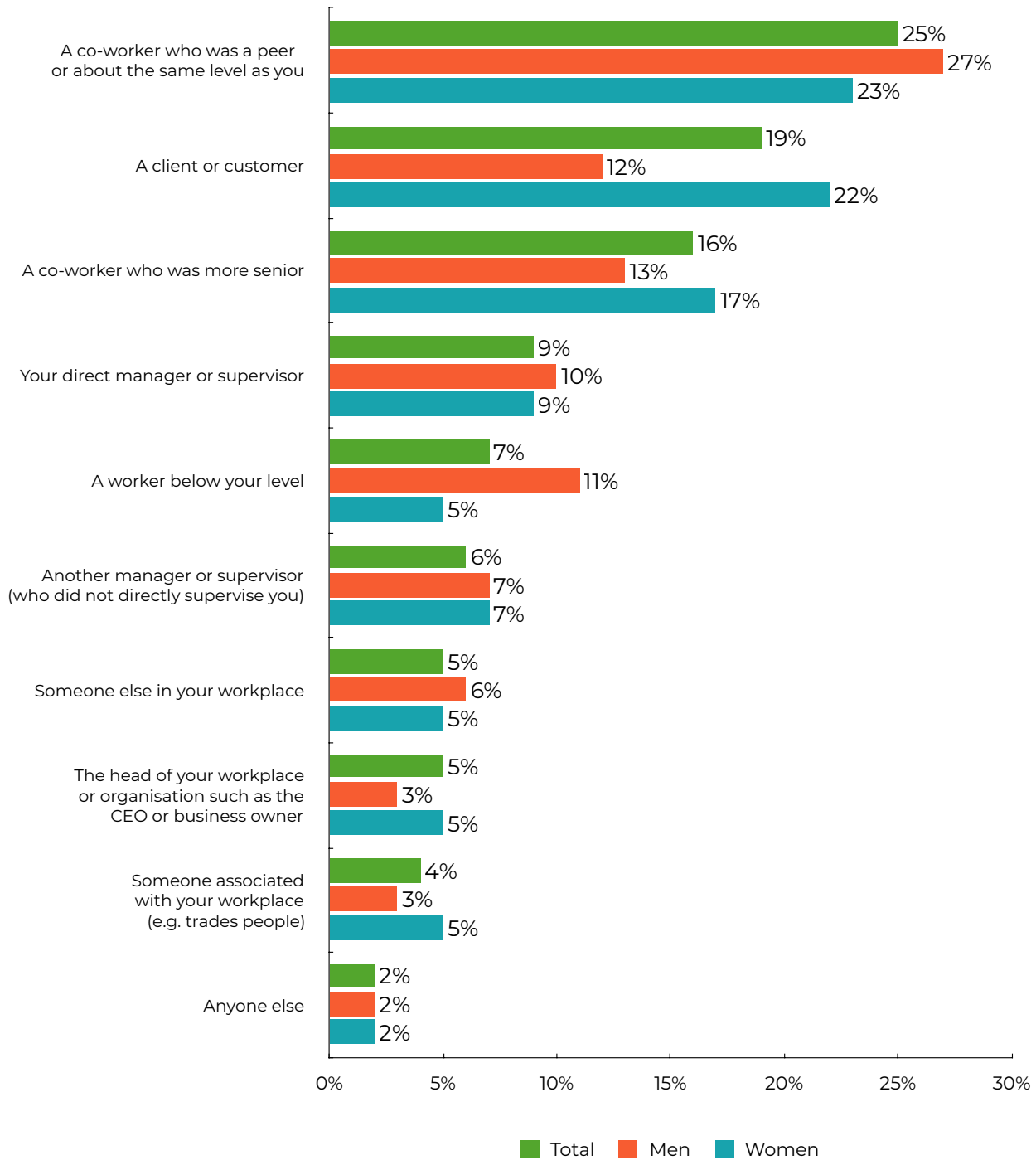
- just over a third of individual harassers (36%) were more senior than the person harassed
- around a third of individual harassers (32%) were at the same or lower levels to the person harassed
- just under a third of individual harassers (30%) were a client or customer, someone associated with the workplace, or another relationship.

Comparison to 2018 National Survey

In 2018, 27% of incidents of workplace sexual harassment involved an individual harasser who was a co-worker on the same level as the person harassed, and 18% involved a client or customer.¹⁶



Figure 12: Relationship of individual harasser to person harassed (by gender of person harassed)



Base: Respondents who had been sexually harassed by an individual harasser in the workplace in the last 5 years (n=1,666); Men (n=554); Women (n=1,112). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=23) are included in the Total. Figures do not add up to 100% as responses of 'Don't know' and 'Prefer not to say' have been omitted.

(ii) Multiple harassers¹⁷

Where more than one harasser was involved in the most recent incident of workplace sexual harassment, almost half involved a person or people in a more senior position than the person harassed (46%) – a co-worker who was more senior (21%), a direct manager or supervisor (17%) or the head of the organisation or workplace, such as the CEO or business owner (8%).

Almost a third involved a co-worker or peer on the same level as the person harassed (32%), and 16% involved a client or customer.

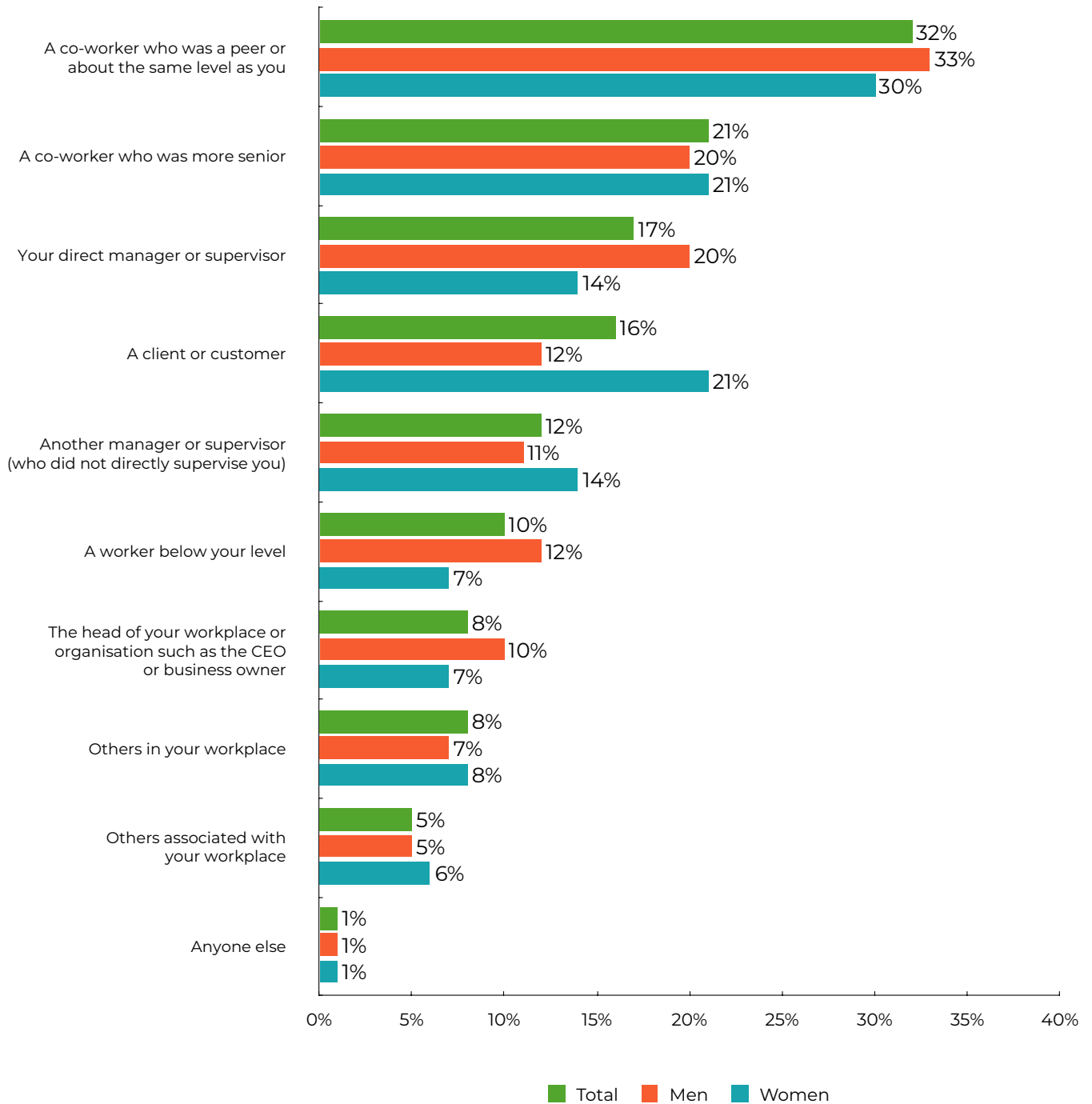
Women were almost twice as likely as men to experience sexual harassment by a group of people that included a client or customer (21%, compared to 12% of men). Conversely, men were slightly more likely to be sexually harassed by a group of people that included their direct manager or supervisor (20%, compared to 14% of women).

Comparison to 2018 National Survey

In 2018, over half of incidents (57%) of workplace sexual harassment that involved multiple harassers involved a person or people in a more senior position than the person harassed – a co-worker who was more senior (26%), a direct manager or supervisor (21%) or the head of the workplace or organisation (10%).¹⁸



Figure 13: Relationship of multiple harassers to person harassed (by gender of person harassed)



Base: Respondents who had been sexually harassed by multiple harassers in the workplace in the last 5 years (n=1,307); Men (n=693); Women (n=600). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=14) are included in the Total. Figures do not add up to 100% as multiple responses were allowed and responses of 'Don't know' and 'Prefer not to say' have been omitted.

(e) Occupation of harasser

The occupations of harassers broadly reflect the distribution of occupations in the Australian workforce.

The 2022 National Survey asked people who had been harassed for the occupation of the harasser or harassers in relation to the most recent incident of workplace sexual harassment. This data was not collected in previous surveys.

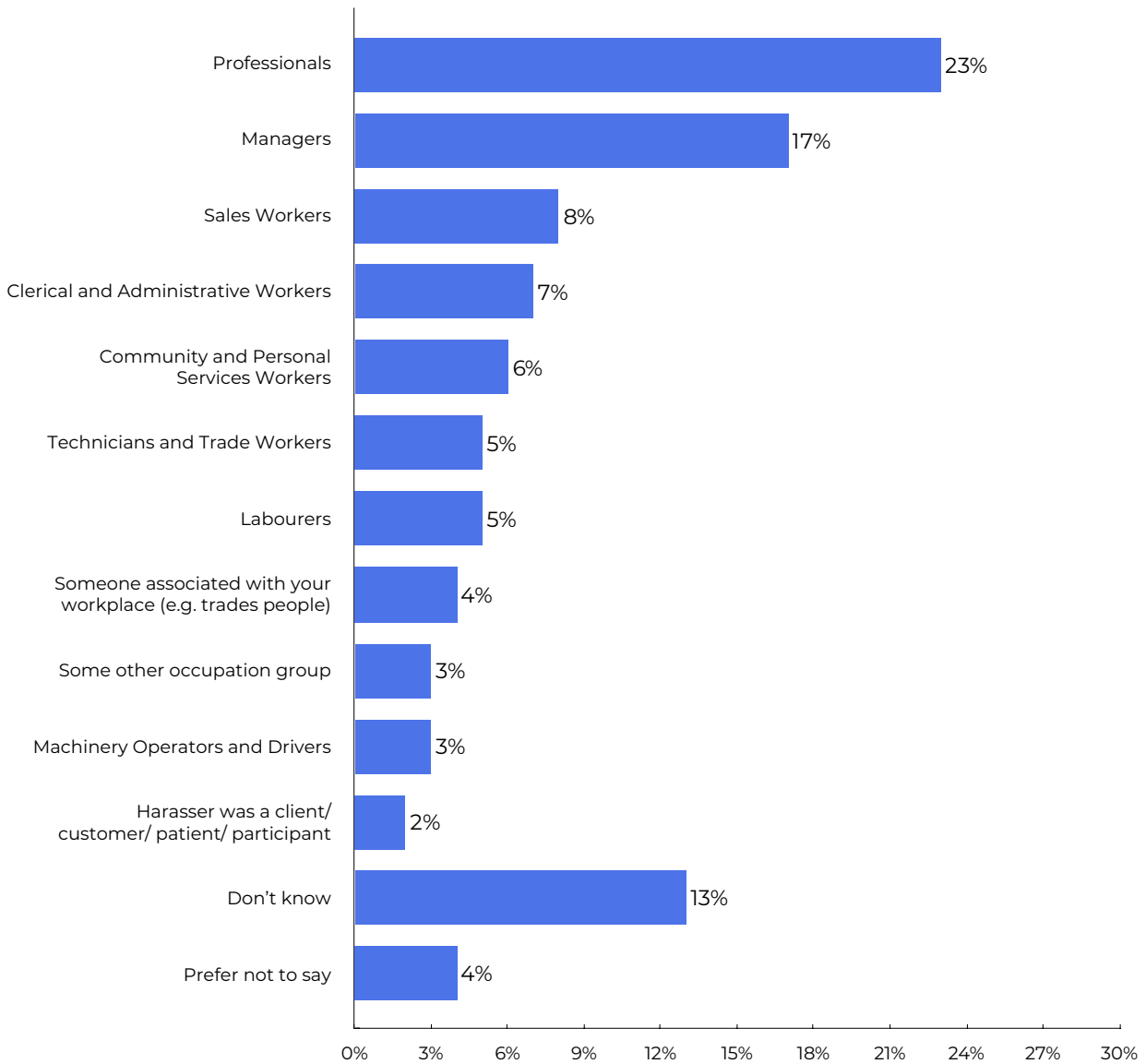
Where an individual harasser had engaged in workplace sexual harassment, the most common occupation group was Professionals (23%). This was closely followed by Managers (17%), and then Sales Workers (8%).

A proportion of people who experienced sexual harassment, where there was an individual harasser, did not know the occupation of their harasser (13%). The frequency with which individual harassers held particular occupations reflected the frequency of those occupations in the Australian workforce (see Table 3).¹⁹

The occupation of harassers was similar for men harassed and women harassed. A slightly higher proportion of women than men did not know their harasser's occupation (14%, compared to 10% of men).



Figure 14: Occupation of individual harasser



Base: Respondents who had been sexually harassed by an individual harasser in the workplace in the last 5 years (n=1,666).

When the proportion of harassers belonging to each occupation was compared to the proportion of each occupation in the Australian workforce,

Managers and Sales Workers were overrepresented as harassers.

Table 3: Occupation of individual harasser proportional to Australian workforce

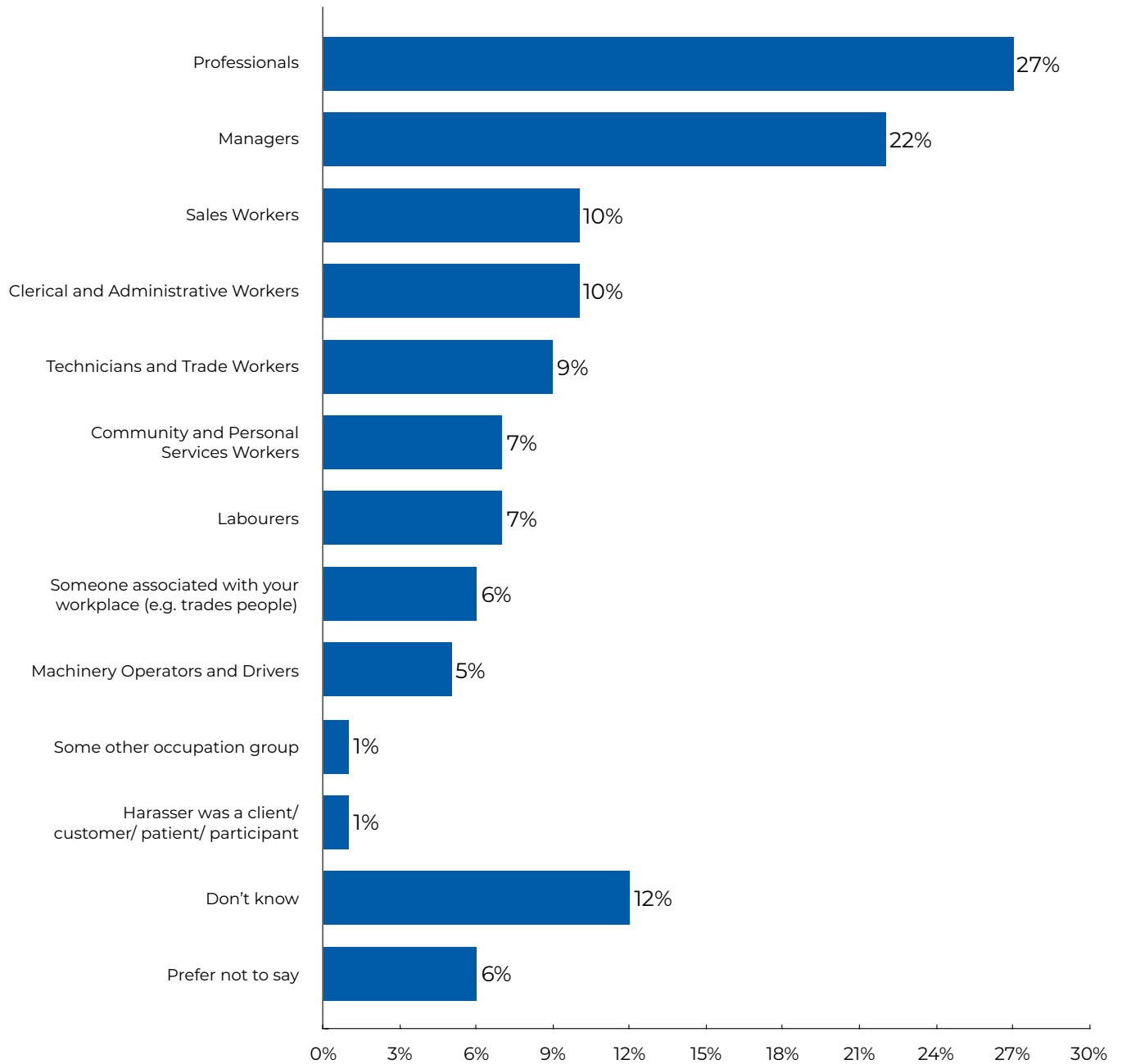
Occupation	Proportion of individual harassers	Proportion of the Australian workforce ²⁰
Managers	18%	14%
Professionals	22%	26%
Technicians and Trade Workers	5%	14%
Community and Personal Services Workers	5%	11%
Clerical and Administrative Workers	7%	13%
Sales Workers	9%	8%
Machinery Operators and Drivers	2%	7%
Labourers	5%	9%

Where there were multiple harassers involved, some slight differences were observed between genders:²¹

- 24% of women were sexually harassed by a group that contained a Manager, compared to 19% of men
- 13% of women did not know the occupation of one of their group of harassers, compared to 11% of men

- men were twice as likely as women to be sexually harassed by a group that contained Technicians and Trade Workers (12%, compared to 6% of women). Among the total workforce men were more than 4 times more likely to have this occupation than women,²² which may explain the higher rate.

Figure 15: Occupation of multiple harassers



Base: Respondents who had been sexually harassed by multiple harassers in the workplace in the last 5 years (n=1,307).

3.4 Nature of workplace sexual harassment

Nature of workplace sexual harassment

Forms of workplace sexual harassment

The most common types of workplace sexual harassment experienced in the last 5 years:¹



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%)

Where sexual harassment occurs

People's most recent experiences of workplace sexual harassment most commonly occurred at:



38% **workstations** or places where the person harassed does their work



23% **workplace social areas** for employees, such as a break area or lunchroom.

44%
of women harassed

29%
of men harassed

21%
of women harassed

27%
of men harassed

1. Respondents were able to submit multiple responses.

(a) Types of workplace sexual harassment behaviours²³

The making of sexually suggestive comments or jokes is the most common sexually harassing behaviour in the workplace.

Over a quarter of people in the workforce in the last 5 years (27%) had experienced sexually suggestive comments or jokes that made them feel offended.

After sexually suggestive comments or jokes, the following 4 types of sexual harassment behaviours were the most commonly experienced by both men and women – noting that women were more likely to have experienced all of these behaviours than men:

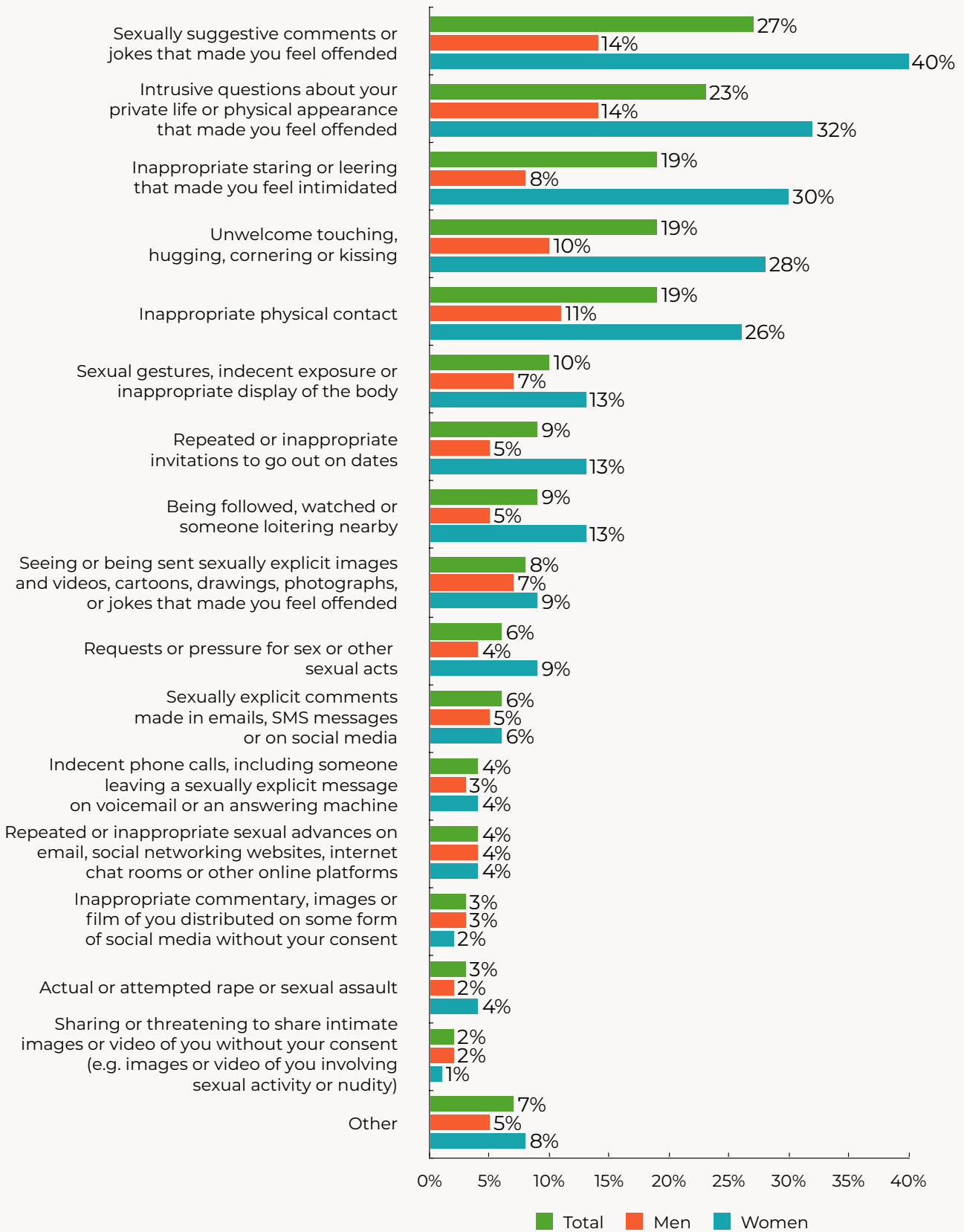
- intrusive questions about a person's private life or physical appearance that made them feel offended (23%) – 32% of women and 14% of men
- inappropriate staring or leering that made them feel intimidated (19%) – 30% of women and 8% of men
- unwelcome touching, hugging, cornering or kissing (19%) – 28% of women and 10% of men
- inappropriate physical contact (19%) – 26% of women and 11% of men.

Comparison to 2018 National Survey

In 2018, the most common types of workplace sexual harassment were:

- sexually suggestive comments or jokes that made you feel offended (19%)
- intrusive questions about your private life or physical appearance that made you feel offended (14%)
- inappropriate staring or leering that made you feel intimidated (11%)
- unwelcome touching, hugging, cornering or kissing (10%)
- inappropriate physical contact (9%).²⁴

Figure 16: Types of workplace sexual harassment (by gender)



Base: All respondents in the workplace in the last 5 years (n=8,859); Men (n=4,631); Women (n=4,165). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=70) are included in the Total. Figures do not add up to 100% as multiple responses were allowed.

(b) Technology-facilitated sexual harassment²⁵

Online messaging is the most common form of technology-facilitated sexual harassment in the workplace.

The following sexual harassment behaviours were identified as having the potential to occur through a form of technology:

- sexually suggestive comments or jokes that made you feel offended
- repeated or inappropriate invitations to go out on dates
- intrusive questions about your private life or physical appearance that made you feel offended
- requests or pressure for sex or other sexual acts
- sexually explicit comments made in emails, SMS messages or on social media
- repeated or inappropriate sexual advances on email, social networking websites, internet chat rooms or other online platforms

- seeing or being sent sexually explicit images and videos, cartoons, drawings, photographs, or jokes that made you feel offended
- sharing or threatening to share intimate images or video of you without your consent (for example, images or video of you involving sexual activity or nudity)
- inappropriate commentary, images or film of you distributed on some form of social media without your consent.

The behaviours above were experienced both in person (69%) and via the use of technology (41%).²⁶

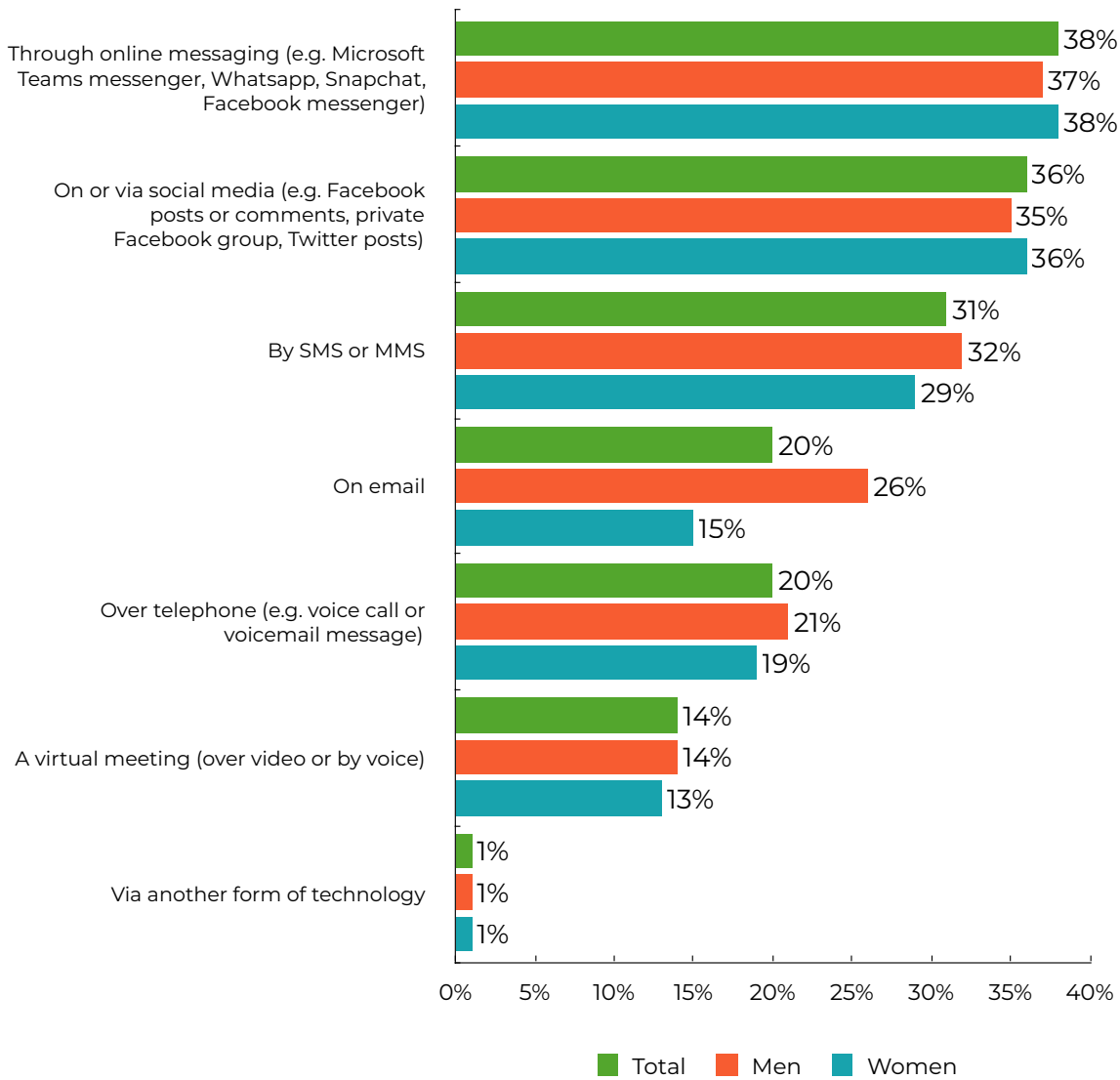
When people experienced these behaviours via the use of technology, the most common forms of technology were:

- through online messaging (38%)
- through the use of social media (36%)
- through SMS or MMS (31%).²⁷

Men and women were similarly likely to have experienced technology-facilitated sexual harassment.



Figure 17: Forms of technology used when sexual harassment occurred (by gender of person harassed)



Base: Respondents who had experienced sexual harassment through technology (n=1,076); Men (n=546); Women (n=512). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=18) are included in the Total. Figures do not add up to 100% as multiple responses were allowed.

(c) Prior occurrence of workplace sexual harassment

Half of sexual harassment incidents occur as one-offs, and half occur as part of ongoing harassment.

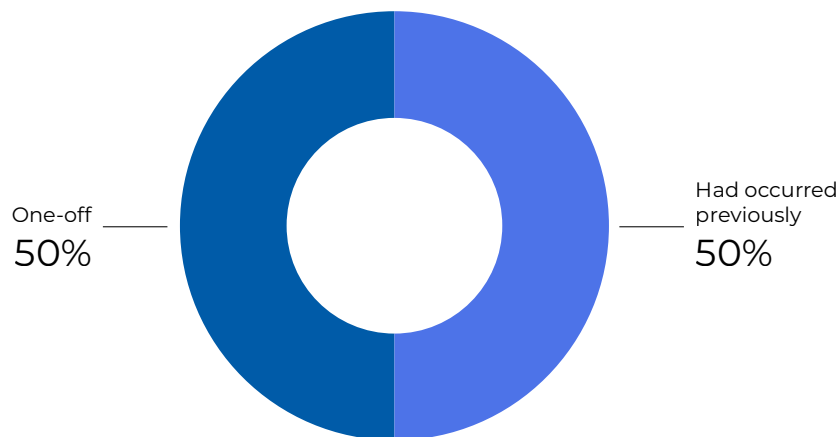
Overall, 50% of people harassed said that the most recent incident of workplace sexual harassment was a one-off experience. However, the other 50% said the same form of sexual harassment had occurred on more than one occasion.

Women were more likely than men to have experienced the most recent form of workplace sexual harassment on more than one occasion (54%, compared to 44% of men).

Comparison to 2018 National Survey

In 2018, 51% of incidents of workplace sexual harassment were one-off incidents and 49% had occurred previously.²⁸

Figure 18: Occurrence of workplace sexual harassment



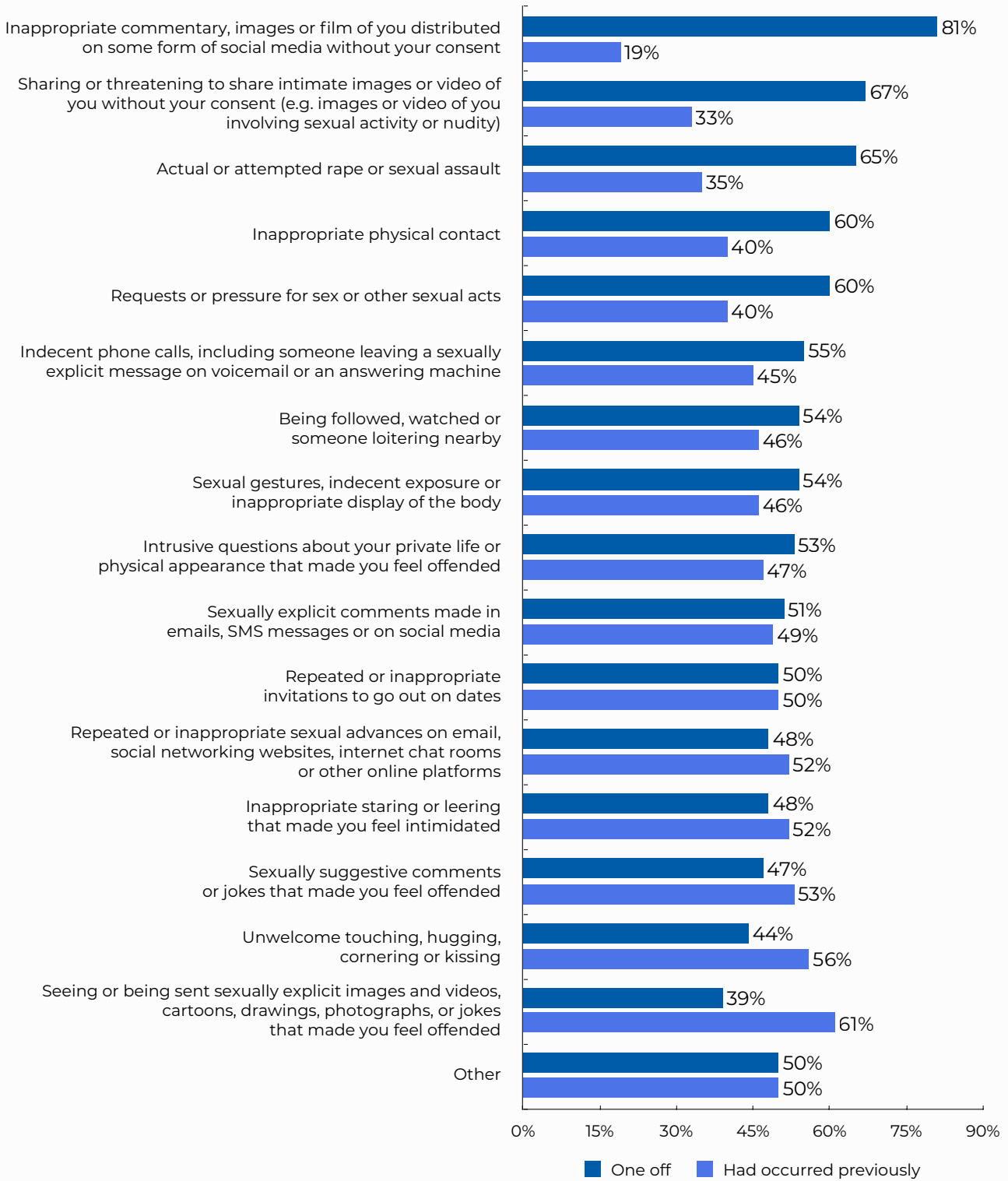
Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,973).

Sexually suggestive comments or jokes are more likely to be recurring.

Receiving sexually suggestive comments or jokes was more likely to have occurred more than once for those who had experienced it (53%).

Inappropriate commentary, images or film distributed on some form of social media without consent was more likely to have occurred on a one-off basis (81% were a one-off).

Figure 19: Sexual harassment behaviours (occurred previously vs one-off)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,973). Respondents who had experienced each form of harassment as most recent form of harassment in the last 5 years: Sharing or threatening to share intimate images or video of you without your consent* (n=21); Being followed or watched (n=107); Sexual gestures or indecent exposure (n=79); Actual or attempted rape or sexual assault* (n=17); Repeated or inappropriate sexual advances on online platforms* (n=31); Sexually explicit comments made in emails, SMS messages or on social media (n=69); Seeing or being sent sexually explicit images (n=113); Inappropriate commentary, images or film of you distributed on social media without your consent* (n=26); Indecent phone calls* (n=32); Repeated or inappropriate date invitations (n=101); Requests or pressure for sexual acts* (n=41); Sexually suggestive comments or jokes (n=764); Inappropriate staring or leering that (n=350); Intrusive questions about your private life or appearance (n=572); Inappropriate physical contact (n=188); Unwelcome touching (n=345); Other (n=117).

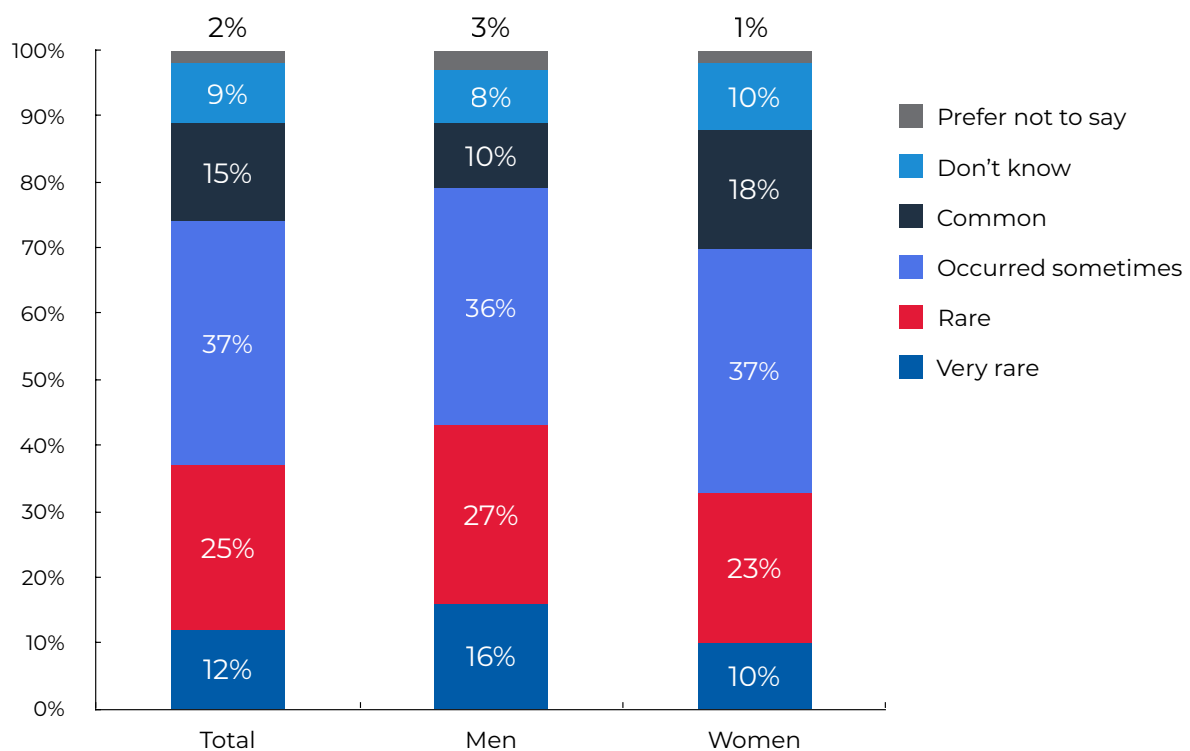
*Indicates small sample size.

In relation to the sexual harassment behaviour experienced most recently, respondents who had been sexually harassed in the workplace in the last 5 years were asked to indicate how common they considered the behaviour to be in their workplace at that time. They were invited to respond with 'very rare', 'rare', 'occurred sometimes', or 'common'.

Over half of people (52%) said that the behaviour they had experienced most recently was either common (15%) or occurred sometimes (37%).

Women were more likely than men to say it was common (18%, compared to 10% of men). Men were more likely than women to say it was rare (27%, compared to 23% of women) or very rare (16%, compared to 10% of women).

Figure 20: Respondents' assessment of how commonly sexual harassment occurred in workplace



Base: Respondents who had been sexually harassed in the workplace in the last 5 years who were not aware of the same form of harassment occurring or who were harassed by an individual harasser (n=2,557); Men (n=1,059); Women (n=1,465). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=33) are included in the Total.

A third of people harassed say someone else in their workplace has been sexually harassed in the same way.

Respondents who had been sexually harassed in the workplace in the last 5 years were asked whether the same form of behaviour they experienced in the most recent incident had been experienced by anybody else in that workplace.

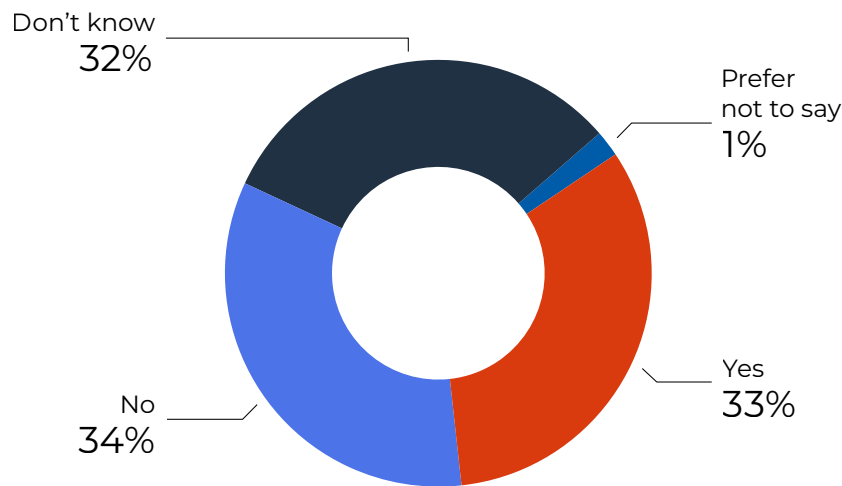
Overall, 33% said that 'yes' others in the workplace had experienced the same form of sexual harassment, 34% said 'no', and 32% said they 'don't know'. Women were more likely than men to say that this form of sexual harassment has happened to others in the workplace (37%, compared to 25% for men), and men were more likely to say that it had not (41%, compared with 29% for women).

Comparison to 2018 National Survey

In 2018, 41% of people who had been sexually harassed in the workplace in the previous 5 years were aware that others in their workplace had experienced the same form of sexual harassment as them.²⁹

Among other reasons, the increase in people working from home or remotely due to COVID-19 may have contributed to the drop in figures since 2018.

Figure 21: Respondents' beliefs as to whether others in their workplace had experienced the same form of sexual harassment

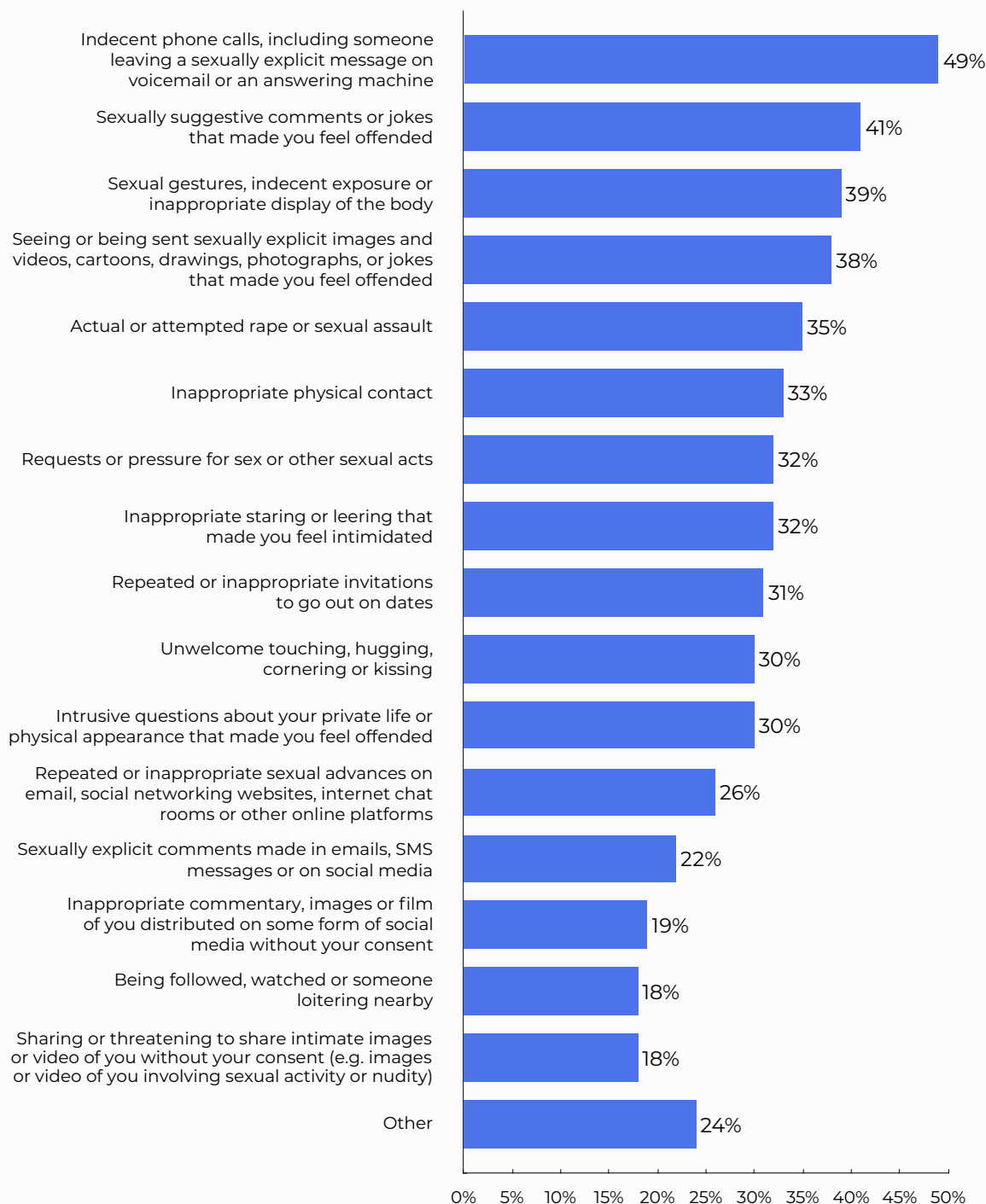


Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,973).

Of people who had been sexually harassed in the workplace in the last 5 years:

- 49% of those who experienced indecent phone calls believed others in their workplace had experienced the same behaviour (however, due to the small number of respondents in this category (n<50), this data should be interpreted with caution)
- 41% of those who experienced sexually suggestive comments or jokes believed others in their workplace had experienced the same behaviour
- 39% of those who experienced sexual gestures, indecent exposure or inappropriate display of the body believed others in their workplace had experienced the same behaviour.

Figure 22: Respondents' beliefs as to whether others in their workplace had experienced the same form of sexual harassment (by type of harassment)



Base: Respondents who had experienced each form of harassment as most recent form of harassment in the last 5 years. Sharing or threatening to share intimate images or video of you without your consent* (n=21); Being followed or watched (n=107); Sexual gestures or indecent exposure (n=79); Actual or attempted rape or sexual assault* (n=17); Repeated or inappropriate sexual advances on online platforms* (n=31); Sexually explicit comments made in emails, SMS messages or on social media (n=69); Seeing or being sent sexually explicit images (n=113); Inappropriate commentary, images or film of you distributed on some form of social media without your consent* (n=26); Indecent phone calls* (n=32); Repeated or inappropriate date invitations (n=101); Requests or pressure for sex* (n=41); Sexually suggestive comments or jokes (n=764); Inappropriate staring or leering (n=350); Intrusive questions about your private life or appearance (n=572); Inappropriate physical contact (n=188); Unwelcome touching (n=345); Other (n=117).

*Indicates small sample size.

People who had experienced sexual harassment believed that most types of sexual harassment occurred commonly or sometimes in their workplace.

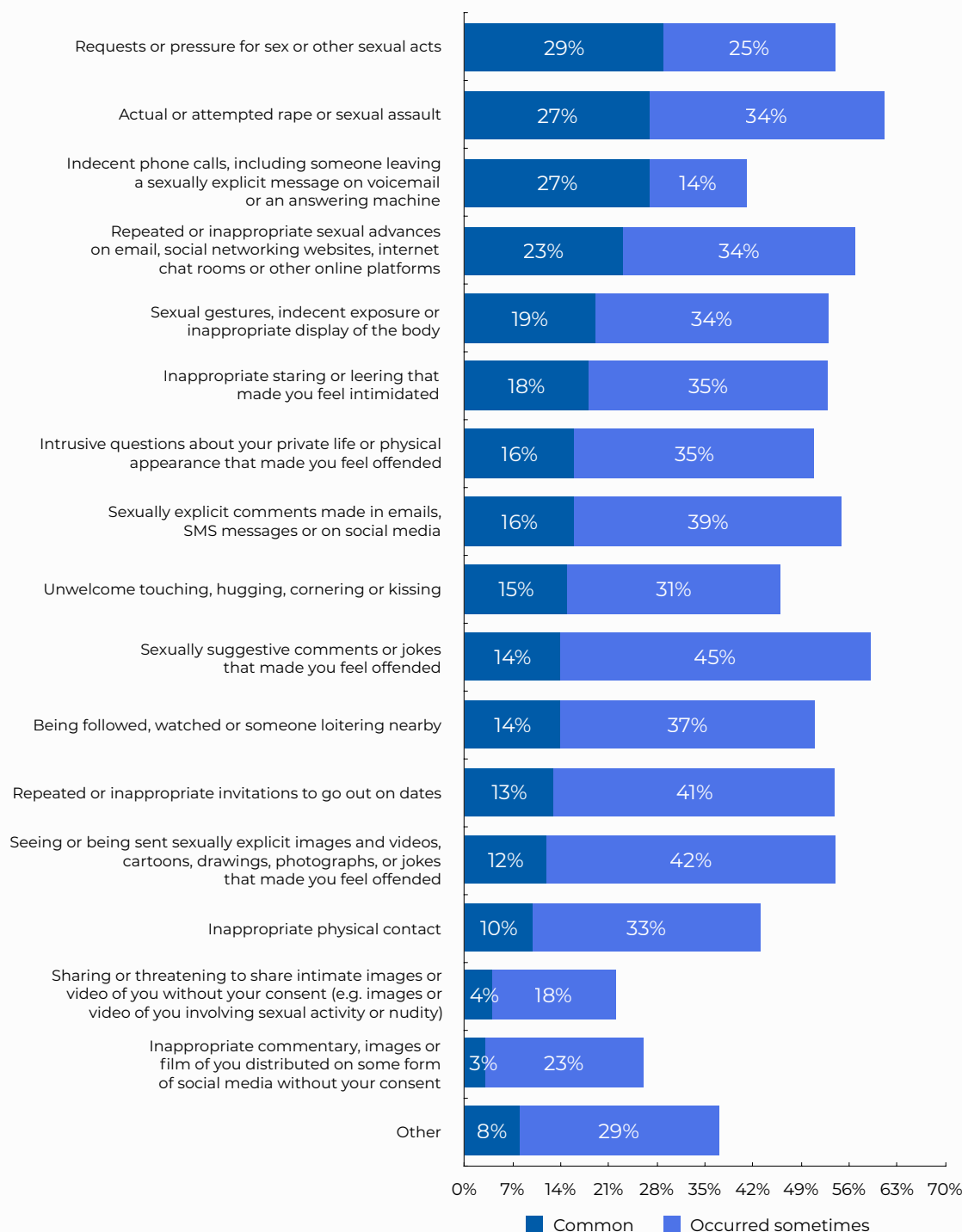
Respondents were asked if they believed their most recent experience of workplace sexual harassment was 'common', if it 'occurred sometimes', if it was 'rare', or 'very rare'.

People harassed were most likely to think that most forms of sexual harassment were either 'common' or 'occurred sometimes' at their workplace. When looking at the behaviours that have a substantive sample size (i.e. $n > 50$):

- receiving offensive sexually suggestive comments or jokes was considered 'common' or 'occurred sometimes' by 59% (14% common and 45% occurred sometimes)
- inappropriate staring or leering that made you feel intimidated was considered 'common' or 'occurred sometimes' by 52% (18% common and 34% occurred sometimes)
- unwelcome touching, hugging, cornering or kissing was considered 'common' or 'occurred sometimes' by 46% (14% common and 32% occurred sometimes).



Figure 23: Respondents' beliefs as to how common sexual harassment behaviours are in their own workplace (by type)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years who were not aware of same form of harassment occurring in own workplace or who were harassed by an individual harasser (n=2,557). Unwelcome touching (n=310); Inappropriate staring or leering (n=310); Sexual gestures or indecent exposure (n=62); Sexually suggestive comments or jokes (n=637); Repeated or inappropriate date invitations (n=91); Intrusive questions about your private life or appearance (n=504); Inappropriate physical contact (n=166); Being followed or watched (n=96); Requests or pressure for sexual acts* (n=32); Actual or attempted rape or sexual assault* (n=15); Indecent phone calls* (n=20); Sexually explicit comments made in emails, SMS messages or on social media (n=59); Repeated or inappropriate sexual advances on online platforms* (n=25); Seeing or being sent sexually explicit images (n=90); Sharing or threatening to share intimate images or video of you without your consent * (n=19); Inappropriate commentary, images or film of you distributed on social media without your consent* (n=22); Other (n=99). Figures do not add up to 100% as responses of 'Rare', 'Very rare', 'Don't know' and 'Prefer not to say' have been omitted.

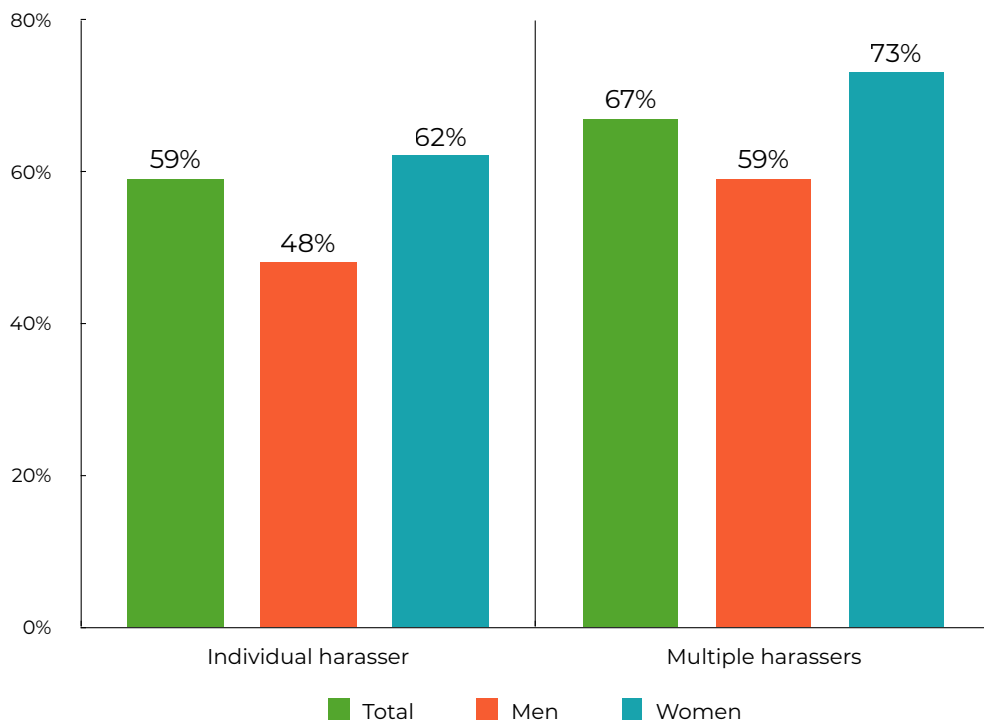
*Indicates small sample size.

The same harasser is likely to have sexually harassed others in the workplace.

Over half of people who had been harassed by an individual harasser (59%), identified this same person as having sexually harassed another employee in their workplace. Almost two thirds of women (62%) believed the harasser had sexually harassed another person, as did about a half of men (48%).

Two thirds of people who had been sexually harassed by multiple harassers (67%) believed the same harasser/s had sexually harassed others in their workplace. This comprised 73% of women and 59% of men.

Figure 24: Harassers who engage in repeated sexual harassment (by gender of person harassed)



Base: Individual harasser: Respondents aware of same form of harassment and harassed by an individual harasser (n=566); Men (n=139); Women (n=417).

Base: Multiple harassers: Respondents aware of same form of harassment and harassed by multiple harassers (n=246); Men (n=111); Women (n=131). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=22) are included in the Total.

(d) Duration of workplace sexual harassment

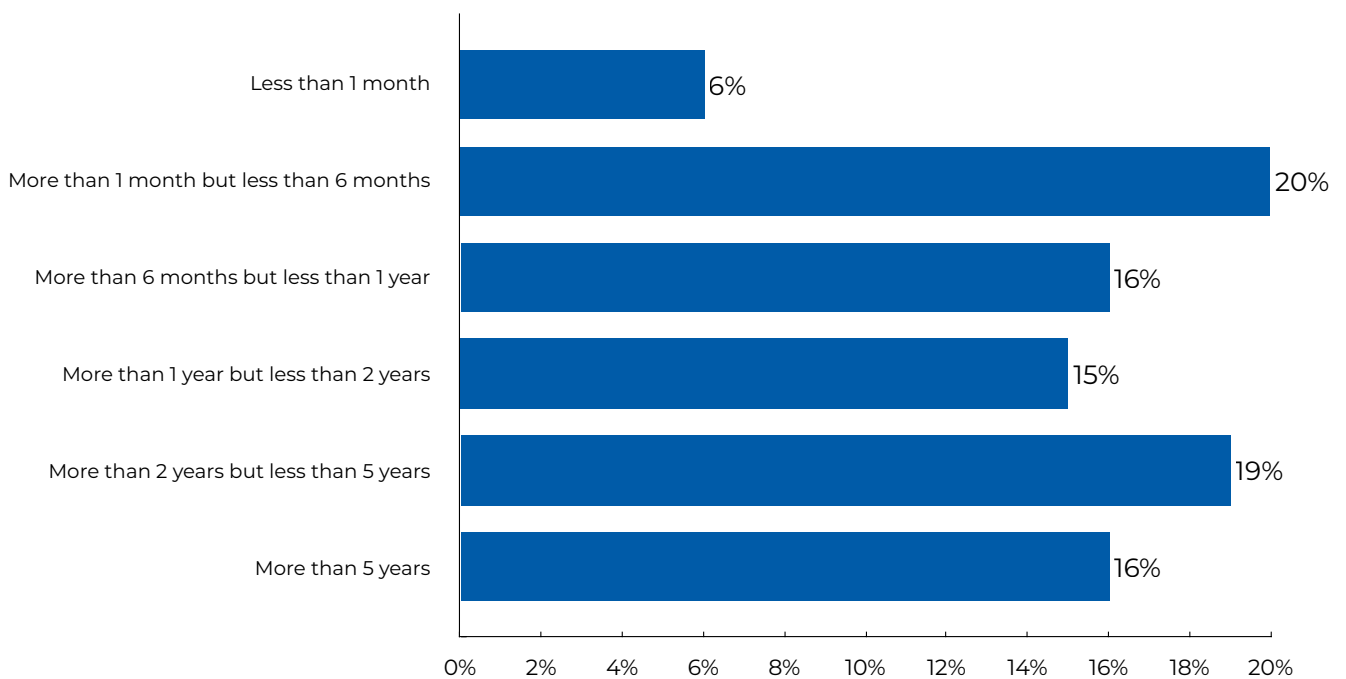
Repeated workplace sexual harassment is most often experienced over a prolonged period of time.

For those who said sexual harassment had occurred previously, half of people harassed within the last 5 years (50%) said the harassment had been ongoing for more than a year. A third of people harassed (35%) said it had been ongoing for more than 2 years.

For those who experienced sexual harassment on more than one occasion, only 6% stated this occurred within the period of a month or less. It was much more likely that the prolonged sexual harassment had occurred over a period of 1–6 months (20%).

The experiences of men and women were largely similar.

Figure 25: Duration of workplace sexual harassment



Base: Respondents who said sexual harassment had occurred previously (n=1,511). Figures do not add up to 100% as responses of 'Don't know' or 'Refused' have been omitted.

(e) Location of workplace sexual harassment³⁰

A person’s workstation or work premises is the most common place workplace sexual harassment occurs.

Over a third of the most recent experiences of workplace sexual harassment (38%) occurred at a person’s workstation or the premises where they worked.

Harassment was also likely to have occurred in a workplace social situation, with one in 4 incidents (23%) occurring in a social area for employees (for example, a lunch room) and one in 6 (15%) at a work social event.

In contrast to the occurrence at work premises or at a social event, only 5% experienced the most recent incident of workplace sexual harassment while working from home or remotely. This was the first time the National Survey asked respondents about their experiences while working from home or remotely. When interpreting this result, consideration must be given to the context in which this survey was delivered. As noted in the executive summary, the increase in people working from home or remotely due to COVID-19 may have influenced these results (see Section 4.2(b) for more on industry breakdown).

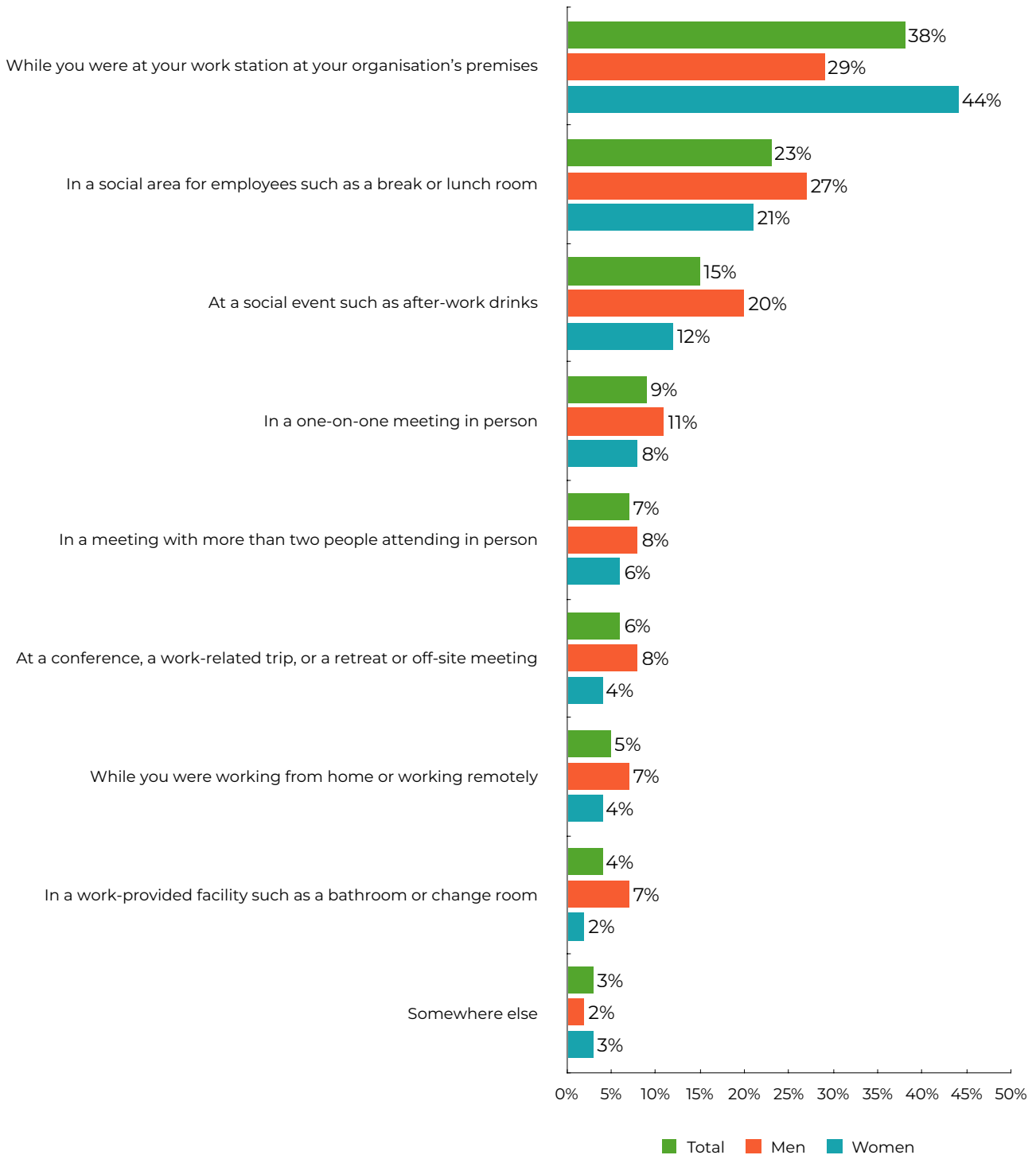
More women harassed experienced workplace sexual harassment while at their workstation at their organisation’s premises than men harassed (44% of women harassed, compared to 29% of men harassed). More men harassed experienced sexual harassment in a workplace social area than women harassed (27% of men harassed, compared to 21% of women harassed) or at a work social function (20% of men harassed, compared to 12% of women harassed).

Comparison to 2018 National Survey

In 2018:

- 53% of workplace sexual harassment occurred at a work station or where the person harassed does their work
- 26% occurred in a social area for employees
- 18% occurred at a work social event.³¹

Figure 26: Location of most recent incident of sexual harassment (by gender of person harassed)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,973); Men (n=1,247); Women (n=1,689). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=37) are included in the Total. Figures do not add up to 100% as multiple responses were allowed and responses of 'Don't know' and 'Refused' have been omitted.

(f) Witnesses to the most recent incident of workplace sexual harassment

This section relates to the experience of the person harassed. The survey asked about their awareness of witnesses to their most recent incident of workplace sexual harassment and any actions the witness may have taken.

Chapter 6 explores the experience and actions of bystanders – people who witnessed or heard about the sexual harassment of another person occurring in their workplace in the last 5 years.

Almost a third of incidents are witnessed by others.

Thirty one percent of people harassed said others within their workplace had witnessed their most recent experience of sexual harassment. Almost half (47%) said it had not been witnessed, and 20% did not know.

More women harassed said the incident was witnessed compared to men harassed (34%, compared to 26% of men). Men harassed were more likely to state no one witnessed their most recent incident (52%, compared to 44% of women).

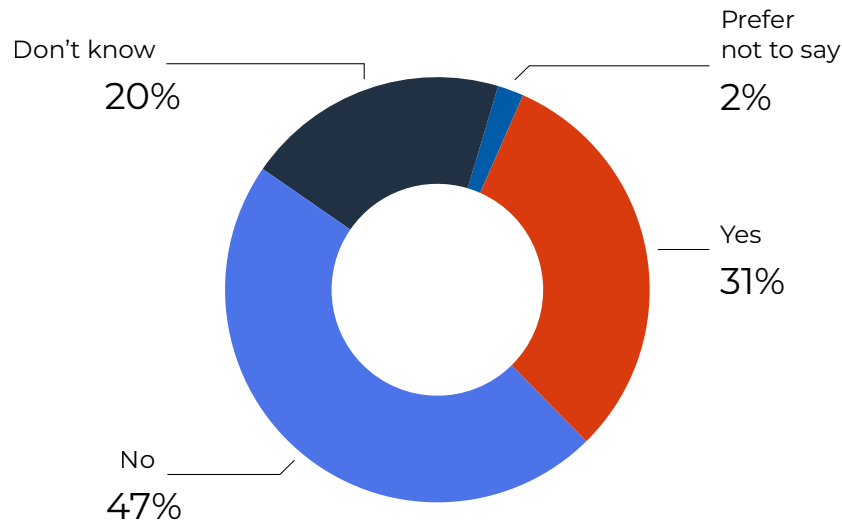
Comparison to 2018 National Survey

In 2018, 40% of people said the most recent incident of workplace sexual harassment had been witnessed by at least one other person.³²

Among other reasons, the increase in people working from home or remotely due to COVID-19 may have influenced the decrease in figures since 2018.



Figure 27: Whether the most recent incident of workplace sexual harassment was witnessed by others



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,973).

(i) Number of witnesses

Incidents are most commonly witnessed by 2 others.

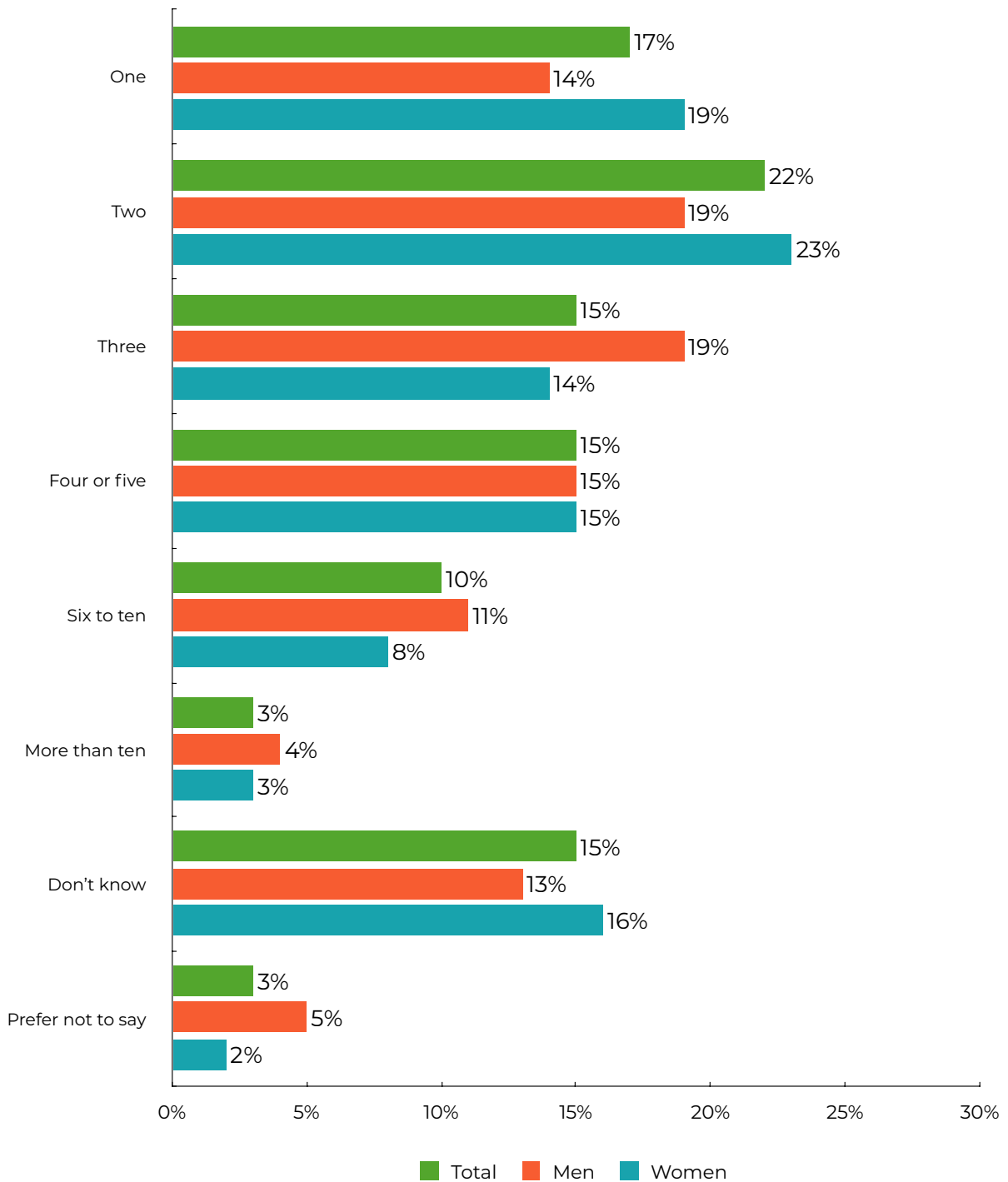
For those incidents where the person harassed stated there were witnesses, it was most common that it was witnessed by 2 others (22%), followed by one other (17%). The likelihood of more witnesses decreased after this point, with 16% of incidents being witnessed by 3 others, 15% being witnessed by 4 or 5 others, and 10% being witnessed by 6 to 10 others.

Men whose incident was witnessed were more likely to have 3 or more witnesses to their most recent incident of sexual harassment than women. Half of men (49%) who experienced sexual harassment had 3 or more witnesses, compared to 41% of women.

Comparison to 2018 National Survey

In 2018, 19% of incidents had been seen by an individual witness and 68% by more than one witness.³³

Figure 28: Number of people who witnessed most recent incident of workplace sexual harassment (by gender of person harassed)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years and the most recent incident had been witnessed by others (n=953); Men (n=351); Women (n=591). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=11) are included in the Total.

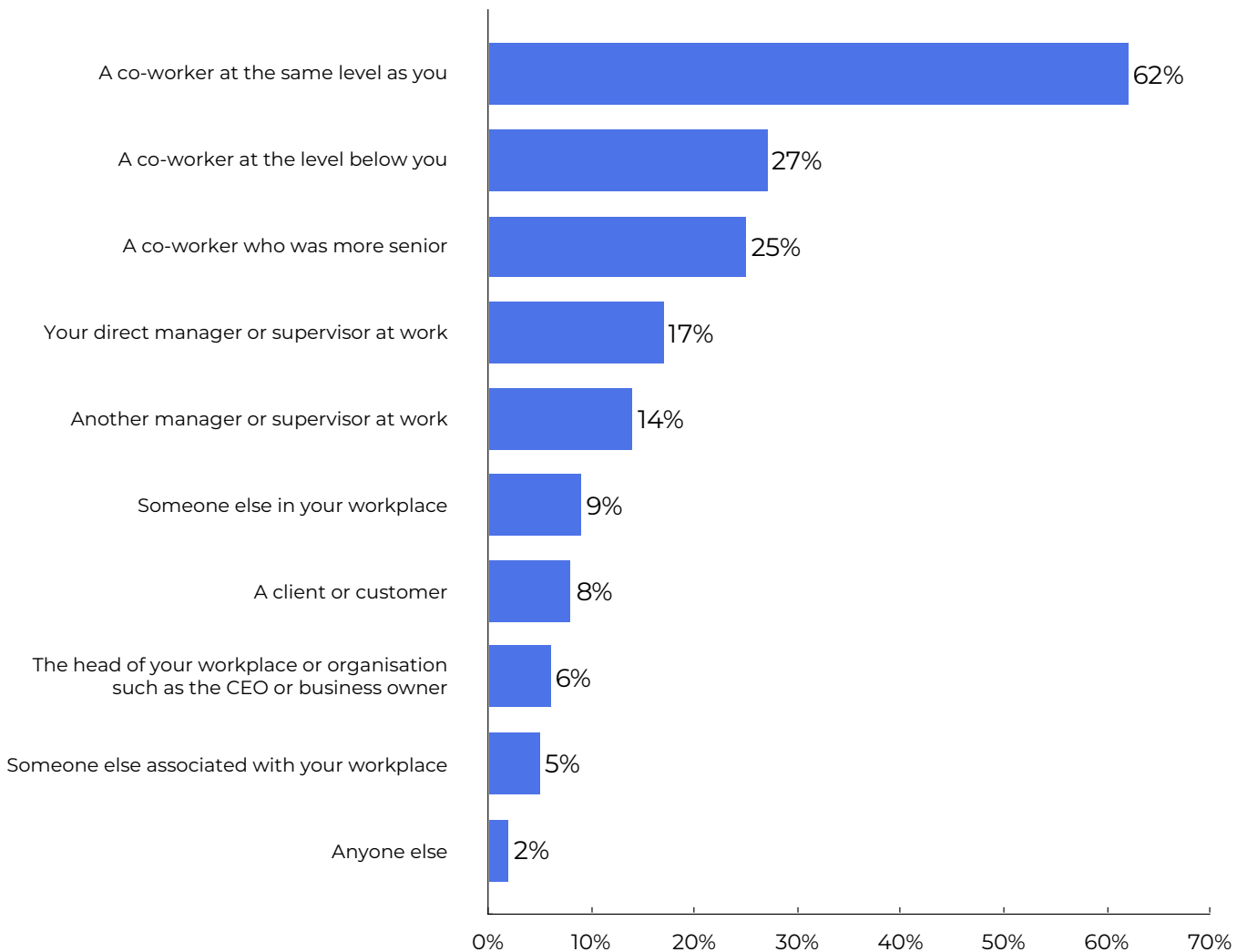
(ii) Relationship of witnesses to person harassed

The majority of people who witness sexual harassment are co-workers of the person harassed.

All people harassed knew who the witness was or had a pre-existing relationship with the witness.

It was most common for an individual witness to the most recent incident of sexual harassment (41%) to be a co-worker at the same level as the person harassed. This was true for both men (42%) and women (40%). There was then a significant gap to the remaining types of individual witnesses, with a co-worker at a level below at 15%, followed by a more senior co-worker at 9%.

Figure 29: Relationship of individual witness to person harassed in the workplace



Base: Respondents who had been sexually harassed in the workplace in the last 5 years and the most recent incident had been witnessed by one other person (n=169).

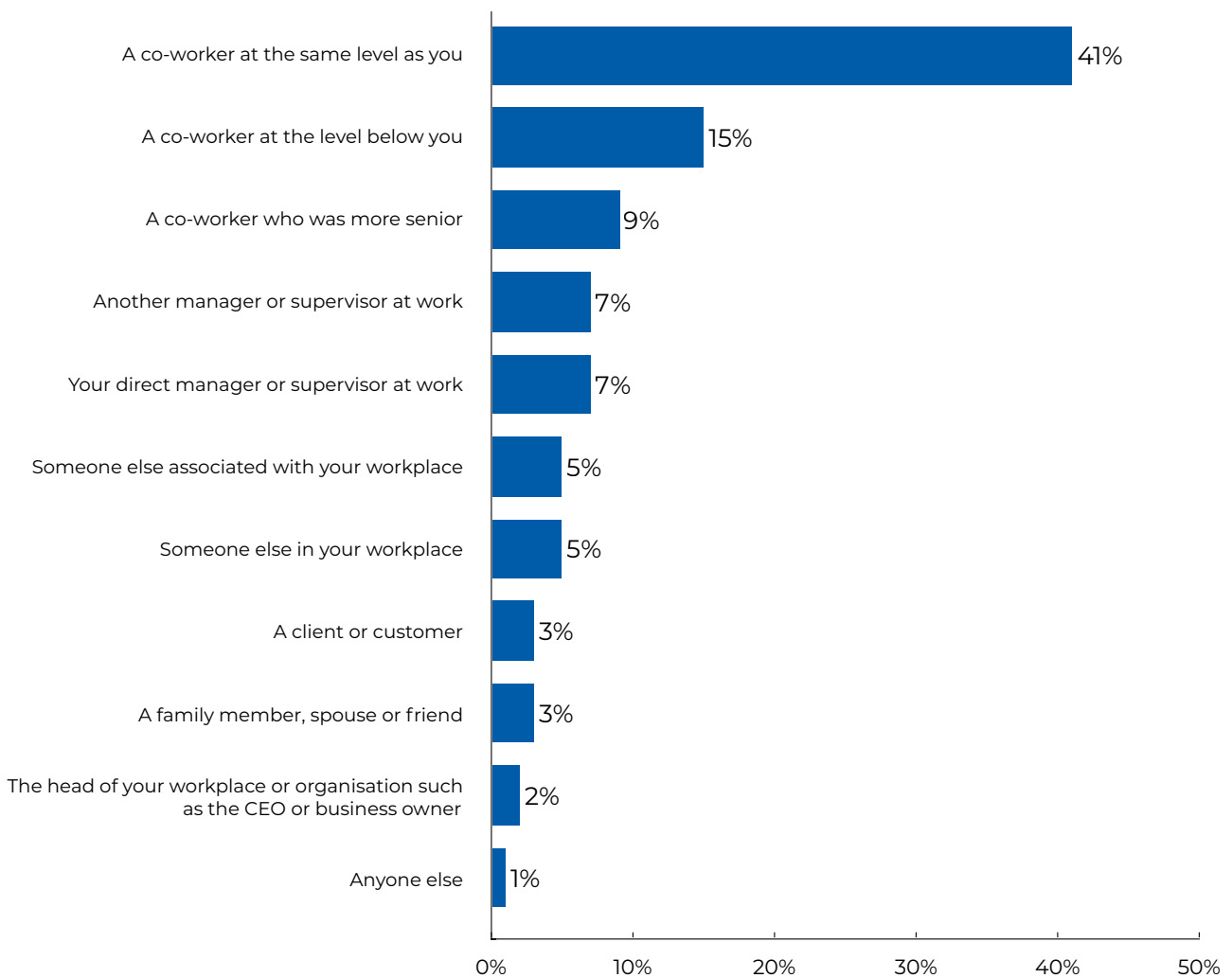
The relationship between the person harassed and multiple witnesses was similar to the profile of the relationship between the person harassed and an individual witness.

For incidents of sexual harassment that were witnessed by multiple people, the majority of witnesses (62%) were co-workers at the same level as the person harassed. People who had multiple

witnesses said that most of the witnesses were co-workers at a similar level to them. This was similar for men harassed and women harassed.

It is noted that respondents could select multiple responses for this question and so percentages for each relationship type appear higher than for individual witnesses.

Figure 30: Relationship of multiple witnesses to person harassed in the workplace



Base: Respondents who had been sexually harassed in the workplace in the last 5 years and the most recent incident had been witnessed by multiple other people (n=784). Figures do not add up to 100% as multiple witnesses of different relationships to person harassed, who are involved in the same incident, are included, and responses of 'Don't know' and 'Prefer not to say' have been omitted.

(iii) Response of witnesses to workplace sexual harassment

Most people take no action after witnessing workplace sexual harassment.

In two thirds of cases (67%) where there was a witness to the most recent incident of sexual harassment, the respondent stated that the witness did not take any action. In 26% of cases a witness did take action, which was similar for both men harassed (28%) and women harassed (26%). The remainder of people 'didn't know' or 'preferred not to say'.

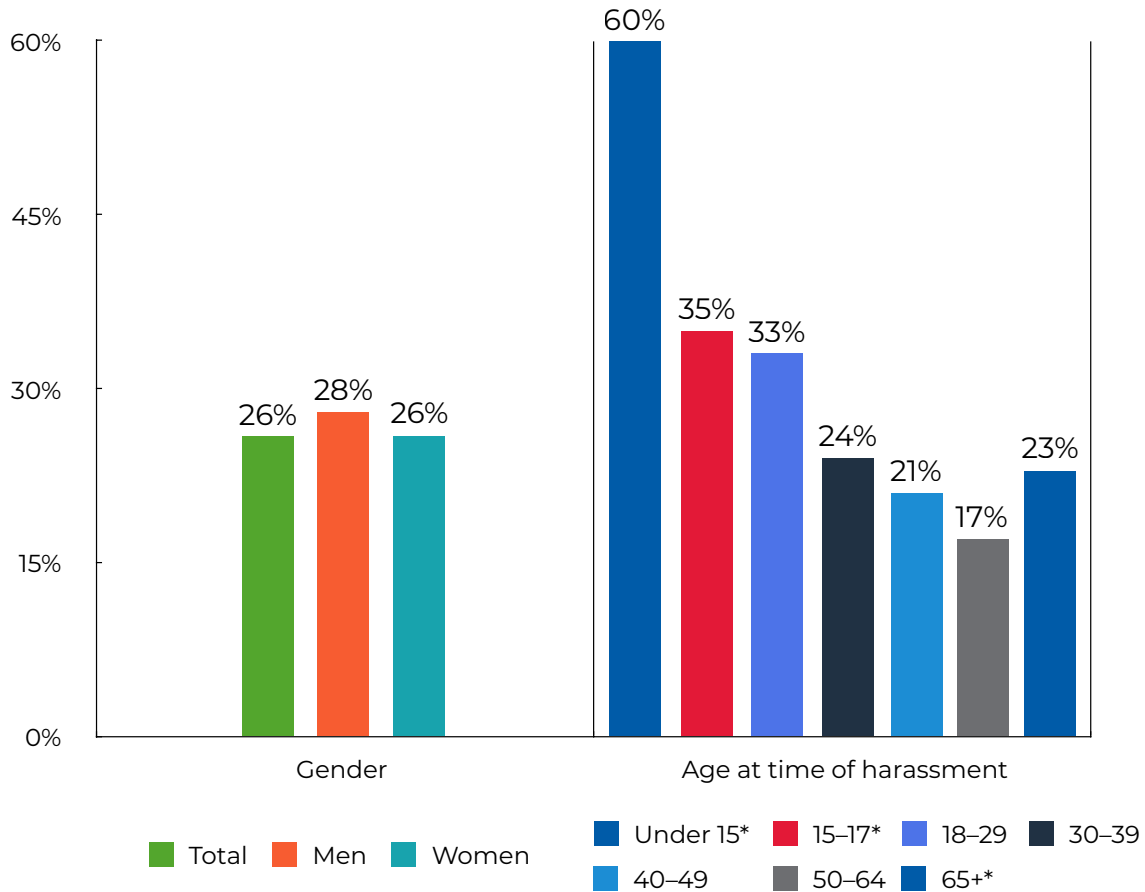
A witness was more likely to take action when the person being harassed was a young person (aged under 30). Witnesses took action in a third of the cases (33%) involving a person harassed aged 18–29.

Comparison to 2018 National Survey

In 2018, a witness took action in 27% of incidents of workplace sexual harassment.³⁴



Figure 31: Witnesses who took action in relation to the most recent incident of workplace sexual harassment (by gender and age of person harassed at time of incident)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years and the most recent incident had been witnessed by at least one other person (n=953); Men (n=351); Women (n=591); Under 15* (n=14); 15-17* (n=14); 18-29 (n=342); 30-39 (n=247); 40-49 (n=153); 50-64 (n=126); 65+* (n=6). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=11) are included in the Total.

* Indicates small sample size.

(iv) *Action taken by person who witnessed workplace sexual harassment*³⁵

The most common action taken by a person who witnesses an incident is showing sympathy or empathy.

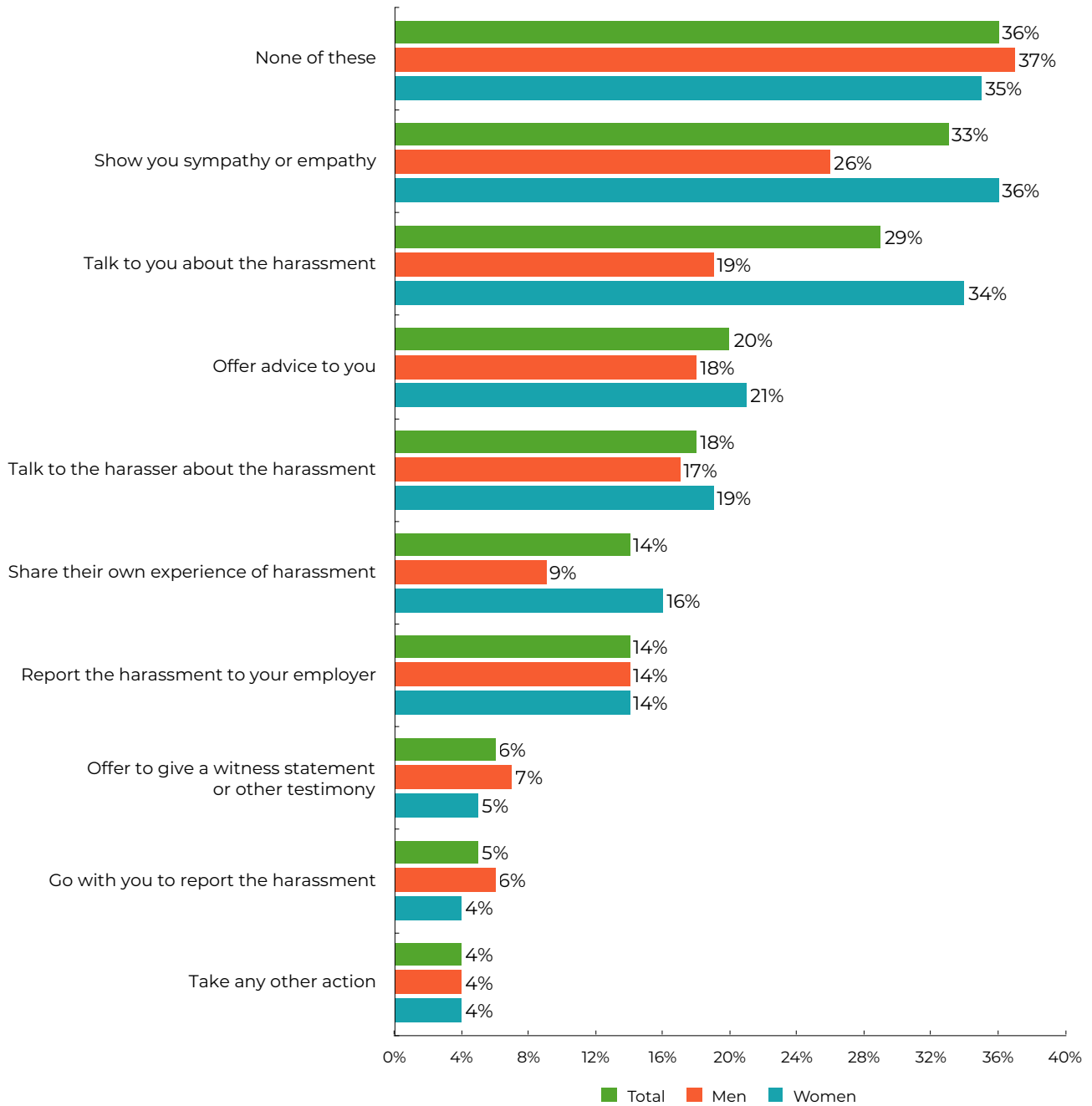
Those who said that the most recent incident of workplace sexual harassment had been witnessed by others were asked what action, if any, was taken by anybody who saw this occur.

The most common form of action taken was the witness showing sympathy or empathy to the person harassed (33%). Women were shown sympathy or empathy more frequently than men (36%, compared to 26% of men).

A larger proportion of women than men said the person who witnessed the workplace sexual harassment talked to them about the harassment (34%, compared to 19% of men). Similarly, more witnesses shared their own experiences of sexual harassment with women than men (16%, compared to 9% of men). Overall, in 36% of cases, people said that the person who witnessed the incident took a different action (i.e. 'None of these').



Figure 32: Action taken by witnesses (by gender of person harassed)



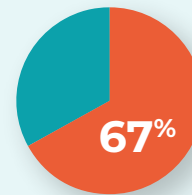
Base: Respondents who had been sexually harassed in the workplace in the last 5 years and the most recent incident had been witnessed by at least one other person (n=953); Men (n=351); Women (n=591). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=11) are included in the Total. Figures do not add up to 100% as multiple responses were allowed and responses of 'Don't know' and 'Prefer not to say' have been omitted.

3.5 Impacts of workplace sexual harassment³⁶

Impacts of workplace sexual harassment



Two thirds (67%) of people sexually harassed in the workplace experienced **negative mental health impacts** (71% of women and 59% of men).



From their most recent incident of workplace sexual harassment, many also experienced **negative impacts** related to:



(a) Impacts on the person harassed

Two thirds of people who have been sexually harassed in the workplace experience negative mental health impacts.

Two thirds of people (67%) who had been sexually harassed in the workplace in the last 5 years stated that the harassment impacted negatively on their mental or emotional health, or caused them stress. This was higher for women than it was for men (71%, compared to 59% of men).

Other common impacts of workplace sexual harassment were:

- decreased job satisfaction (62%) – 65% of women and 58% of men
- negative impact on self-esteem and confidence (57%) – 61% of women and 50% of men
- decreased commitment to their organisation (53%) – 54% of women and 52% of men.

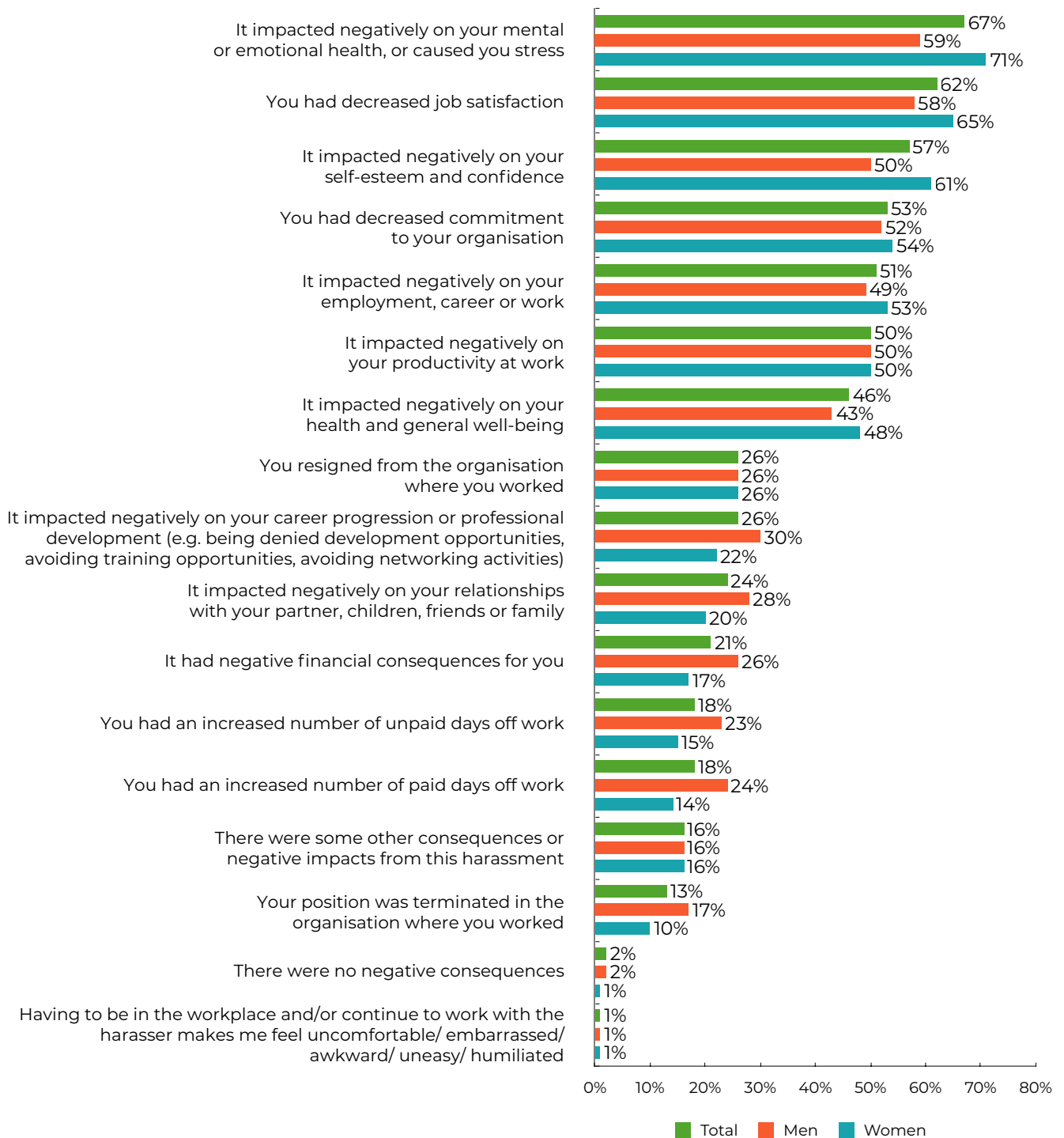
Across most of the negative impacts listed, women were more likely to have experienced them than men.

All consequences were most likely to have occurred at the time of the incident, however the most likely ongoing consequences were:

- impacted negatively on mental or emotional health, or caused stress (14%)
- impacted negatively on self-esteem and confidence (14%)
- decreased job satisfaction (13%)
- decreased commitment to organisation (13%).



Figure 33: Consequences of most recent incident of workplace sexual harassment (by gender of person harassed)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,973); Men (n=1,247); Women (n=1,689). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=37) are included in the Total. Figures do not add up to 100% as multiple responses were allowed and responses of 'Can't say' and 'Prefer not to say' have been omitted.

(b) Degree of offence and intimidation experienced

A majority of people are offended by their experience of sexual harassment.

Respondents were asked to rate how offended the most recent incident made them feel, on a scale of 1 to 5, where 1 meant 'not at all' and 5 meant 'extremely offended'. Similarly, for intimidation they were asked to rate how intimidated the most recent incident made them feel from 1 'not at all intimidated' to 5 'extremely intimidated'.

Almost all (96%) felt some degree of offence, with only 3% stating that they were not at all offended. Over half of people (58%) who experienced workplace sexual harassment in the last 5 years rated their response to harassment as being extremely offended or offended (of which 21% were extremely offended and 37% offended). A higher proportion of women than men felt offended by the sexual harassment they had experienced, with a quarter (24%) being extremely offended and 39% being offended (compared to men at 17% extremely offended and 35% offended).

The mean (or average) level of offence felt by all who had been sexually harassed at work in the last 5 years was 3.6. For men, this was 3.4 and women 3.8.

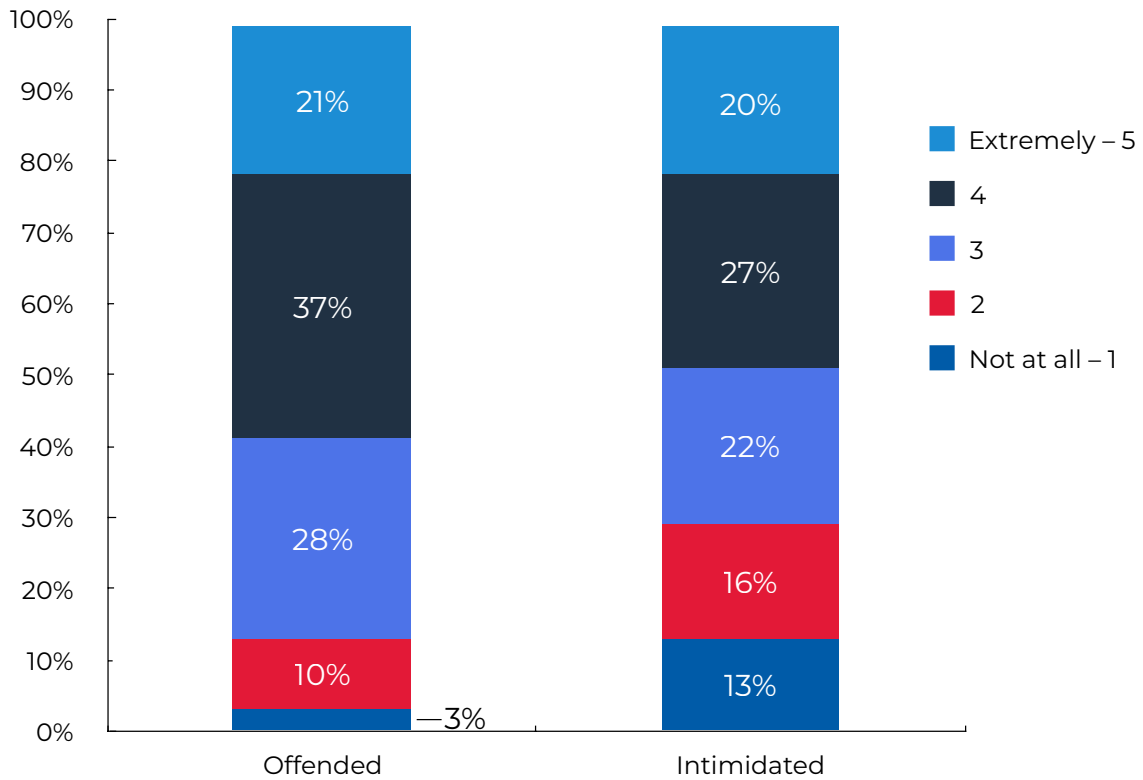
Intimidation followed a similar pattern, where 20% were extremely intimidated and 27% were intimidated. Again, women were more likely to have experienced higher levels of extreme intimidation than men (24%, compared to 14% of men). The mean (or average) level of intimidation felt by all respondents who had been sexually harassed at work in the last 5 years was 3.2, with men at 3.0 and women at 3.4.

These differences between the genders in the degree of offence and intimidation experienced is consistent with previous research.³⁷ The negative impacts of workplace sexual harassment can be more significant for women for a range of reasons,³⁸ including that women often experience sexual harassment in conjunction with sex-based harassment and discrimination because of broader inequality in the workplace.³⁹ The 2018 National Survey also found that women experienced a higher level of offence and intimidation than men.⁴⁰

Comparison to 2018 National Survey

In 2018, the average level of offence felt by people who experienced sexual harassment was 3.3 (women 3.5 and men 3.1) and the average level of intimidation was 2.9 (women 3.1 and men 2.7).⁴¹

Figure 34: Degree to which person harassed felt offended or intimidated



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,973). Figures do not add up to 100% as responses of 'Don't know' have been omitted.

Younger people are more likely to feel extremely offended and intimidated by experiences of sexual harassment.

People aged under 15 at the time of the incident reported the highest levels of offence (a mean of 4.67) and intimidation (a mean of 4.18), however as the survey captured a small number of respondents (n=22) this result should be interpreted with caution.

This is consistent with previous research which highlights that young people are vulnerable to workplace sexual harassment due to their age and lack of seniority in the workplace, which drives unequal power in employment relationships.⁴² The 2018 National Survey also found that young workers experienced the highest level of intimidation out of all age groups.

For other age groups, the level of offence was similar to the total population who had experienced sexual harassment (3.64).

The level of intimidation felt by those aged 15 or older did reduce slightly with age. Those aged 15–17 at the time of the harassment reported an average level of intimidation of 3.63.

This declined to 3.10 when the person harassed was aged 65 or older at the time of the harassment. However, as the survey captured a small number of respondents aged 15–17 ($n < 50$), these results should be interpreted with caution.

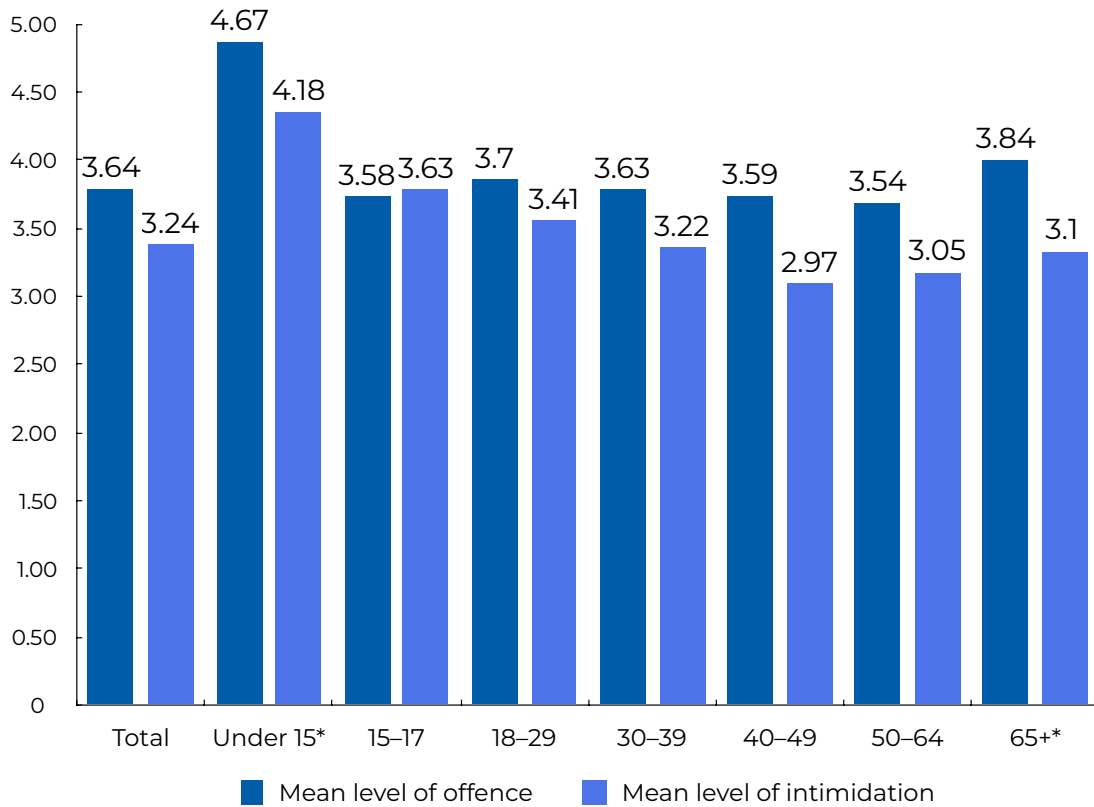
Comparison to 2018 National Survey

In 2018, the age of the individual at the time of the most recent incident of workplace sexual harassment had no real impact on the level of offence they experienced, but the average level of intimidation was higher for younger people, at:

- 3.5 for people who were under 18 at the time of the incident
- 2.7 for those aged 30–39
- 2.8 for those aged 40 or older.⁴³



Figure 35: Degree of intimidation and offence (by age at time of harassment)



Base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,973); Men (n=1,247); Women (n=1,689); Under 15* (n=22); 15-17 (n=57); 18-29 (n=1,143); 30-39 (n=662); 40-49 (n=445); 50-64 (n=338); 65+* (n=22). Note that respondents who answered 'Non-binary', 'Other' or 'prefer not to say' are included in the Total.

*Indicates small sample size.

Chapter 3: Endnotes

- 1 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 25 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 2 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 26 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 3 Australian Human Rights Commission, *Everyone's business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 27 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 4 Base for section 'who experiences sexual harassment in the workplace': In the workforce in the last 5 years (n=8,859); GENDER Men (n=4,631); Women (n=4,165); Non-binary (n=56); AGE 15-17 (n=31); 18-29 (2,311); 30-39 (n=2,203); 40-49 (n=1,890); 50-64 (n=2,260); 65+ (n=164); INTERSEX STATUS Yes (n=125); No (n=8,179); ABORIGINAL AND TORRES STRAIT ISLANDER Yes (n=266); No (n=8,376); LANGUAGE OTHER THAN ENGLISH SPOKEN AT HOME Yes (n=654); No (n=8,205); COUNTRY OF BIRTH Australia (n=7,103), England (n=374), New Zealand (n=245), Other (n=1,016).
- 5 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 27 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 6 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 28 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 7 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 28 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 8 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 28 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 9 'In 2018, 53.4% of people with disability were in the labour force, compared with 84.1% of people without disability.' Australian Bureau of Statistics, 'Disability and the Labour Force, 2018' (October 2019) <<https://www.abs.gov.au/articles/disability-and-labour-force>>.
- 10 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 28 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 11 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 28 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 12 According to the Australian Census statistics, 7 million people (7,095,103) were working full-time and 4 million people (3,962,550) were working part-time in the week before the Census. Australian Bureau of Statistics, 'Income and Work: Census, 2021' (June 2022) <<https://www.abs.gov.au/statistics/labour/earnings-and-working-conditions/income-and-work-census/latest-release>>.
- 13 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 32 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context

- and survey approach may have impacted the interpretation of questions between survey years.
- 14 The ages of harassers have been reported by the people harassed and may be based on estimations. As such, these results should be interpreted with caution.
 - 15 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 36 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
 - 16 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 38 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
 - 17 This question was multiple response, so percentages quoted in this section of the report may sum to more than 100%.
 - 18 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 39 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
 - 19 In August 2022 the proportion of employed persons working in the main occupation groups were Professionals 26%; Managers 14%; Technicians and Trade Workers 14%; Community and Personal Services Workers 11%; Clerical and Administrative Workers 13%; Sales Workers 8%; Machinery Operators and Drivers 7%; Labourers 9%; Australian Bureau of Statistics, *Labour Force, Australia, Detailed, August Quarter 2022* (Catalogue No 6291.0.55.001, 21 September 2022).
 - 20 Australian Bureau of Statistics, *Labour Force, Australia, Detailed, August Quarter 2022* (Catalogue No 6291.0.55.001, 21 September 2022).
 - 21 This question was multiple response, so percentages quoted in this section of the report may sum to more than 100%.
 - 22 Australian Bureau of Statistics, *Labour Force, Australia, Detailed, August Quarter 2022* (Catalogue No 6291.0.55.001, 21 September 2022). 22% of men work in the Technician and Trade Workers industry compared to 5% of women.
 - 23 This question was multiple response, so percentages quoted in this section of the report may sum to more than 100%.
 - 24 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 40 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
 - 25 This question was multiple response, so percentages quoted in this section of the report may sum to more than 100%.
 - 26 Note that some of these behaviours may have been experienced both in person and through the use of technology, so percentages sum to more than 100%.
 - 27 SMS stands for Short Message Service and refers to text messages. MMS stands for Multi-media Message Service and refers to messages that contain, for example, images and videos.
 - 28 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 41 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
 - 29 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 44 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
 - 30 This question was multiple response, so percentages quoted in this section of the report will sum to more than 100%.
 - 31 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 62 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.

- 32 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 48 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 33 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 49 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 34 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 52 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 35 This question was multiple response, so percentages quoted in this section of the report will sum to more than 100%.
- 36 Some of the questions in this section were multiple response, so percentages quoted in this section of the report will sum to more than 100%.
- 37 See, for example, Moreton B Nielsen and Ståle Einarsen, 'Prospective Relationships between Workplace Sexual Harassment and Psychological Distress' (2012) 62(3) *Occupational Medicine* 226; Robert Guthrie, Ross Taplin and Joseph Oliver, 'Workplace Harassment: A Health Issue: Anti-Discrimination Cases and Workers' Compensation Claims' (2009) 10(4) *International Journal of Discrimination and the Law* 163; Helge Hoel and Maarit Varita, *Bullying and Sexual Harassment in the Workplace, in Public Spaces, and in Political Life in the EU* (PE 604.949), Policy Department for Citizens' Rights and Constitutional Affairs, Directorate General for Internal Policies of the Union, European Parliament, March 2018); Women's Health in the South East, Submission 221, *Sexual Harassment Inquiry*.
- 38 Moreton B Nielsen and Ståle Einarsen, 'Prospective Relationships between Workplace Sexual Harassment and Psychological Distress' (2012) 62(3) *Occupational Medicine* 226; Robert Guthrie, Ross Taplin and Joseph Oliver, 'Workplace Harassment: A Health Issue: Anti-Discrimination Cases and Workers' Compensation Claims' (2009) 10(4) *International Journal of Discrimination and the Law* 163; Helge Hoel and Maarit Varita, *Bullying and Sexual Harassment in the Workplace, in Public Spaces, and in Political Life in the EU* (PE 604.949), Policy Department for Citizens' Rights and Constitutional Affairs, Directorate General for Internal Policies of the Union, European Parliament, March 2018); Women's Health in the South East, Submission 221, *Sexual Harassment Inquiry*.
- 39 Individual, Submission No 40 to Australian Human Rights Commission, *National Inquiry into Sexual Harassment in Australian Workplaces*; Victoria Legal Aid, Submission No 283 to Australian Human Rights Commission, *National Inquiry into Sexual Harassment in Australian Workplaces* (28 February 2019); Australian Council of Trade Unions, Submission No 306 to Australian Human Rights Commission, *National Inquiry into Sexual Harassment in Australian Workplaces* (28 February 2019) 264.
- 40 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 55 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 41 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 55 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 42 Professor Paula McDonald and Professor Sara Charlesworth, Submission No 170 to Australian Human Rights Commission, *National Inquiry into Sexual Harassment in Australian Workplaces* (January 2019).
- 43 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 56 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.

Chapter 4: Workplaces where sexual harassment occurs

Industries where sexual harassment occurs¹

Modelling used to impute incidence of workplace sexual harassment across industries highlights that workplace sexual harassment is notably higher than the national incidence rate of 33% in the following industries:

Information, Media and Telecommunications

64%

Arts and Recreation Services

44%

Electricity, Gas, Water and Waste Services*

40%

Retail Trade

40%

Accommodation and Food Services

34%

When compared by gender, it is estimated that women were more likely to have been sexually harassed in nearly all industries. Women were significantly more likely to be harassed in:



Arts and Recreation Services

An estimated **72%** of women compared to **14%** of men.



Electricity, Gas, Water and Waste Services*

An estimated **71%** of women compared to **30%** of men.



Mining

An estimated **62%** of women compared to **25%** of men.



Agriculture Forestry and Fishing*

An estimated **47%** of women compared to **17%** of men.



Administrative and Support Services

An estimated **34%** of women compared to **12%** of men.



Construction*

An estimated **29%** of women compared to **8%** of men.

Chapter 4 examines the characteristics of workplaces where sexual harassment occurs, including industry, size and gender balance. It also explores the nature of sexual harassment which occurs across industries, including who the harassers are, where sexual harassment occurs, witnesses, and reporting.



Note: A subset of respondents (n=609), those who reported having experienced one type of workplace sexual harassment in the last 5 years and did not report, were not asked the characteristics of their workplace. Therefore, the following analysis omits this group, and results are based on the responses of respondents who:

- *experienced multiple types of workplace sexual harassment in the last 5 years and did not report*
- *experienced one or more type(s) of workplace sexual harassment in the last 5 years and did report.*

This has been noted in the base notes of each chart.

4.1 Incidence of workplace sexual harassment across industry groups

(a) Industries where sexual harassment occurs – based on imputed data

Using responses obtained from the 2022 National Survey, the distribution of industry of respondents who experienced workplace sexual harassment in the last 5 years was used in conjunction with data from the ABS Labour Force Estimates (as at August 2022) to provide an indication of the likelihood of sexual harassment occurring within different industries.

The Survey asked respondents who had been in the workplace in the last 5 years whether they had been sexually harassed. If they had experienced sexual harassment, they were then asked details of their most recent incident of workplace sexual harassment, including the industry they were working in at the time. For those that reported not having experienced workplace sexual harassment, they were not asked for details of industry of work. The distribution of industry across those who had been in the workplace at some time in the last 5 years was imputed based on the ABS Labour Force Estimates, scaled to represent the large pool of people who were employed over the last 5 years.¹

The imputed data tells us that the incidence of workplace sexual harassment varies across industries.

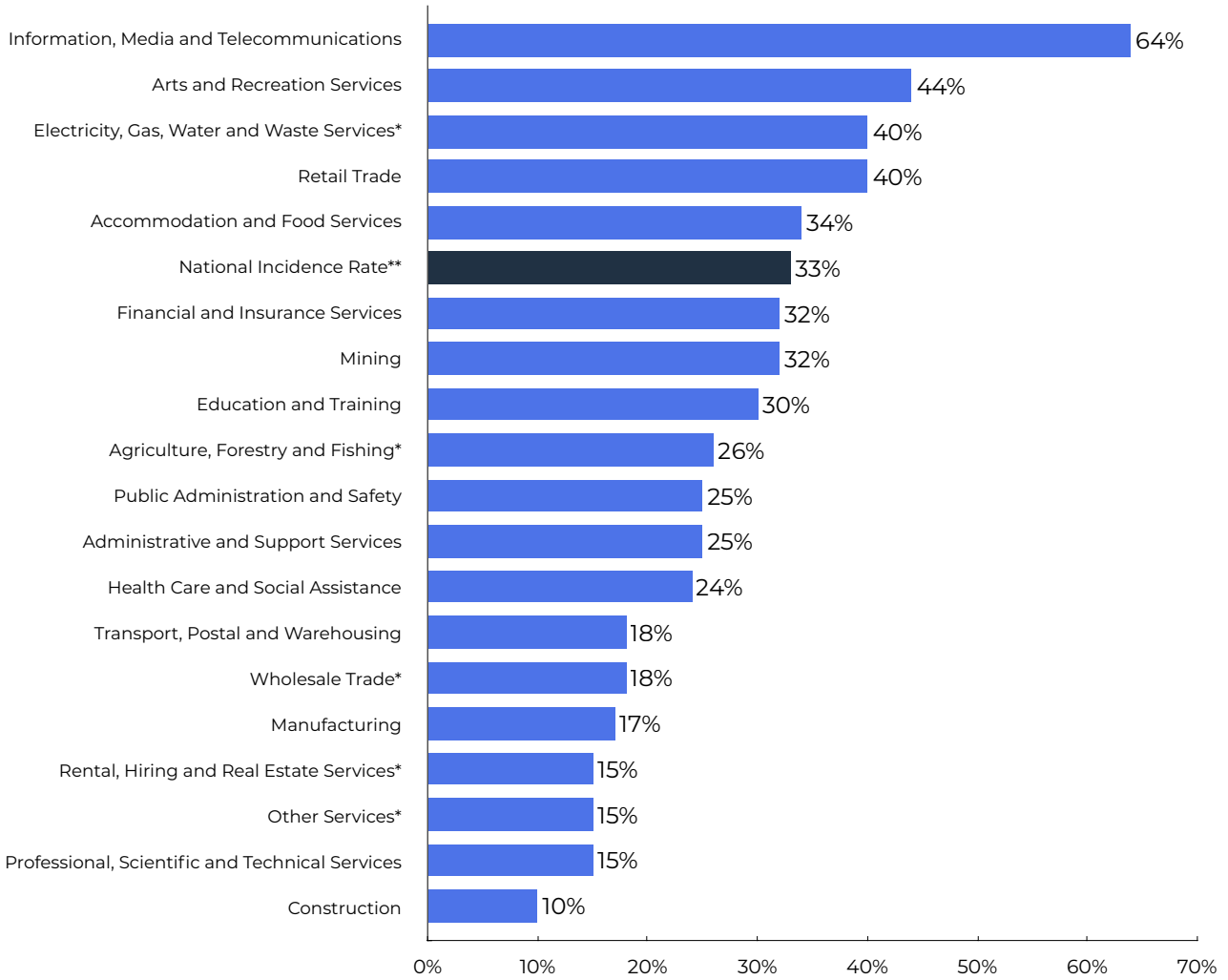
Workplace sexual harassment is estimated to be notably higher than the national incidence rate (33%)² in the following industries:

- Information, Media and Telecommunications (64%)
- Arts and Recreation Services (44%)
- Electricity, Gas, Water and Waste Services (40%)
- Retail Trade (40%)
- Accommodation and Food Services (34%).

If comparing these results with the 2018 National Survey, it is important to note that changes to the distribution of the workforce across industries from 2018 to 2022 may impact these results.³



Figure 36: Incidence of workplace sexual harassment by industry



Base: In the workforce in the last 5 years (n=8,859); Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,973); Industry worked in at time of most recent workplace sexual harassment: Accommodation and Food Services (n=185); Administrative and Support Services (n=72); Agriculture, Forestry and Fishing* (n=45); Arts and Recreation Services (n=58); Construction (n=97); Education and Training (n=208); Electricity, Gas, Water and Waste Services* (n=49); Financial and Insurance Services (n=114); Health Care and Social Assistance (n=320); Information, Media and Telecommunications (n=85); Manufacturing (n=102); Mining (n=63); Professional, Scientific and Technical Services (n=134); Public Administration and Safety (n=141); Rental, Hiring and Real Estate Services* (n=22); Retail Trade (n=331); Transport, Postal and Warehousing (n=88); Wholesale Trade* (n=46); Other Services* (n=49). Note that respondents who had experienced one type of sexual harassment in the workplace in the last 5 years and did not make a formal report or complaint (n=609) have been omitted from this figure.

* Indicates small sample size.

** Section 3.1(b), Figure 5: Incidence of workplace sexual harassment by gender in the last 5 years. Base: All respondents in the workplace in the last 5 years (n=8,859).

When compared by gender, distinct differences emerge. It is estimated that women were more likely to be sexually harassed in nearly all industries. For instance, it is estimated that women were more likely have been sexually harassed in:

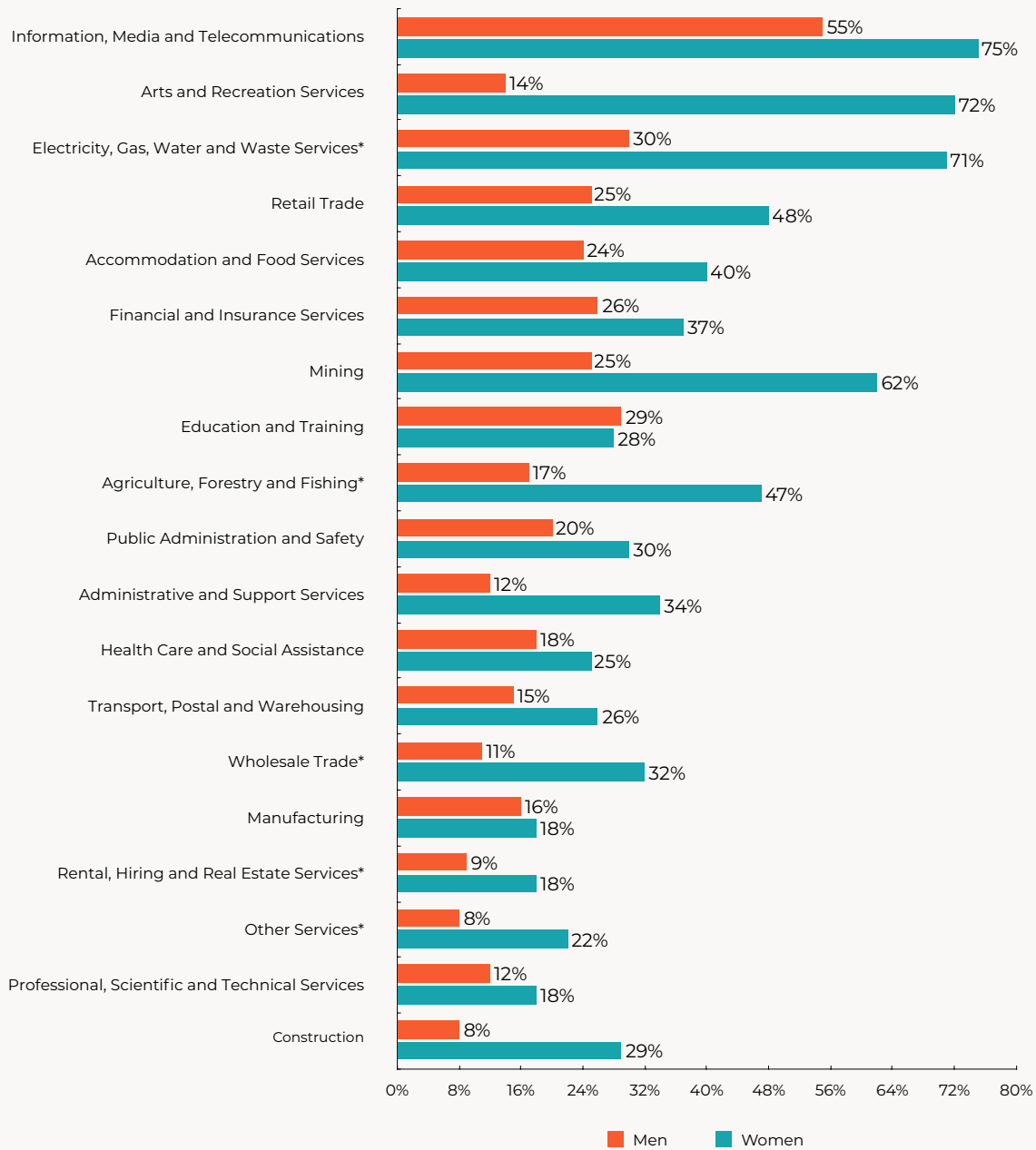
- Arts and Recreation Services (an estimated 72% of women compared to 14% of men)
- Electricity, Gas, Water and Waste Services (an estimated 71% of women compared to 30% of men)
- Mining (an estimated 62% of women compared to 25% of men)

- Agriculture, Forestry and Fishing (an estimated 47% of women compared to 17% of men)
- Administrative and Support Services (an estimated 34% of women compared to 12% of men)
- Construction (an estimated 29% of women compared to 8% of men).

Education and Training is the only industry where men and women were almost equally likely to have experienced sexual harassment (an estimated 29% of men compared to 28% of women).



Figure 37: Incidence of workplace sexual harassment by industry (by gender)



Base: In the workforce in the last 5 years (n=8,859). Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,973). Industry worked in at time of most recent workplace sexual harassment: Accommodation and Food Services (Men n=66; Women n=117), Administrative and Support Services (Men n=19; Women n=51), Agriculture, Forestry and Fishing* (Men n=15; Women n=29), Arts and Recreation Services (Men n=13; Women n=44), Construction (Men n=61; Women n=36), Education and Training (Men n=62; Women n=143), Electricity, Gas, Water and Waste Services* (Men n=29; Women n=19), Financial and Insurance Services (Men n=42; Women n=71), Health Care and Social Assistance (Men n=62; Women n=256), Information, Media and Telecommunications (Men n=44; Women n=41), Manufacturing (Men n=65; Women n=33), Mining (Men n=39; Women n=24), Professional, Scientific and Technical Services (Men n=66; Women n=68), Public Administration and Safety (Men n=58; Women n=82), Rental, Hiring and Real Estate Services* (Men n=7; Women n=14), Retail Trade (Men n=114; Women n=212), Transport, Postal and Warehousing (Men n=53; Women n=34), Wholesale Trade* (Men n=21; Women n=25), Other Services* (Men n=17; Women n=32). Note that respondents who had experienced one type of sexual harassment in the workplace in the last 5 years and did not make a formal report or complaint (n=609) have been omitted.

*Indicates small sample size.

(b) Industries where sexual harassment occurs – proportionate to the workforce

This section presents data from the 2022 National Survey where detailed information was collected about the most recent incident of sexual harassment. Findings in this section are directly based on survey data, not projections as were utilised in Section 4.1(a).

Most workplace sexual harassment occurs across 4 key industry groups.

Almost half of incidents (46%) of sexual harassment in the workplace in the last 5 years were from 4 industry groups:

- Retail Trade (14%)
- Health Care and Social Assistance (14%)
- Education and Training (9%)
- Accommodation and Food Services (9%).

These were also some of the industries which made up the greatest proportion of the Australian workforce. As these industries have the largest number of employees, it follows that people working in these industries would make up the greatest proportion of people harassed.⁴

There are some industries where sexual harassment is disproportionately high.

Although Information, Media and Telecommunications accounts for just 1% of the Australian workforce as a whole, 3% of incidents of sexual harassment were in this industry. This aligns with the industry projections in relation to the incidence of workplace sexual harassment in this industry overall (see Section 4.1(a) above), which identified very high rates of workplace sexual harassment (64% of workers).

Similarly, the proportion of incidents of sexual harassment was overrepresented in the following industries:

- Retail Trade (14% of incidents compared to 10% of workforce)
- Accommodation and Food Services (9% of incidents compared to 7% of workforce)
- Arts and Recreation Services (3% of incidents compared to 2% of workforce)
- Electricity, Gas, Water and Waste Services (2% of incidents compared to 1% of workforce)
- Financial and Insurance Services (5% of incidents compared to 4% of workforce)
- Education and Training (9% of incidents compared to 8% of workforce).

The Professional, Scientific and Technical Services industry was underrepresented (5% of incidents compared to 10% of workforce), as was the Construction industry (4% of incidents compared to 9% of workforce).

Comparison to 2018 National Survey

In 2018, the number of workers who experienced workplace sexual harassment incidents was overrepresented in the following industries:

- Information, Media and Telecommunications (5% of incidents compared to 2% of workforce)
- Retail Trade (13% of incidents compared to 10% of workforce)
- Education and Training (10% of incidents compared to 8% of workforce)
- Accommodation and Food Services (9% of incidents compared to 7% of workforce)
- Arts and Recreational Services (3% of incidents compared to 2% of workforce)
- Electricity, Gas, Water and Waste Services (2% of incidents compared to 1% of workforce).⁵



Table 4: Industry based sexual harassment proportional to Australian workforce

Industry	Proportion of people harassed (last incident)	Proportion of the Australian workforce ⁶
Retail Trade	14%	10%
Health Care and Social Assistance	14%	15%
Education and Training	9%	8%
Accommodation and Food Services	9%	7%
Public Administration and Safety	6%	6%
Professional, Scientific and Technical Services	5%	10%
Financial and Insurance Services	5%	4%
Manufacturing	4%	6%
Construction	4%	9%
Information, Media and Telecommunications	3%	1%
Transport, Postal and Warehousing	3%	5%
Administrative and Support Services	3%	3%
Arts and Recreation Services	3%	2%
Mining	2%	2%
Other Services	2%	4%
Agriculture, Forestry and Fishing	2%	2%
Wholesale Trade	2%	3%
Electricity, Gas, Water and Waste Services	2%	1%
Rental, Hiring and Real Estate Services	1%	2%

Base: Respondents who had experienced multiple types of sexual harassment in the workplace in the last 5 years or who had experienced a single type of sexual harassment and made a formal report or complaint (n=2,364). Note that respondents who had experienced one type of sexual harassment in the workplace in the last 5 years and did not make a formal report or complaint (n=609) have been omitted from this table. Table excludes 'Don't Know', 'Refused' and industries not included in ABS Labour Force data.

Note: Industry where harassment occurred is based on the respondent's self-classification of 'industry', which may differ from the standardised ANZSIC classification used by the ABS.

4.2 Nature of sexual harassment across industries

(a) Who the harassers are

In 77% of instances of workplace sexual harassment in the last 5 years, one or more of the harassers was a man. In some industries, the proportion of male harassers was much higher, such as Retail Trade (86%) and Health Care and Social Assistance (79%).

Most people who experienced workplace sexual harassment were sexually harassed by an individual. However, in some industries, which tended to be male-dominated, the likelihood of being sexually harassed by more than one person was higher.

Overall, the mean number of harassers was 1.6. However, in both the Mining and Construction industries, it was 2.2.

The relationship between the harasser and the person harassed also varied slightly across industries:

- 29% of those who experienced sexual harassment in the Manufacturing industry were harassed by their direct manager or supervisor, compared to 13% overall
- 26% of people who were sexually harassed in the Health Care and Social Assistance industry, and 21% in the Retail Trade industry, were sexually harassed by someone below their level, compared to 15% overall.

Over three quarters of harassers (77%) were aged over 30 overall, however some industries were more likely to have younger harassers. In the Accommodation and Food Services industry, 17% of those who were sexually harassed were harassed by someone aged 15–20, compared to 7% of harassers in this age group overall. In the Manufacturing industry (37%) and the Retail Trade industry (30%), harassers were more likely to be aged 21–30 than harassers in other industries (21% overall).

(b) Where sexual harassment occurs⁷

The location where sexual harassment occurred varied according to industry. The increase in people working from home or remotely due to COVID-19 may have influenced these results.

Almost a quarter of workplace sexual harassment (23%) occurred in a social area for employees, such as the break or lunch room. However, this was higher in the Mining industry (33%) and the Education and Training industry (35%).

More than one third of workplace sexual harassment (38%) occurred at a workstation or where the person harassed does their work. However, in several industries the proportion of people harassed at this location was much higher. Almost half of sexual harassment in the Health Care and Social Assistance industry (45%) and Retail Trade industry (49%), and more than half in the Accommodation and Food Services industry (53%) took place at this location.

Sexual harassment while working remotely or from home occurred at higher rates in the Information, Media and Telecommunications industry (15%) and Financial Services industry (10%), compared to 5% overall.

Research on the uptake of remote working amid the COVID-19 pandemic highlights that the Information, Media and Telecommunications and Financial and Insurances Services industries achieved some of the highest rates of teleworking. This compares to industries with lower rates of teleworking, such as Retail Trade and Accommodation and Food Services, which had lower proportions of sexual harassment occurring while working remotely or from home (2% of incidents in Retail and Trade and 1% of incidents in Accommodation and Food Services).⁸

(c) Industries where people witness sexual harassment

Those who were sexually harassed in the workplace in the last 5 years were asked if anyone else had seen the most recent incident of sexual harassment.

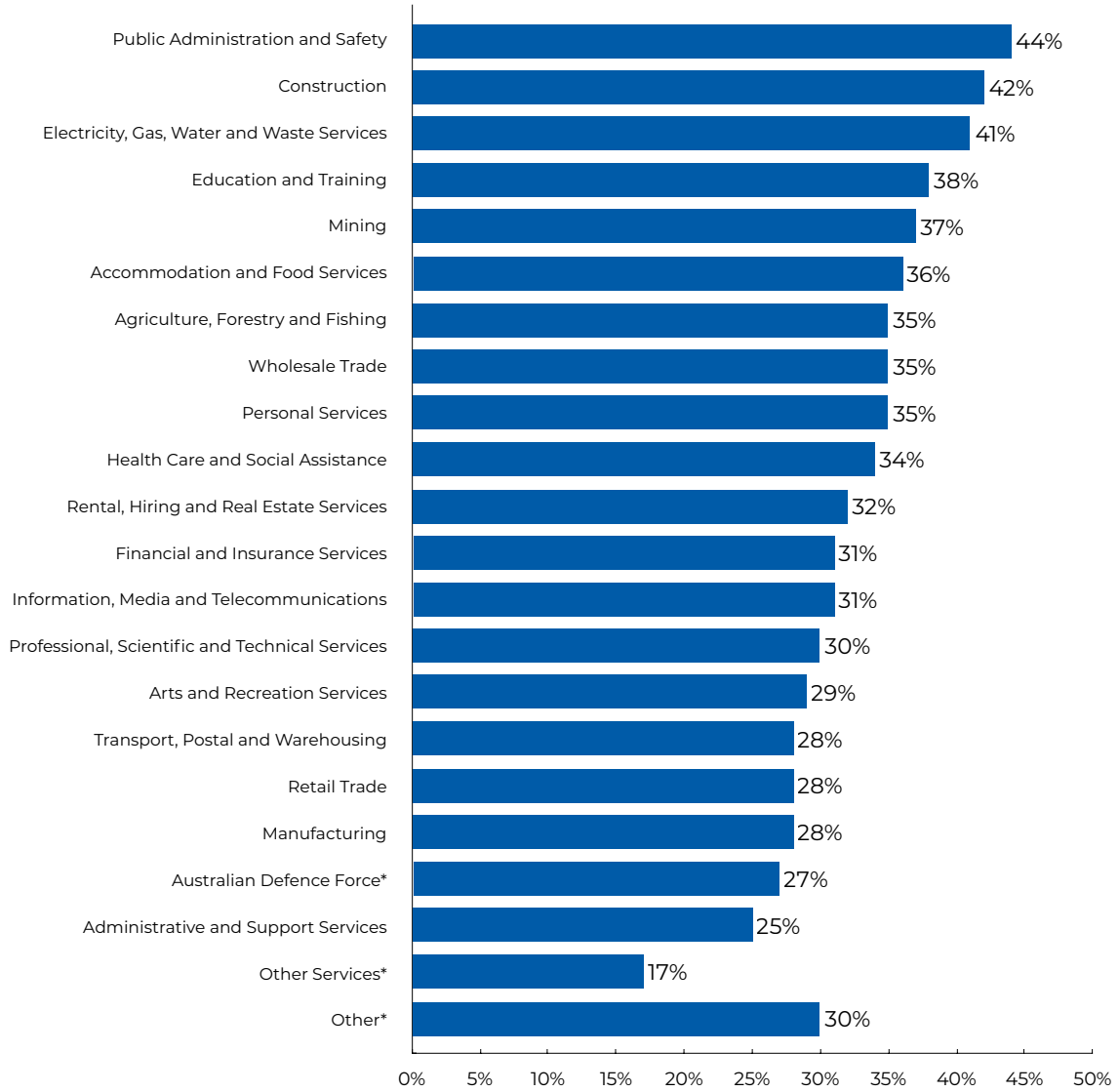
As noted in Chapter 3, 31% of people harassed said others within their workplace had witnessed their most recent experience of sexual harassment.

Some industries had a higher proportion of sexual harassment incidents that were witnessed by others, including:

- Public Administration and Safety (44%)
- Construction (42%)
- Electricity, Gas, Water and Waste Services (41%)
- Education and Training (38%).



Figure 38: Proportion of workplace sexual harassment that was witnessed (by industry)



Base: Industry worked in at time of most recent workplace sexual harassment: Accommodation and Food Services (n=185); Administrative and Support Services (n=72); Agriculture, Forestry and Fishing* (n=45); Arts and Recreation Services (n=58); Australian Defence Force* (n=18); Construction (n=97); Education and Training (n=208); Electricity, Gas, Water and Waste Services* (n=49); Financial and Insurance Services (n=114); Health Care and Social Assistance (n=320); Information, Media and Telecommunications (n=85); Manufacturing (n=102); Mining (n=63); Professional, Scientific and Technical Services (n=134); Public Administration and Safety (n=141); Rental, Hiring and Real Estate Services* (n=22); Retail Trade (n=331); Transport, Postal and Warehousing (n=88); Wholesale Trade* (n=46); Other Services* (n=49).

* Indicates small sample size.

(d) Reporting of sexual harassment

People were least likely to make a formal report or complaint in the following industries:

- Wholesale Trade (1% of people harassed who made a formal report or complaint were employed in this industry)
- Rental, Hiring and Real Estate Services (2%)
- Mining (2%)
- Administrative and Support Services (2%)
- Electricity, Gas, Water and Waste Services (2%).

People who were comparatively more likely to make a formal report or complaint about sexual harassment worked in the Health Care and Social Assistance (15%) and Retail Trade (14%) industries.

The number of people harassed per industry was generally proportional to the size of the industry workforce, with the exception of the Information, Media and Telecommunications industry (4% of formal reports and complaints compared to 1% of workforce) and the Retail Trade industry (14% of formal reports and complaints compared to 10% of workforce).



Table 5: Proportion of people harassed by proportion of people harassed who made a formal report or complaint and proportion of people in workforce

Industry	Proportion of people harassed	Proportion of people harassed who made a formal report or complaint	Proportion of the Australian workforce ⁹
Retail Trade	14%	14%	10%
Health Care and Social Assistance	14%	15%	15%
Education and Training	9%	11%	8%
Accommodation and Food Services	9%	8%	7%
Public Administration and Safety	6%	4%	6%
Professional, Scientific and Technical Services	5%	5%	10%
Financial and Insurance Services	5%	4%	4%
Manufacturing	4%	5%	6%
Construction	4%	3%	9%
Transport, Postal and Warehousing	3%	3%	5%
Information, Media and Telecommunications	3%	4%	1%
Administrative and Support Services	3%	2%	3%
Mining	2%	2%	2%
Arts and Recreation Services	3%	3%	2%
Agriculture, Forestry and Fishing	2%	3%	2%
Other Services	2%	2%	4%
Wholesale Trade	2%	1%	3%
Electricity, Gas, Water and Waste Services	2%	2%	1%
Rental, Hiring and Real Estate Services	1%	2%	2%

Base: Respondents who had experienced multiple types of sexual harassment in the workplace in the last 5 years or who had experienced a single type of sexual harassment and made a formal report or complaint (n=2,364); Made a formal report (n=549). Note that respondents who had experienced one type of sexual harassment in the workplace in the last 5 years and did not make a formal report or complaint (n=609) have been omitted from this table. Table excludes 'Don't Know', 'Refused', and industries not included in ABS Labour Force data.

4.3 Organisation size

Most workplace sexual harassment occurs in large organisations with 200 or more employees.

The likelihood of workplace sexual harassment having occurred increases as the size of the organisation grows:

- 35% of sexual harassment occurred in an organisation of 200 or more employees
- 32% of sexual harassment occurred in an organisation of 20–199 employees
- 19% of sexual harassment occurred in an organisation with 5–19 employees
- only 7% of sexual harassment occurred in an organisation with 1–4 employees.

There were no notable differences in the size of an organisation in terms of where men and women have been most harassed.

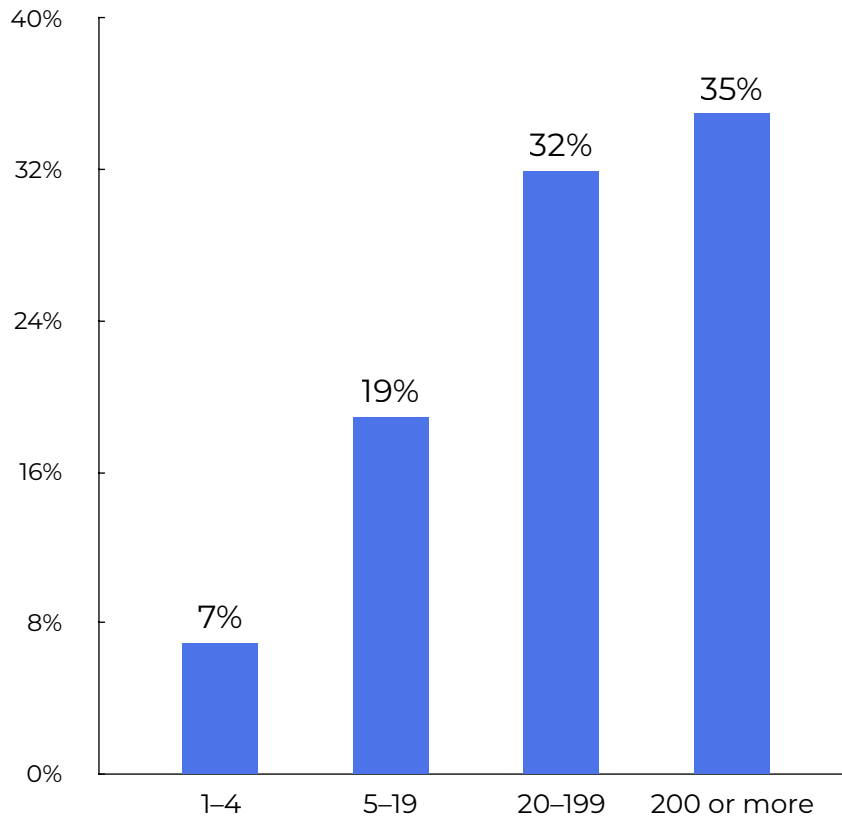
Comparison to 2018 National Survey

In 2018, the most recent incidents of workplace sexual harassment had occurred in:

- organisations with 200 or more employees (39%)
- organisations with 20–199 employees (33%)
- organisations with 5–19 employees (19%)
- organisations with 1–4 employees (5%).¹⁰



Figure 39: Size of organisation where most recent incident of workplace sexual harassment occurred



Base: Respondents who had experienced multiple types of sexual harassment in the workplace in the last 5 years or who had experienced a single type of sexual harassment and made a formal report or complaint (n=2,364). Note that respondents who had experienced one type of sexual harassment in the workplace in the last 5 years and did not make a formal report or complaint (n=609) have been omitted from this figure. Figures do not add up to 100% as responses of 'Don't know' and 'Refused' have been omitted.

4.4 Workplace gender balance

For the greatest number of people harassed (44%), the incident occurred in a workplace with similar proportions of men and women. The proportion was the same for both men and women who were harassed. This percentage is proportionate to the number of employed Australians that work in mixed-gender organisations.¹¹

Women were more likely than men to say that the most recent incident took place in a workplace comprising mainly women (27%, compared to 19% of men).

Men were more likely than women to state that the most recent incident occurred in a workplace comprising mostly men (32%, compared to 23% of women).

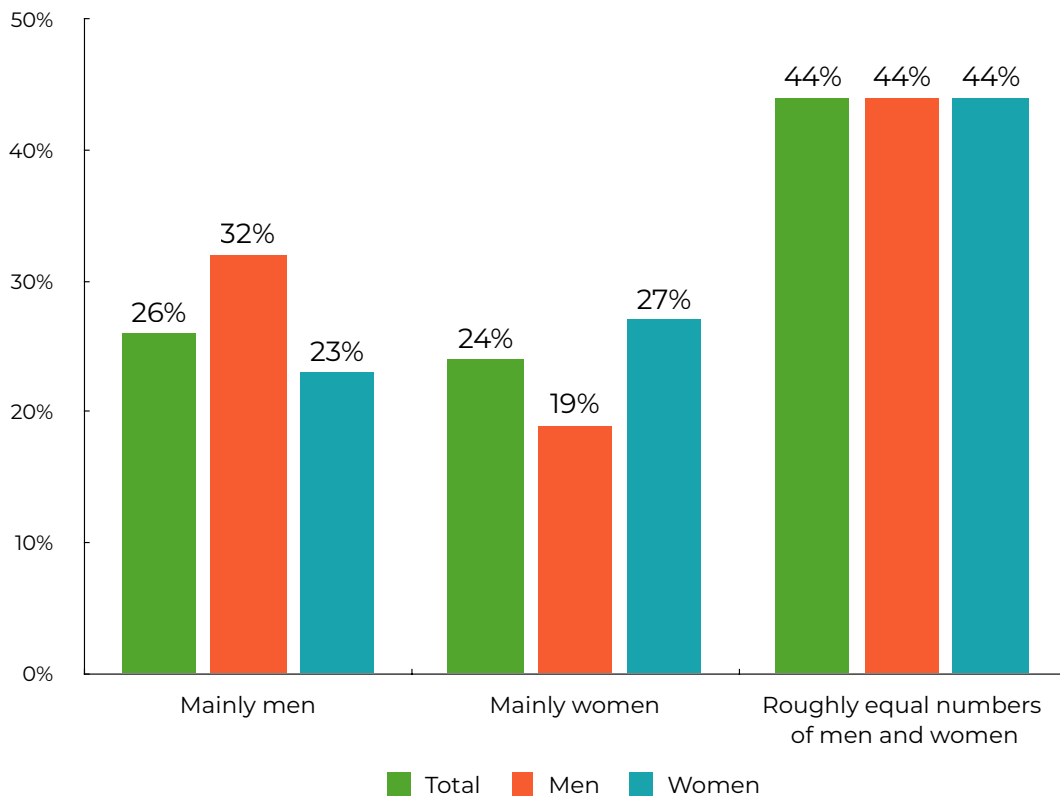
However, given the level of gender segregation across industries in the Australian labour force,¹² it is not surprising that women were more likely than men to be in a female-dominated workplace and vice versa.

Comparison to 2018 National Survey

In 2018, 42% of workplace sexual harassment had occurred in workplaces with an equal mix of male and female employees.¹³



Figure 40: Gender balance at workplace where most recent incident of sexual harassment occurred (by gender of person harassed)



Base: Respondents who had experienced multiple types of sexual harassment in the workplace in the last 5 years or who had experienced a single type of sexual harassment and made a formal report or complaint (n=2,364); Men (n=918); Women (n=1,418). Note that respondents who had experienced one type of sexual harassment in the workplace in the last 5 years and did not make a formal report or complaint (n=609) have been omitted from this figure. Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=28) are included in the Total. Figures do not add up to 100% as responses of 'Don't know' and 'Refused' have been omitted.

Chapter 4: Endnotes

- 1 In order to provide an indication of the likelihood of sexual harassment occurring within different industry sectors, a distribution of industry across those who had been in the workplace at some time in the last 5 years was imputed based on ABS Labour Force Estimates as of August 2022, simply scaled to represent the large pool of people who were employed over the last 5 years. This was based on 2 assumptions:
 - that the distribution of this population (which had been weighted to reflect the age, gender and geographical distribution of the Australian population) across industry groups would be similar to the actual distribution of the workforce across industries, as measured by the Australian Bureau of Statistics, *Labour Force, Australia, Detailed, August Quarter 2022* (Catalogue No 6291.0.55.001, 21 September 2022), Table 06, Employed Persons by Industry sub-division of main job (ANZSIC and Sex). The ABS, for example, estimates that 13% of the women in the workforce are employed in the Education and Training Industry Sector so we have assumed that 13% of the women in the survey worked in the Education and Training industry
 - that respondent's self-classification of their industry is equivalent to the ABS classification.Other limitations of this calculation include:
 - respondents who could not provide a valid industry were excluded from these calculations
 - the ABS industry figures reflect current employment, whereas the industry the respondent reports in the survey used for these calculations is based on the industry in which the most recent incident occurred
 - respondents who experienced sexual harassment may not have been working in that reported industry at the time of the study and may have worked in multiple industries since the incident of sexual harassment
 - respondents who did not experience any workplace sexual harassment in the last 5 years could have been working in multiple industries during that period.To illustrate the nature of the data projection, survey results estimate that the weighted population of women who were sexually harassed in the workplace while working in the self-reported Education and Training industry was 296,000 and the ABS reports 1.053 million women in the Education and Training Sector, the proportion of women harassed in this industry is therefore calculated as 28% (296,000/1,053,000).
- 2 Section 3.1(b) highlights that 33% of people who had been in the workforce in the last 5 years had experienced sexual harassment in the workplace during that time.
- 3 For instance, incidence of workplace sexual harassment in the last 5 years in the Information, Media and Telecommunications industry was estimated as 81% in 2018, compared to 64% in 2022. Given the assumed distribution of people in the Information, Media and Telecommunications industry has changed from 284,300 in 2018 to 236,300 people in 2022, a significant reduction in the number of workers could impact the estimates.
- 4 Australian Bureau of Statistics, *Labour Force, Australia, Detailed, August Quarter 2022* (Catalogue No 6291.0.55.001, 21 September 2022).
- 5 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 60 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 6 Australian Bureau of Statistics, *Labour Force, Australia, Detailed, August Quarter 2022* (Catalogue No 6291.0.55.001, 21 September 2022).
- 7 This question was multiple response, so percentages quoted in this section of the report will sum up to more than 100%.
- 8 The Organisation for Economic Co-operation and Development, *Teleworking in the COVID-19 Pandemic: Trends and Prospects* (September 2021) <<https://www.oecd.org/coronavirus/policy-responses/teleworking-in-the-covid-19-pandemic-trends-and-prospects-72a416b6/>>.
- 9 Australian Bureau of Statistics, *Labour Force, Australia, Detailed, August Quarter 2022* (Catalogue No 6291.0.55.001, 21 September 2022).
- 10 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 64 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 11 Data highlights that while the majority of Australians work in industries which are dominated by one gender, 46% of employed Australians work in mixed-gender organisations – Workplace Gender Equality Agency, *Gender Segregation in Australia's Workforce* (April 2019) <<https://www.wgea.gov.au/publications/gender-segregation-in-australias-workforce>>.
- 12 Workplace Gender Equality Agency, *Gender Segregation in Australia's Workforce* (April 2019) <<https://www.wgea.gov.au/publications/gender-segregation-in-australias-workforce>>.
- 13 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 65 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.

Chapter 5: Reporting and seeking support in relation to workplace sexual harassment

Reporting of workplace sexual harassment

Fewer than **1 in 5** people (18%) made a **formal report or complaint** about sexual harassment at work.



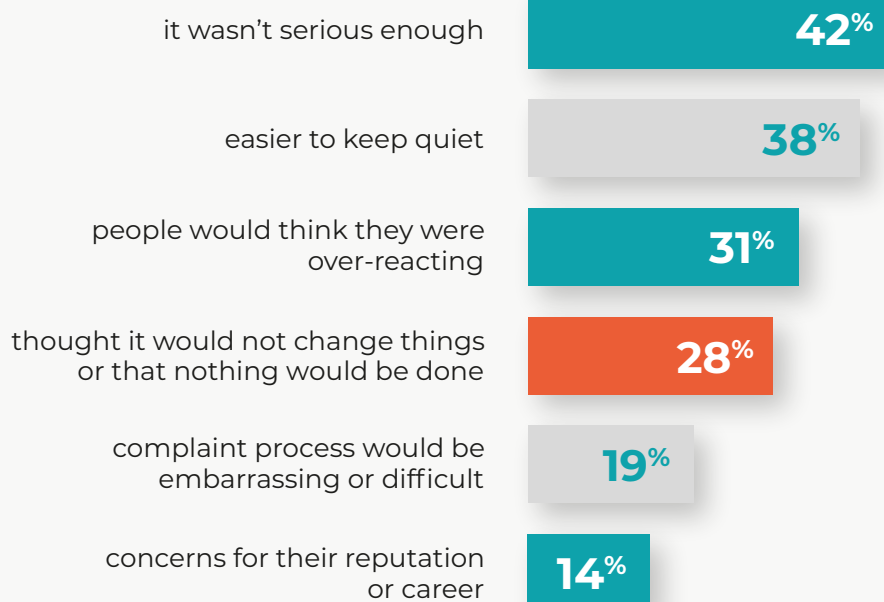
2 in 5 people (40%) who made a formal report or complaint said that **no changes occurred** at their workplace as a result.



People who reported sexual harassment experienced negative consequences, including being **ostracised, victimised or ignored** by colleagues (13%), **resigning** (13%) or being **labelled a troublemaker** (12%).



Reasons why people did not report:



Chapter 5 examines the responses of workplaces and individuals when sexual harassment occurs, including:

- reporting of workplace sexual harassment
- seeking support and advice related to workplace sexual harassment
- reasons why people chose not to make a formal report or complaint, or seek support in relation to workplace sexual harassment
- actions taken by workplaces to respond to reports or complaints of sexual harassment
- Australians' preferred sources of information about sexual harassment.

5.1 Reporting of workplace sexual harassment

Most people sexually harassed in the workplace do not make a formal report or complaint.

Fewer than one in 5 people (18%) who experienced sexual harassment in the workplace in the last 5 years made a formal report or complaint. This was similar for men and women (18% for men and 19% for women).

Comparison to 2018 National Survey

In 2018, 17% of people who had experienced workplace sexual harassment in the previous 5 years made a formal report or complaint.¹



A formal report or complaint involves making an internal report or complaint to a designated person in the workplace, such as management, human resources or a contact officer, as outlined in a workplace's relevant policy or procedure. It can also involve making a report or complaint to an external agency, such as an anti-discrimination agency, a union, or other agency. A formal report or complaint does not include informally telling other people about the incident or seeking advice and support

(a) Types of sexual harassment reported

The most commonly experienced behaviour, sexually suggestive comments or jokes, is not likely to be reported.

Sexually suggestive comments or jokes represented 26% of the most recent incidents but were the subject of a formal report or complaint in just 16% of cases.

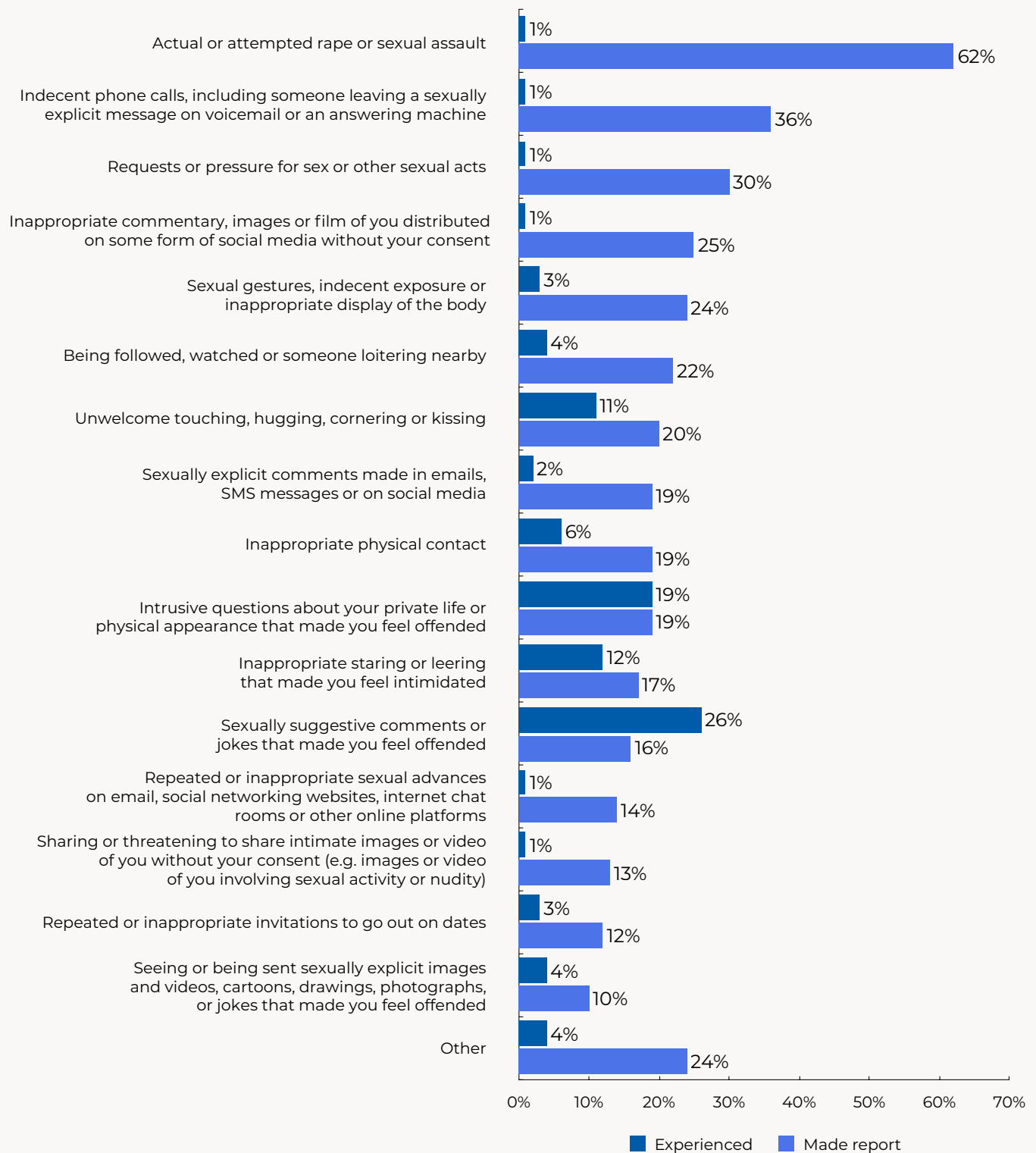
The behaviours that were least often experienced tended to be the most likely to be reported:

- actual or attempted rape or sexual assault* made up 1% of the most recent incidents of workplace sexual harassment, but 62% of these incidents were the subject of a formal report or complaint

-
- requests or pressure for sex or other sexual acts* made up 1% of incidents, but were reported in 30% of cases
 - indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine,* made up 1% of incidents but were reported in 36% of cases
 - inappropriate commentary, images or film of you distributed on some form of social media without your consent* made up 1% of incidents but were reported in 25% of cases
 - being followed, watched or having someone loitering nearby made up 4% of incidents but were reported in 22% of cases
 - sexual gestures, indecent exposure or inappropriate display of the body made up 3% of incidents but were reported in 24% of cases.
- * Those behaviours marked with an asterisk were experienced by less than 50 people in this survey, so these results should be interpreted with caution.



Figure 41: Reporting rate by behaviour type experienced



Experienced base: Respondents who had been sexually harassed in the workplace in the last 5 years (n=2,973).

Made report base: Respondents who had experienced each form of harassment as most recent form of harassment in the last 5 years: Sharing or threatening to share intimate images or video of you without your consent* (n=21); Being followed or watched (n=107); Sexual gestures or indecent exposure (n=79); Actual or attempted rape or sexual assault* (n=17); Repeated or inappropriate sexual advances on online platforms* (n=31); Sexually explicit comments made in emails, SMS messages or on social media (n=69); Seeing or being sent sexually explicit images (n=113); Inappropriate commentary, images or film of you distributed on social media without your consent* (n=26); Indecent phone calls* (n=32); Repeated or inappropriate date invitations (n=101); Requests or pressure for sexual acts* (n=41); Sexually suggestive comments or jokes (n=764); Inappropriate staring or leering (n=350); Intrusive questions about your private life or appearance (n=572); Inappropriate physical contact (n=188); Unwelcome touching (n=345); Other (n=117).

*Indicates small sample size.

(b) The process of making a formal report or complaint of workplace sexual harassment²

People are most likely to report workplace sexual harassment to their direct manager or supervisor at work.

Of the people who made a formal report or complaint about the most recent incident of workplace sexual harassment, most were made within the person's organisation:

- almost half (45%) were made to a direct manager or supervisor
- approximately a quarter (27%) were made to the head of the organisation or business owner
- approximately a quarter (26%) were made to the Human Resources Department or equivalent
- 14% were made to a co-worker.

Women were more likely to make a formal report or complaint to the organisation head compared to men (29%, compared to 21% for men), while men were more likely to go to the Human Resources Department or equivalent compared to women (30%, compared to 23% for women).

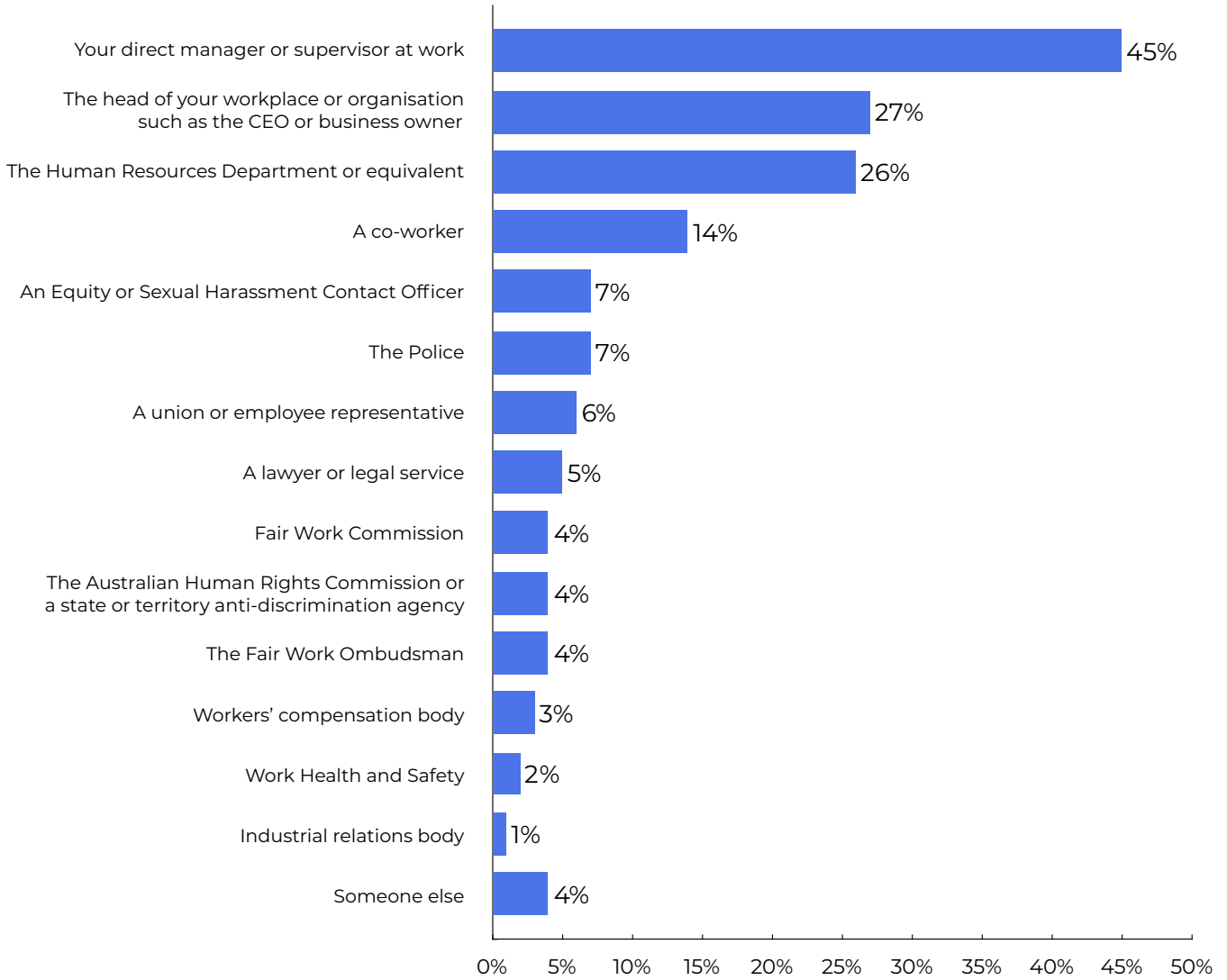
Men were also 3 times more likely to make a formal report or complaint to an Equity or Sexual Harassment Contact Officer than women (12%, compared to 4% for women). Both men and women cited a co-worker in similar measure (16% for men and 13% for women).

Comparison to 2018 National Survey

In 2018, formal reports or complaints were most often made to:

- a direct manager or supervisor (55%)
- the head of the organisation or business owner (36%)
- the Human Resources Manager or equivalent (24%)
- another manager or supervisor (22%)
- a co-worker (21%).³

Figure 42: Who complaint was made to



Base: Respondents who made a complaint or report of the most recent sexual harassment they experienced (n=549). Figures do not add up to 100% as multiple responses were allowed and responses of 'Don't know' and 'Prefer not to say' have been omitted.

(i) Time taken to make a report or complaint

People who make a formal report or complaint about workplace sexual harassment are most likely to do so within a month.

In almost half of cases (45%), the report or complaint was made on the same day or the next working day following the most recent incident. In a further 31% of cases, the report was made sometime over the following month.

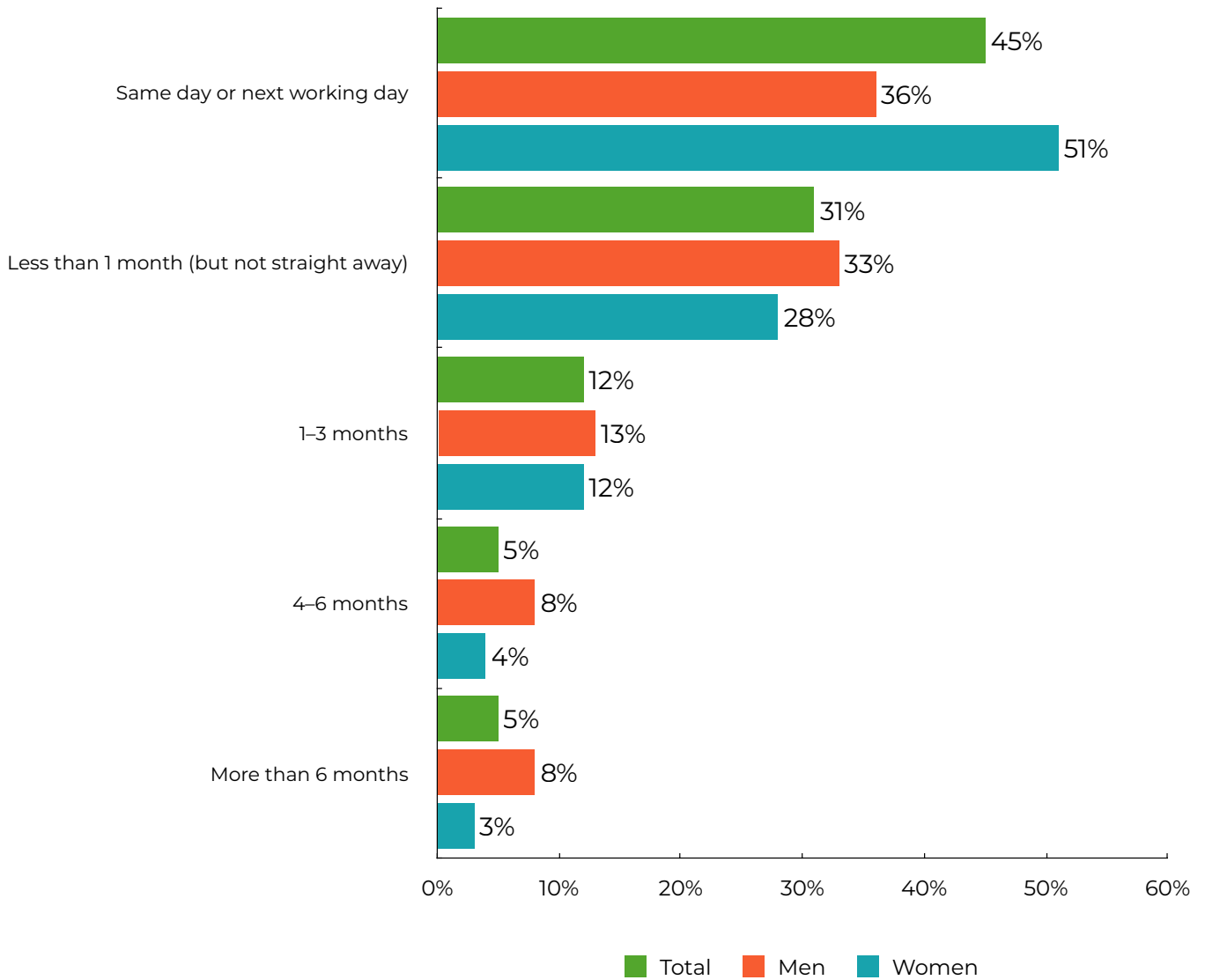
Women were more likely than men to report the sexual harassment on the same or next working day (51%, compared to 36% of men). Women were less likely to report the incident after longer periods of time compared to men, with 19% of women reporting after a period of one month or more, compared to 29% of men.

Comparison to 2018 National Survey

In 2018, 46% of formal reports or complaints of workplace sexual harassment were made on the same or next working day and 26% were made sometime over the following month.⁴



Figure 43: Elapsed time before report or complaint was made (by gender of person harassed)



Base: Respondents who made a complaint or report of the most recent sexual harassment they experienced (n=549); Men (n=231); Women (n=310). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=8) are included in the Total. Figures do not add up to 100% as responses of 'Don't know' have been omitted.

(ii) Complaints and investigation process

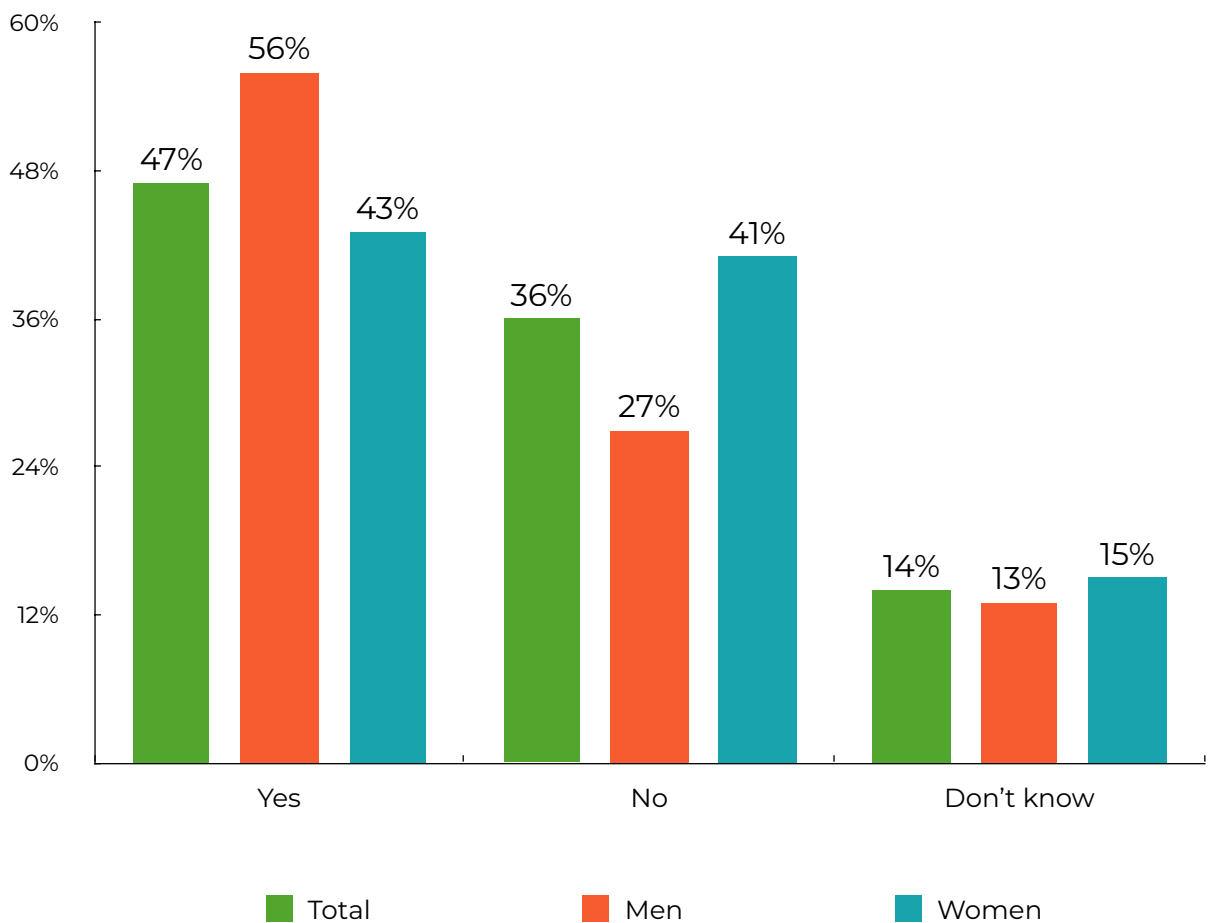
Half of formal reports or complaints result in a workplace complaint process or investigation process.

Almost half of respondents (47%) who made a formal report or complaint about the most recent incident of workplace sexual harassment said that a workplace complaint process or investigation

process occurred. Men were more likely to cite this than women (56%, compared to 43% of women).

However, over one third of respondents (36%) said that no workplace complaint process or investigation process occurred as a result of their formal complaint or report. Women were more likely than men to respond this way (41%, compared to 27% of men).

Figure 44: Complaint process or workplace investigation process enacted (by gender of person harassed)



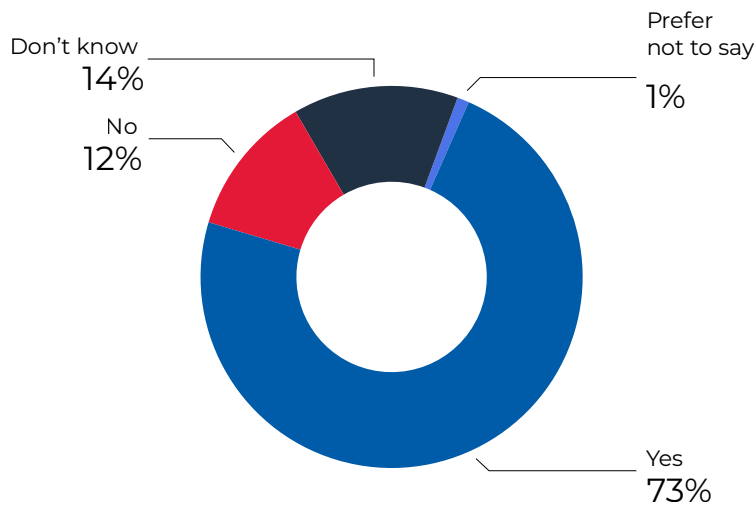
Base: Respondents who made a complaint or report of the harassment of most recent sexual harassment they experienced (n=549); Men (n=231); Women (n=310). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=8) are included in the Total. Figures do not add up to 100% as responses of 'Prefer not to say' have been omitted.

(iii) Finalised reports or complaints⁵

Almost three quarters of formal reports or complaints about workplace sexual harassment are finalised.

Of those who made a formal report or complaint about the most recent incident of workplace sexual harassment, 73% had their complaint finalised. Men were less likely than women to have their report or complaint finalised (69%, compared to 75% of women).

Figure 45: Reports or complaints finalised



Base: Respondents who made a complaint or report of the most recent sexual harassment they experienced (n=549).

Formal reports or complaints are most commonly finalised between a person harassed and their direct manager or supervisor, or the head of their organisation.

Most commonly, a formal report or complaint of workplace sexual harassment that was finalised, was finalised between the person harassed and their direct manager or supervisor (37%), or the head of their organisation (32%).

Men were more likely than women to have finalised their complaint with the involvement of their union (11%, compared with 3% of women).

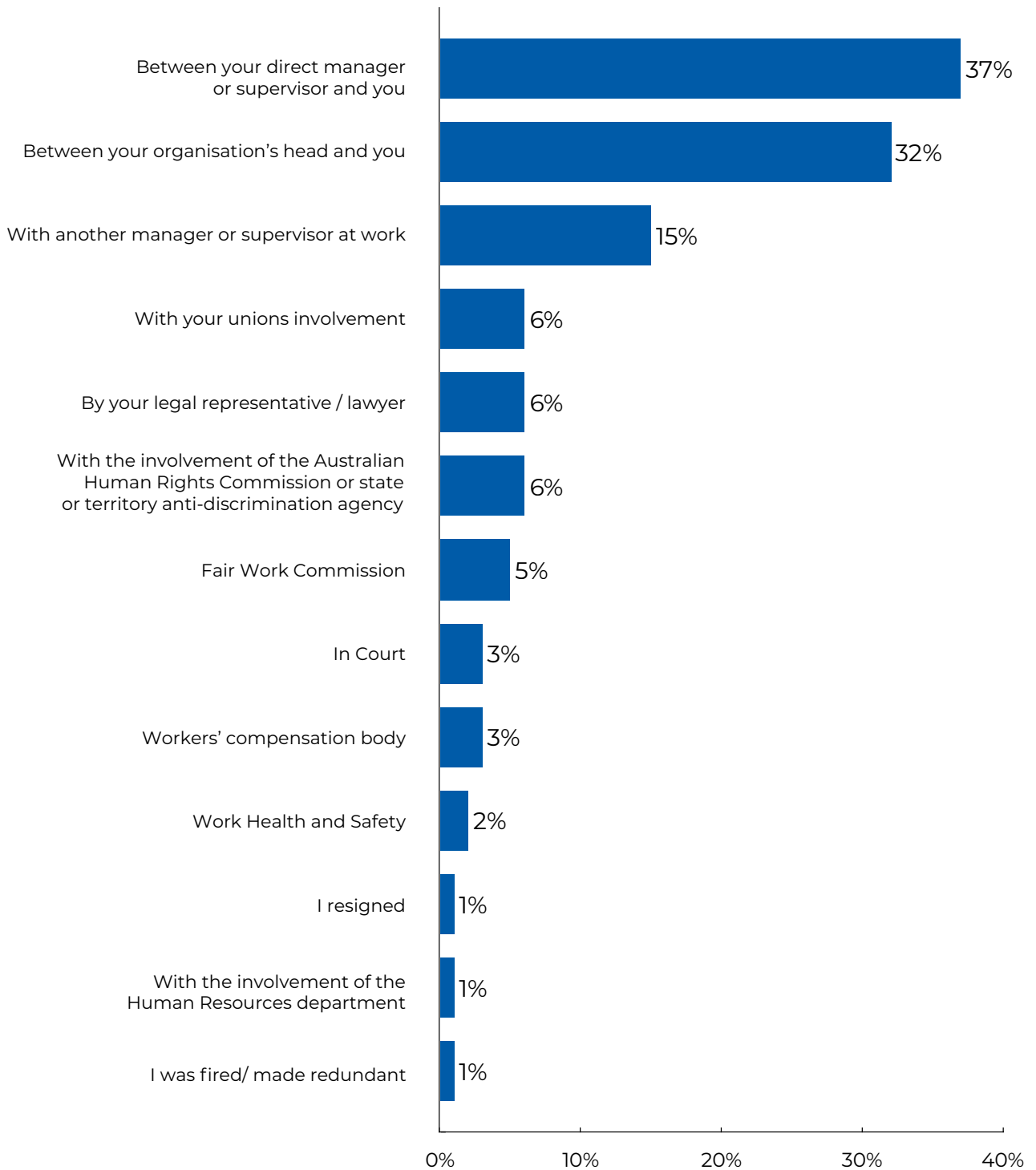
The Australian Human Rights Commission or a state/territory anti-discrimination agency was involved in finalising 6% of formal reports or complaints.

Comparison to 2018 National Survey

In 2018, formal reports or complaints of workplace sexual harassment were most commonly finalised between the person harassed and:

- their direct manager or supervisor (47%)
- the organisation head (39%)
- another manager or supervisor (18%).⁶

Figure 46: How report or complaint was finalised



Base: Respondents whose complaint or report of the most recent sexual harassment they experienced was finalised (n=395). Figures do not add up to 100% as multiple responses were allowed and responses of 'Don't know' and 'Prefer not to say' have been omitted.

The majority of formal reports or complaints of workplace sexual harassment are finalised in less than a month.

Three in 5 formal reports or complaints about the most recent incident of workplace sexual harassment (60%) were finalised in less than a month, just under a quarter (24%) were finalised on the same or next working day, and just over a third (36%) within the following month.

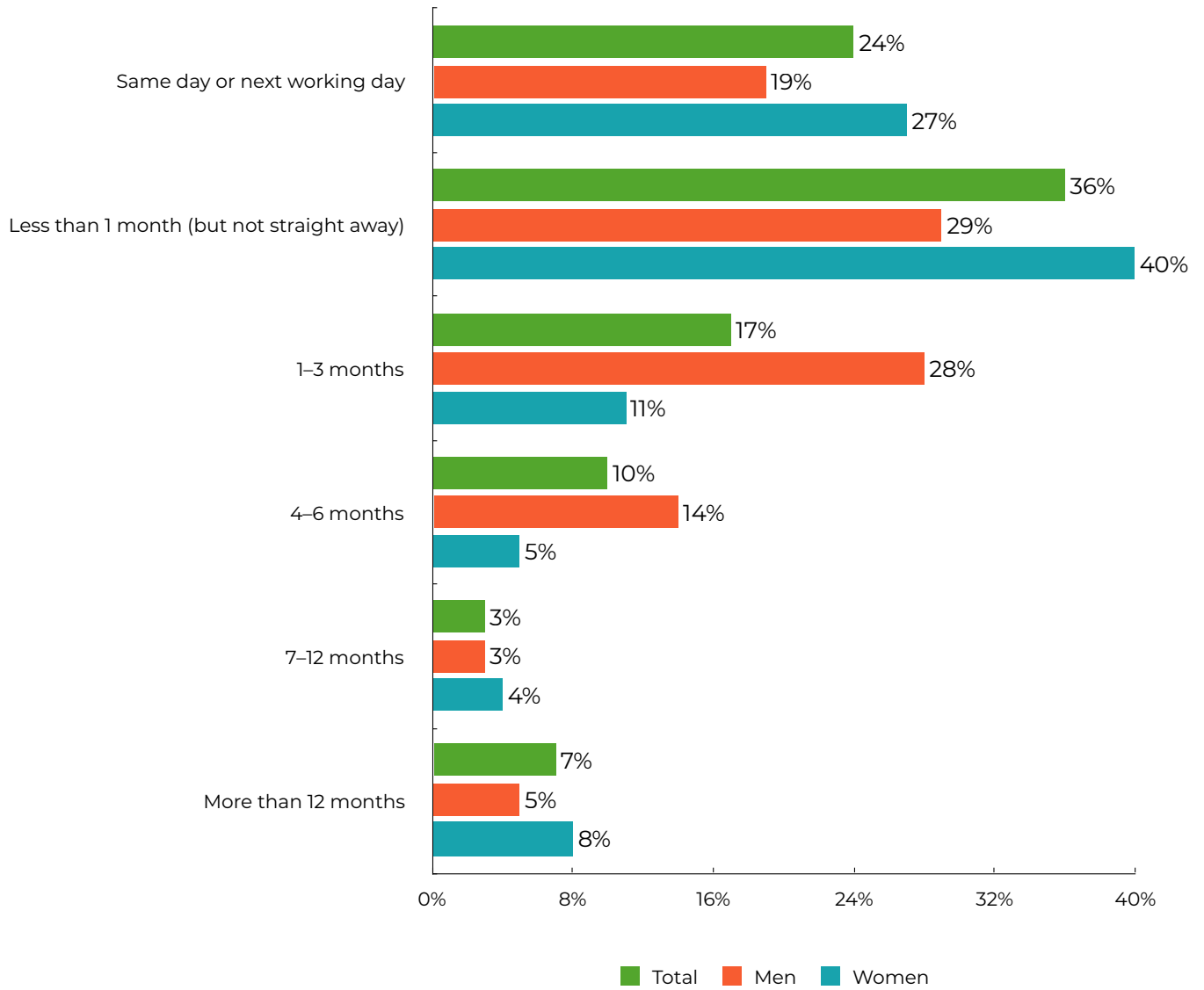
Reports or complaints made by women were more likely to be resolved within a month than those made by men (67%, compared to 48% for men).

Comparison to 2018 National Survey

In 2018, 71% of formal reports or complaints of workplace sexual harassment were finalised in under a month (78% for women and 60% for men).⁷



Figure 47: Time taken for report or complaint to be finalised (by gender of person harassed)



Base: Respondents whose complaint or report of the most recent sexual harassment they experienced was finalised (n=395); Men (n=160); Women (n=229). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=6) are included in the Total. Figures do not add up to 100% as responses of 'Don't know' and 'Prefer not to say' have been omitted.

(c) Outcome of report or complaint

Those who had made a formal report or complaint about the most recent incident of workplace sexual harassment were asked about the outcomes of their report or complaint, in terms of:

- what happened to them
- what happened to the harasser(s)
- any action that was taken by their workplace.⁸

(i) Outcomes for the person harassed

In less than a third of cases, the harassment stops after a formal report or complaint is made.

Only 28% said the sexual harassment stopped after they made a formal report or complaint.

Some of the positive outcomes noted were that the employer apologised for failing to prevent the sexual harassment (21%), or that the person harassed received positive feedback for making the complaint (21%).

Some of the negative outcomes for the person harassed were that they were ostracised, victimised or ignored by colleagues (13%), they resigned (13%), or they were labelled a troublemaker (12%).

In 17% of cases, the person harassed experienced no consequences (neither positive nor negative).

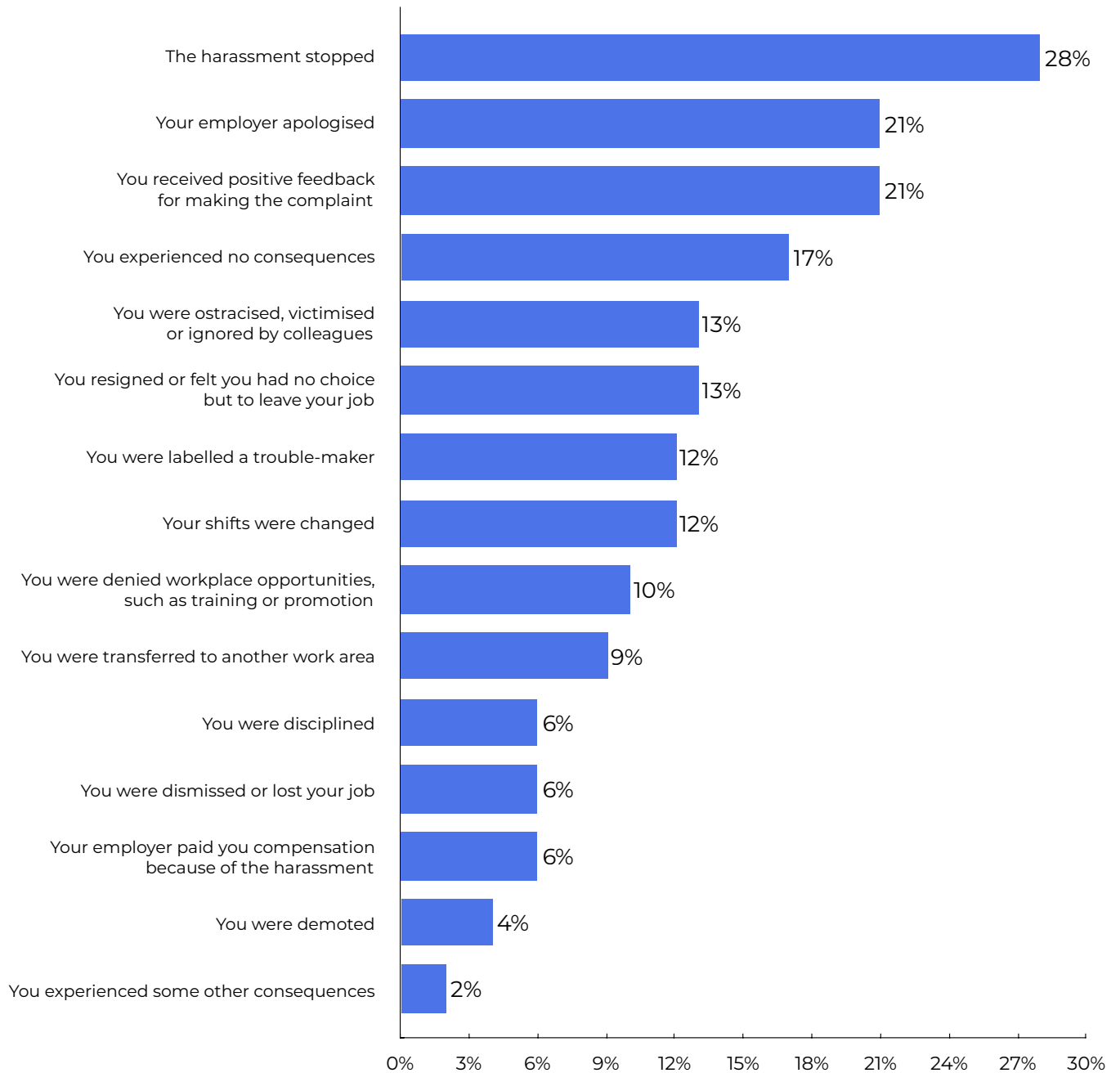
Comparison to 2018 National Survey

In 2018, the most common outcomes for a person who made a formal report or complaint about workplace sexual harassment were:

- the harassment stopped (44%)
- the person harassed received positive feedback for making the complaint (31%)
- the employer apologised for failing to prevent the harassment (20%)
- the person harassed was labelled a troublemaker (19%)
- the person harassed was ostracised, victimised, ignored by colleagues (18%)
- the person harassed resigned (17%).⁹



Figure 48: Outcome for person harassed after report or complaint



Base: Respondents who made a complaint or report of the harassment of most recent sexual harassment they experienced (n=549). Figures do not add up to 100% as multiple responses were allowed and responses of 'Don't know' and 'Prefer not to say' have been omitted.

(ii) Outcomes for harasser(s)

In a quarter of cases, there are no consequences for the harasser as a result of a formal report or complaint being made.

Of people who made a formal report or complaint of workplace sexual harassment, 24% said that there were no consequences for the harasser.

Where action was taken, the most common outcomes were that the harasser(s):

- were informally spoken to (25%)
- were formally warned (16%)
- apologised (16%)
- were dismissed or sacked (14%).

Informally being spoken to was more likely to occur when the person making the formal report or complaint was a woman, than if they were a man (28%, compared to 20% for men). Similarly, the harasser was more likely to face no consequences if the person harassed was a woman, compared to a man (28%, compared to 17% for men).

It was more common for the harasser to apologise to men harassed than to women harassed (23%, compared to 12% for women).

Harassers were more likely to resign when the person harassed was a man, compared to a woman (10%, compared to 4% for a woman). They were also more likely to be disciplined or formally reprimanded when the person harassed was a man, compared to a woman (15%, compared to 8% for a woman). In 9% of cases, the harasser was transferred to another area of the workplace.

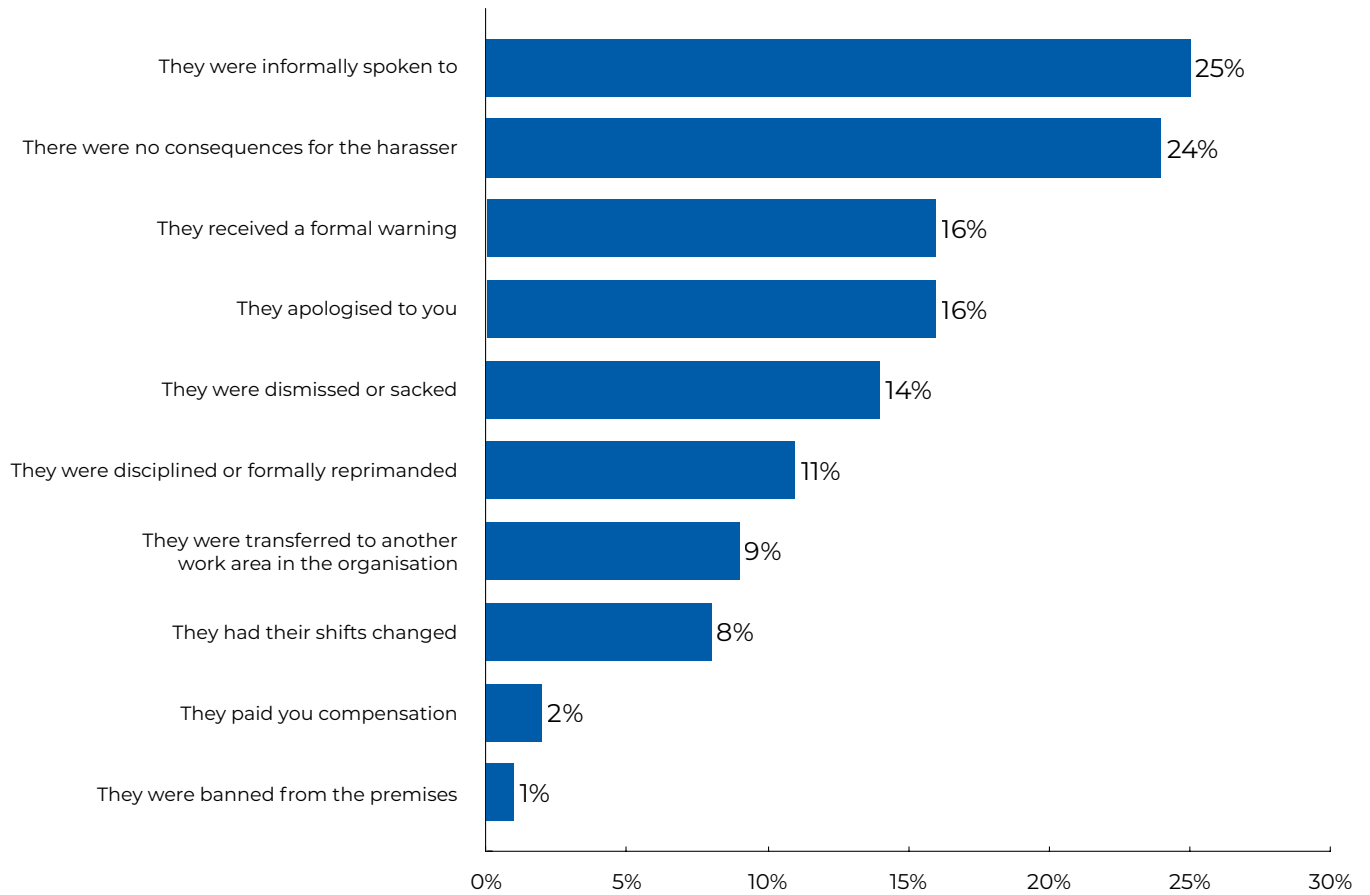
Comparison to 2018 National Survey

In 2018, the most common outcomes for the harasser following a formal report or complaint about workplace sexual harassment were:

- the harasser was formally warned (30%)
- the harasser was informally spoken to (27%)
- the harasser apologised (23%)
- the harasser was disciplined (22%)
- there were no consequences for the harasser (19%).¹⁰



Figure 49: Outcomes for harassers following report or complaint



Base: Respondents who made a complaint or report of the most recent sexual harassment they experienced (n=549). Figures do not add up to 100% as multiple responses were allowed and responses of 'Don't know' and 'Prefer not to say' have been omitted.

(iii) Outcomes at the organisation

Two in 5 cases see no changes in the workplace after a formal report or complaint of workplace sexual harassment is made.

Of people who made a formal report or complaint, 40% said that no changes occurred at their workplace as a result. This was more common for complaints lodged by women, than by men (45%, compared to 30% for men)

The most common organisational outcomes as a result of making a formal complaint or report were that:

- the organisation developed or changed an existing workplace policy on sexual harassment (20%)
- the employer changed a practice or procedure, such as the complaints procedure (19%)

- the employer implemented training or education on sexual harassment (18%).

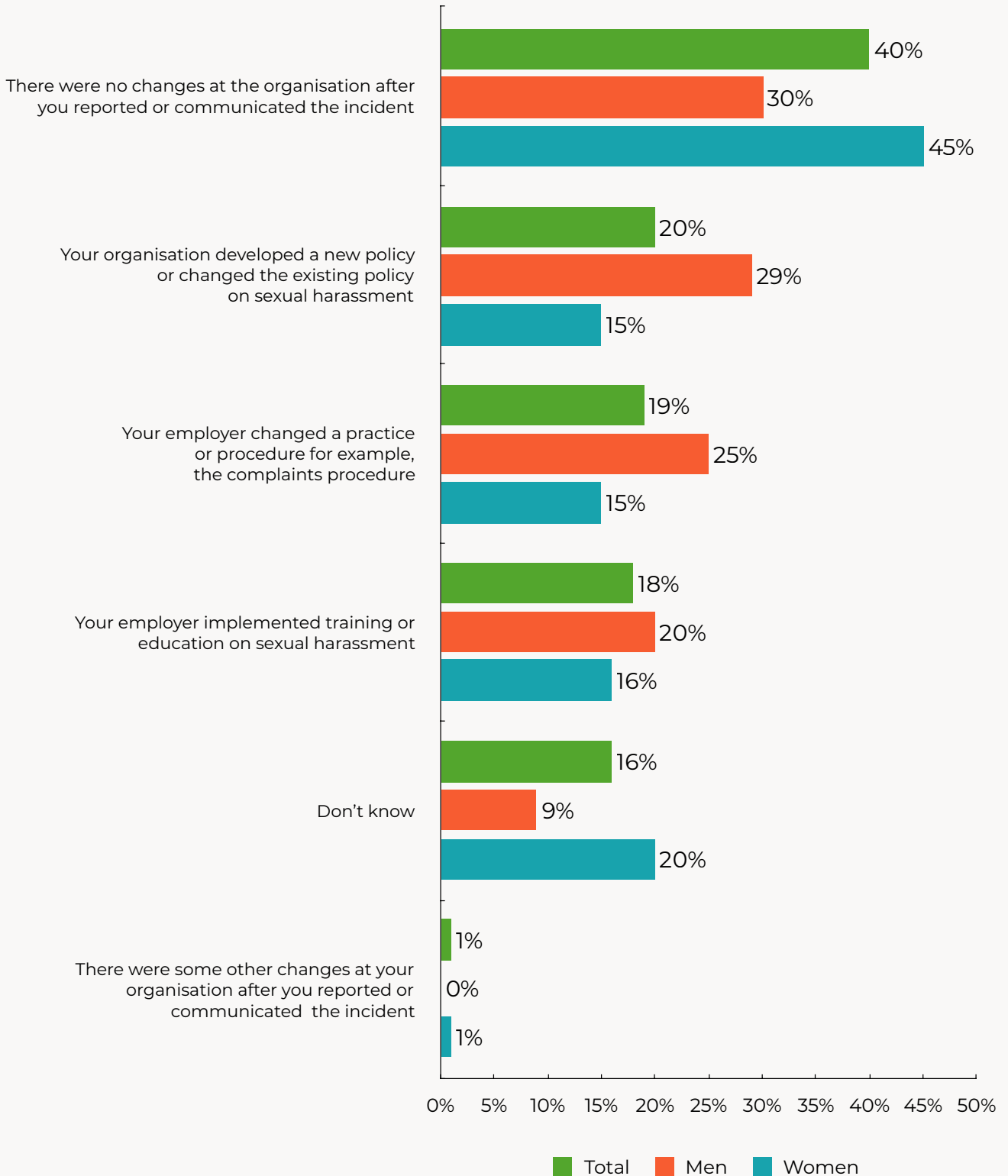
Overall, action taken by the organisation was more likely to occur following formal reports or complaints made by men, than for those made by women.

Comparison to 2018 National Survey

In 2018, 45% of people who made a formal report or complaint of workplace sexual harassment said that no changes occurred at their workplace as a result (55% of women and 31% of men).¹¹



Figure 50: Changes at organisation following report or complaint (by gender of person harassed)



Base: Respondents who made a complaint or report of the most recent sexual harassment they experienced (n=549); Men (n=231); Women (n=310). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=8) are included in the Total. Figures do not add up to 100% as multiple responses were allowed and responses of 'Prefer not to say' have been omitted.

(d) Satisfaction with complaint process

Respondents who had made a complaint in relation to workplace sexual harassment were asked to rate their satisfaction with the complaint process from one to 5, with one being 'not at all satisfied' and 5 being 'extremely satisfied'.

Overall, 29% of people who made a formal report or complaint about workplace sexual harassment were extremely satisfied with the process undertaken to deal with their complaint, while 22% were not at all satisfied.

Satisfaction was lower among women than men, with:

- 25% of women being extremely satisfied, compared to 38% of men
- 24% of women being not at all satisfied, compared to 15% of men.

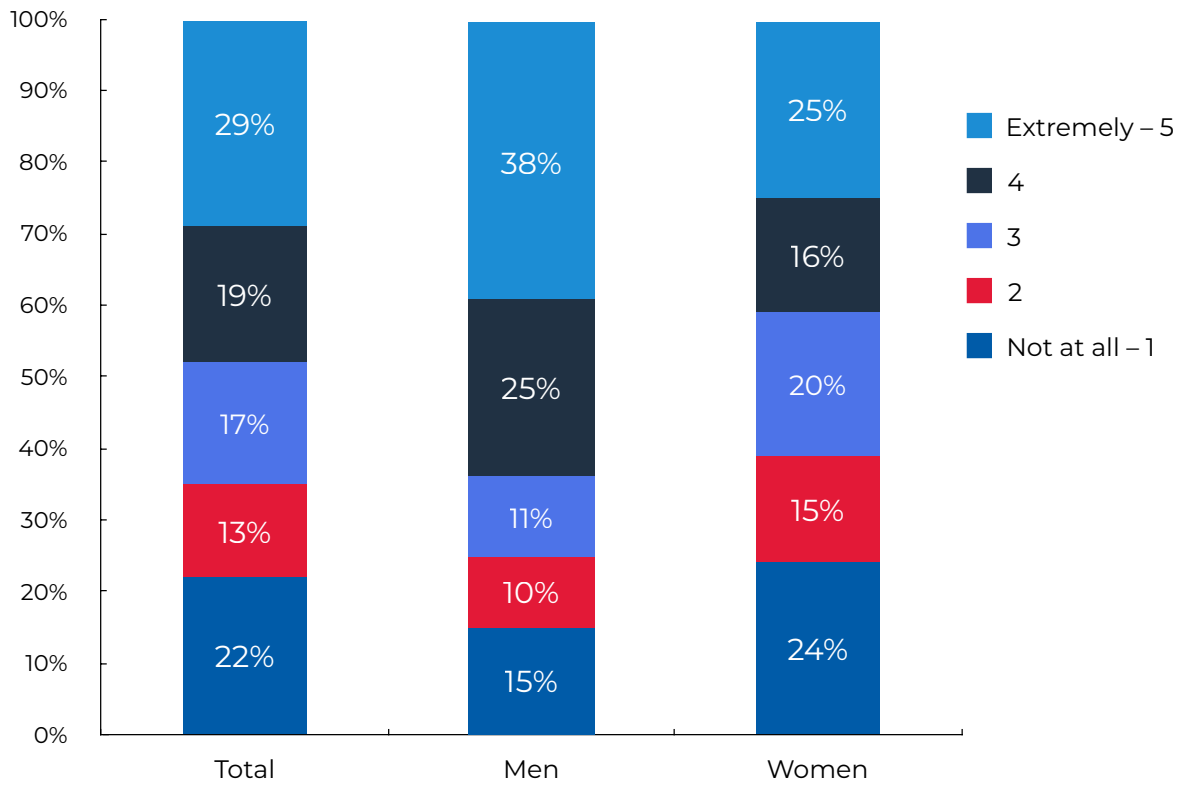
The mean level of satisfaction with the complaints process was 3.2 (where 3 was a neutral level of satisfaction).

Comparison to 2018 National Survey

In 2018, 35% of people who had made a formal report or complaint of workplace sexual harassment were extremely satisfied with the process (34% of women and 38% of men) and 13% were not at all satisfied (14% of women and 13% of men).¹²



Figure 51: Satisfaction with complaint process (by gender of person harassed)



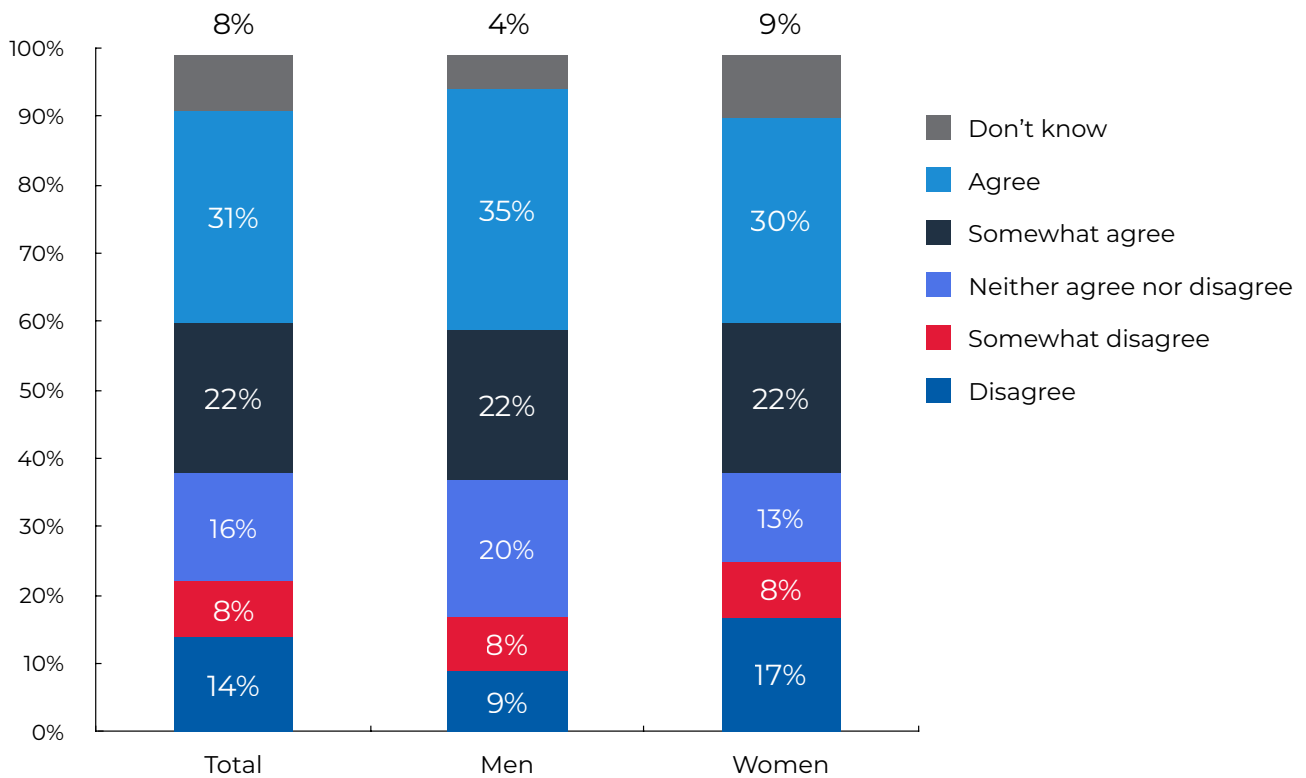
Base: Respondents who made a complaint or report in relation to the most recent incident (n=549); Men (n=231); Women (n=310). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=8) are included in the Total. Figures do not add up to 100% as multiple responses were allowed and responses of 'Don't know' have been omitted.

Over half of people who make a formal report or complaint agree or somewhat agree that their workplace provides wellbeing support after they report sexual harassment.

Agreement was rated on a 5-point scale where one was 'disagree' and 5 was 'agree'. Of the people who made a formal report or complaint, 54% agreed or somewhat agreed that their workplace provided wellbeing support after their reporting or complaint, while 14% disagreed or somewhat disagreed.

Agreement was similar for men and women, with 56% of men and 52% of women agreeing or somewhat agreeing that their workplace provided wellbeing support after they made a formal report or complaint of sexual harassment.

Figure 52: Degree to which person harassed agrees workplace provides wellbeing support after harassment reporting (by gender of person harassed)



Base: Respondents who made a complaint or report in relation to the most recent incident (n=549); Men (n=231); Women (n=310). Figures do not add up to 100% as responses of 'Prefer not to say' have been omitted.

(e) Relationship between reporting and level of intimidation and offence

The greater the sense of offence or intimidation the person harassed feels about a workplace sexual harassment incident, the more likely they are to make a formal report or complaint.

Overall, only a small proportion of people (18%) who had been sexually harassed in the last 5 years went on to lodge a formal report or complaint.

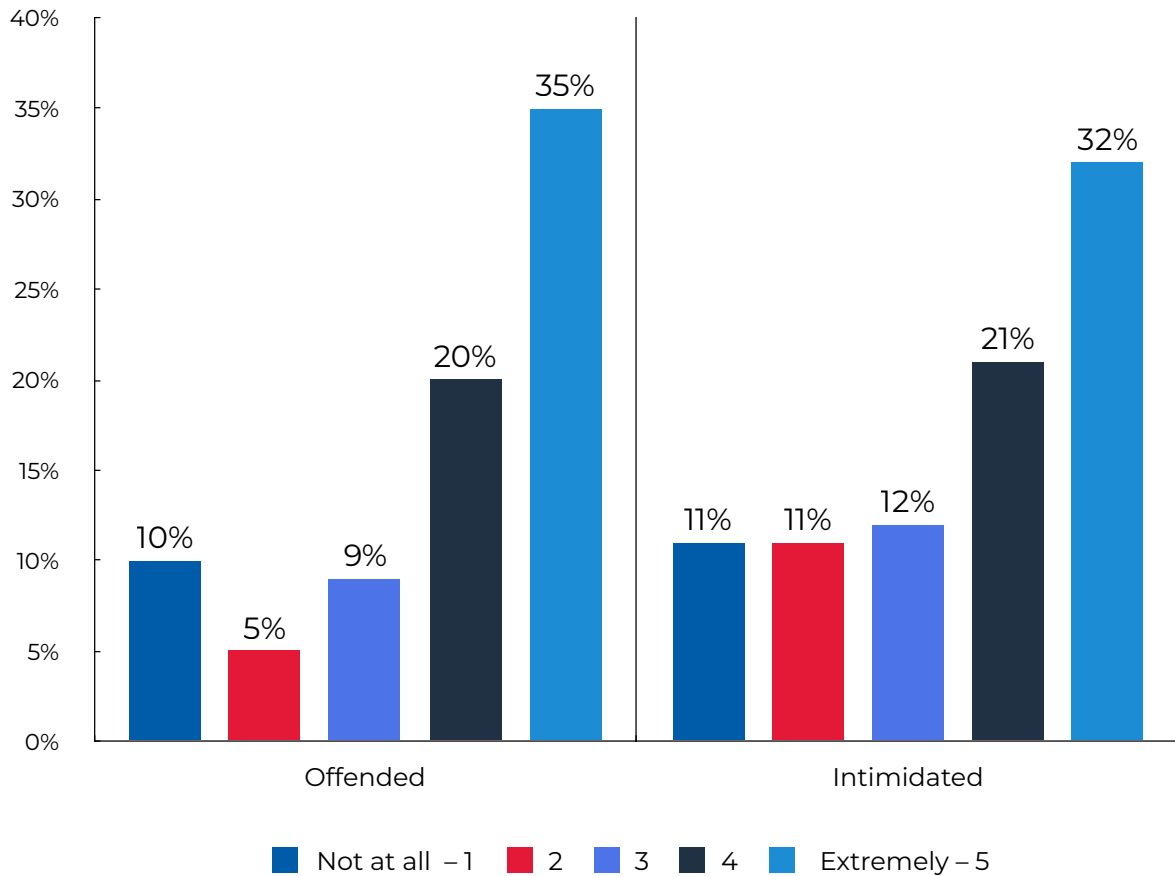
However, people who were most offended or intimidated by workplace sexual harassment were more likely to make a formal report or complaint.

A formal report or complaint was lodged by:

- more than one in 3 of those who were extremely offended (35%)
- almost one in 3 of those who were extremely intimidated (32%).

The chart below shows that as the level of offence and intimidation felt by people declined, so too did the likelihood that they would lodge a formal report or complaint.

Figure 53: People who made a formal report or complaint (by degree of intimidation/offence)



Base: Respondents who gave each score for level of offence/intimidation of most recent experience of harassment; Offended: 1 (n=86), 2 (n=308), 3 (n=822), 4 (n=1073), 5 (n=646); Intimidated: 1 (n=389), 2 (n=492), 3 (n=700), 4 (n=770), 5 (n=586). Figures do not add up to 100% as responses of 'Don't know' have been omitted.

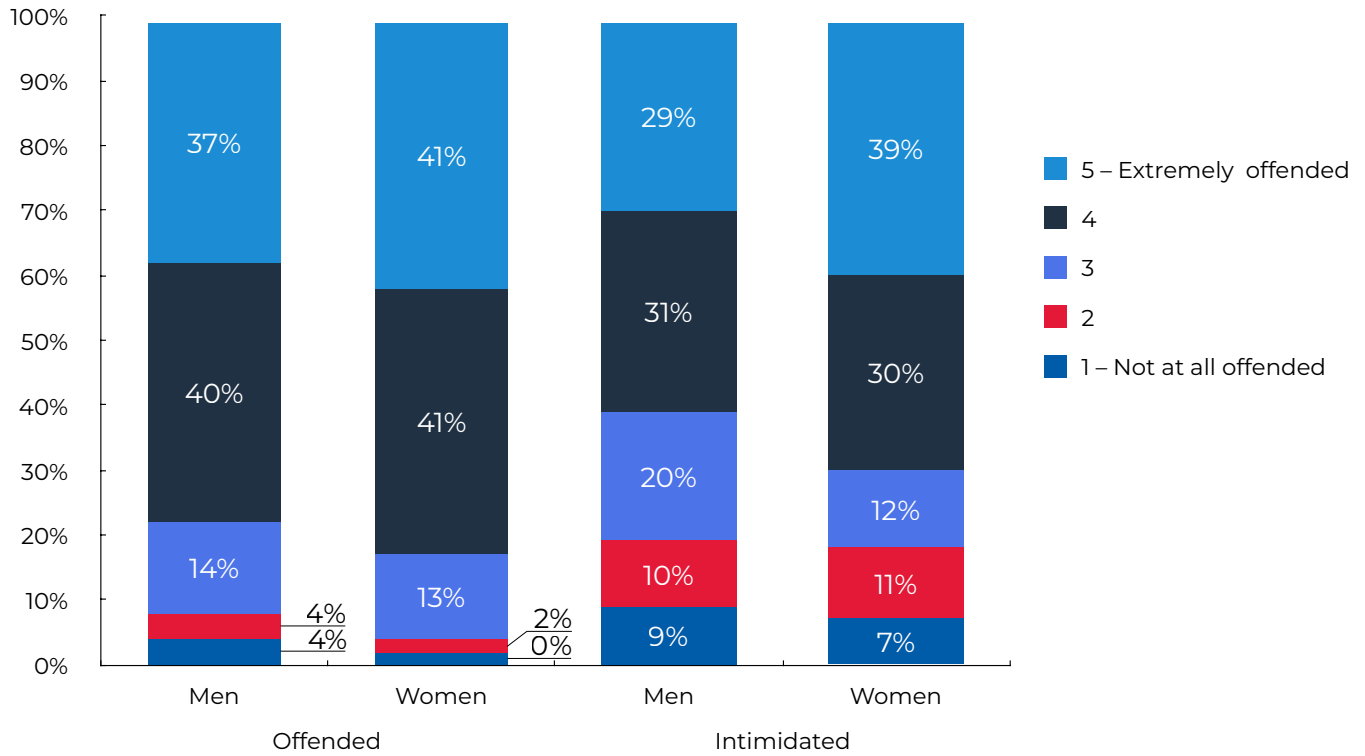
The majority of people who made a formal report or complaint, were intimidated or offended.

Men who make a formal report or complaint are less likely to be extremely offended or intimidated than women who make a formal report or complaint.

Of men who made a formal report or complaint of the most recent incident of workplace sexual harassment, 37% were extremely offended, compared to 41% of women.

Men who had made a formal report or complaint of the most recent incident were also less likely than women to have been extremely intimidated (29%, compared to 39% of women).

Figure 54: Level of intimidation or offence of those who made a formal report (by gender of person harassed)



Base: Respondents who made a complaint or report in response to most recent incident (n=549); Men (n=231); Women (n=310). Figures do not add up to 100% as responses of 'Don't know' have been omitted.

(f) Reasons for not reporting workplace sexual harassment¹³

The most common reasons for not making a report or complaint of workplace sexual harassment are that the person harassed doesn't think the incident is serious enough, or thinks it is easier to keep quiet.

More than 2 out of 5 people (42%) who did not make a formal report or complaint about workplace sexual harassment did not do so because they thought the incident was not serious enough. Women were more likely than men to nominate this as a reason for not making a report (46%, compared to 36% of men).

Other common reasons for not making a formal report or complaint were that people thought:

- it was easier to keep quiet (38%)
- people would think they were over-reacting (31%)
- it would not change things or nothing would be done (28%)
- the complaint process would be embarrassing or difficult (19%)
- it might affect their reputation or career opportunities (14%).¹⁴

Women were more likely than men not to make a formal report or complaint due to believing people would think they were over-reacting (37%, compared to 20% of men). Women were also more likely than men not to make a formal report or complaint due to thinking it would not change things or that nothing would be done (34%, compared to 18% of men).

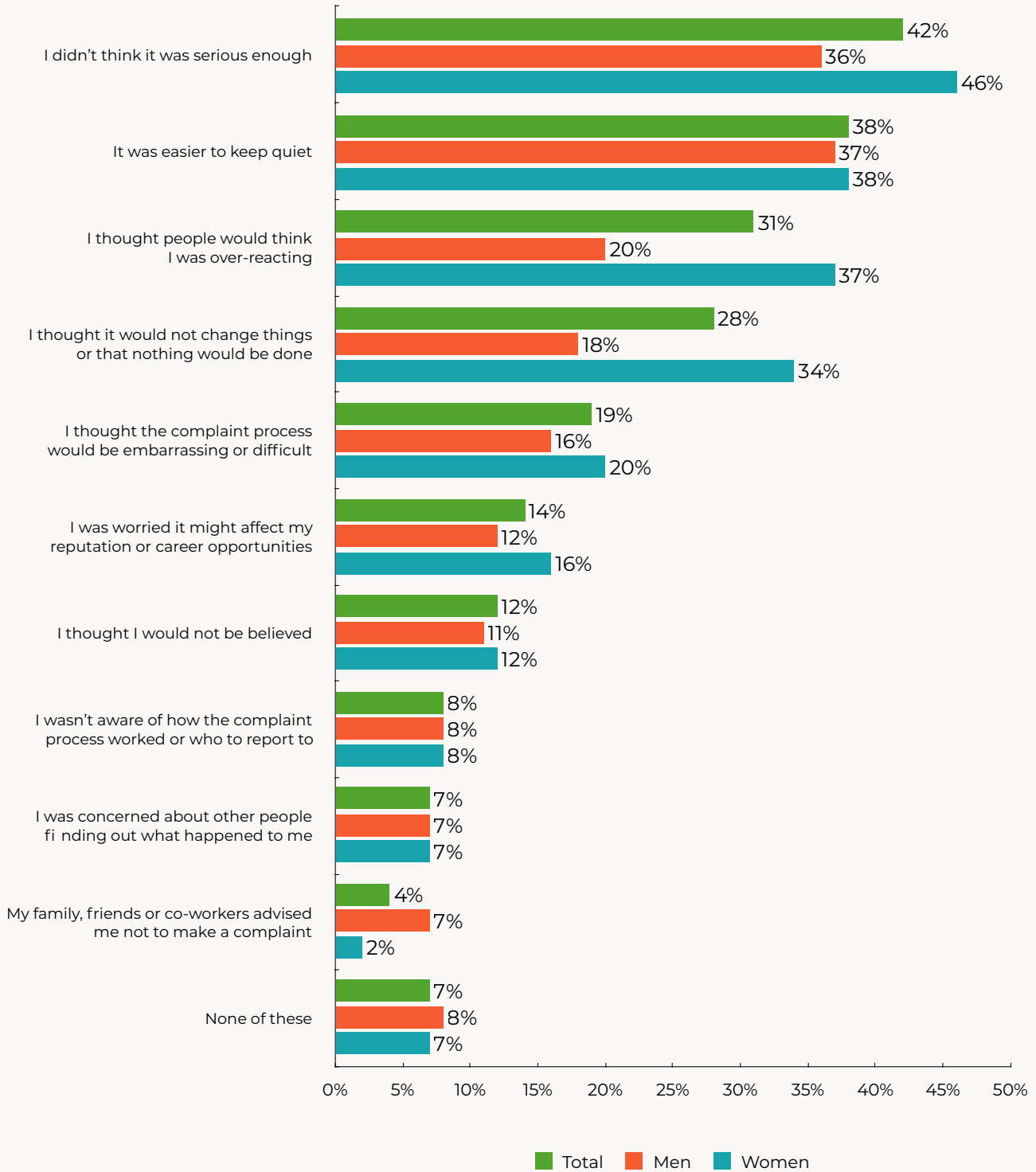
Comparison to 2018 National Survey

In 2018, the most common reasons the person harassed did not make a report or complaint related to workplace sexual harassment were that they thought:

- people would think they were over-reacting (49%)
- it was easier to keep quiet (45%)
- it would not change things or that nothing would be done (38%)
- it wasn't serious enough (37%).¹⁵



Figure 55: Reasons why person harassed did not report workplace sexual harassment (by gender of person harassed)



Base: Respondents who did not make a complaint or report of the most recent harassment they experienced (n=2,298); Men (n=938); Women (n=1,336). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=24) are included in the Total. Figures do not add up to 100% as multiple responses were allowed and responses of 'Don't know' and 'Prefer not to say' have been omitted.

5.2 Seeking support and advice



Note: A subset of respondents (n=609), those who reported having experienced one type of workplace sexual harassment in the last 5 years and did not report, were not asked the questions relating to seeking support and advice. Therefore, the following analysis omits this group, and results are based on the responses of respondents who:

- *experienced multiple types of workplace sexual harassment in the last 5 years and did not report*
- *experienced one or more type(s) of workplace sexual harassment in the last 5 years and did report.*

This has been noted in the base notes of each chart.

(a) Who sought support and advice

Two thirds of people who experience workplace sexual harassment do not seek support or advice.

Overall, 36% of people who experienced workplace sexual harassment sought support or advice in relation to the most recent incident. Women were more likely than men to seek support or advice following sexual harassment (41%, compared to 27% for men).

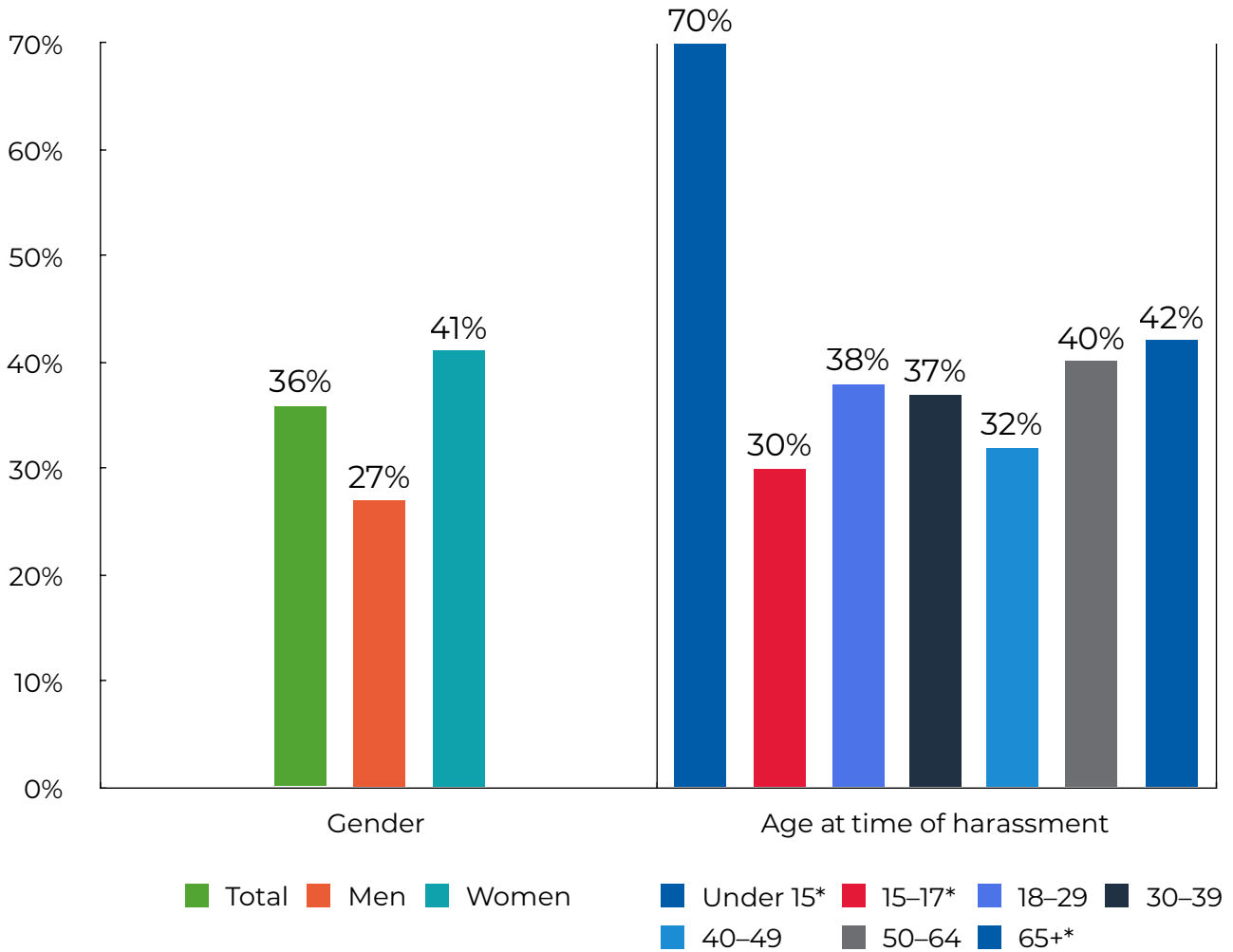
Those aged 15–17 and 40–49 were least likely to seek support or advice following sexual harassment. As the survey captured a small number of respondents aged under 15 at the time of the harassment (n=20), this result should be interpreted with caution.

Comparison to 2018 National Survey

In 2018, 18% of people who experienced workplace sexual harassment sought support or advice in relation to the most recent incident.¹⁶

The significant difference in results between the 2022 and 2018 National Surveys can likely be attributed to a change in the wording of the survey question.¹⁷

Figure 56: Sought support or advice following sexual harassment (by gender and age at time of harassment)



Base: Respondents who had experienced multiple types of sexual harassment in the workplace in the last 5 years or who had experienced a single type of sexual harassment and made a formal report or complaint (n=2,364); Men (n=918); Women (n=1,418); Under 15* (n=20); 15-17* (n=48); 18-29 (n=895); 30-39 (n=550); 40-49 (n=351); 50-64 (n=301); 65+* (n=16). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=28) are included in the Total. Note that respondents who had experienced one type of sexual harassment in the workplace in the last 5 years and did not make a formal report or complaint have been omitted.

* Indicates small sample size.

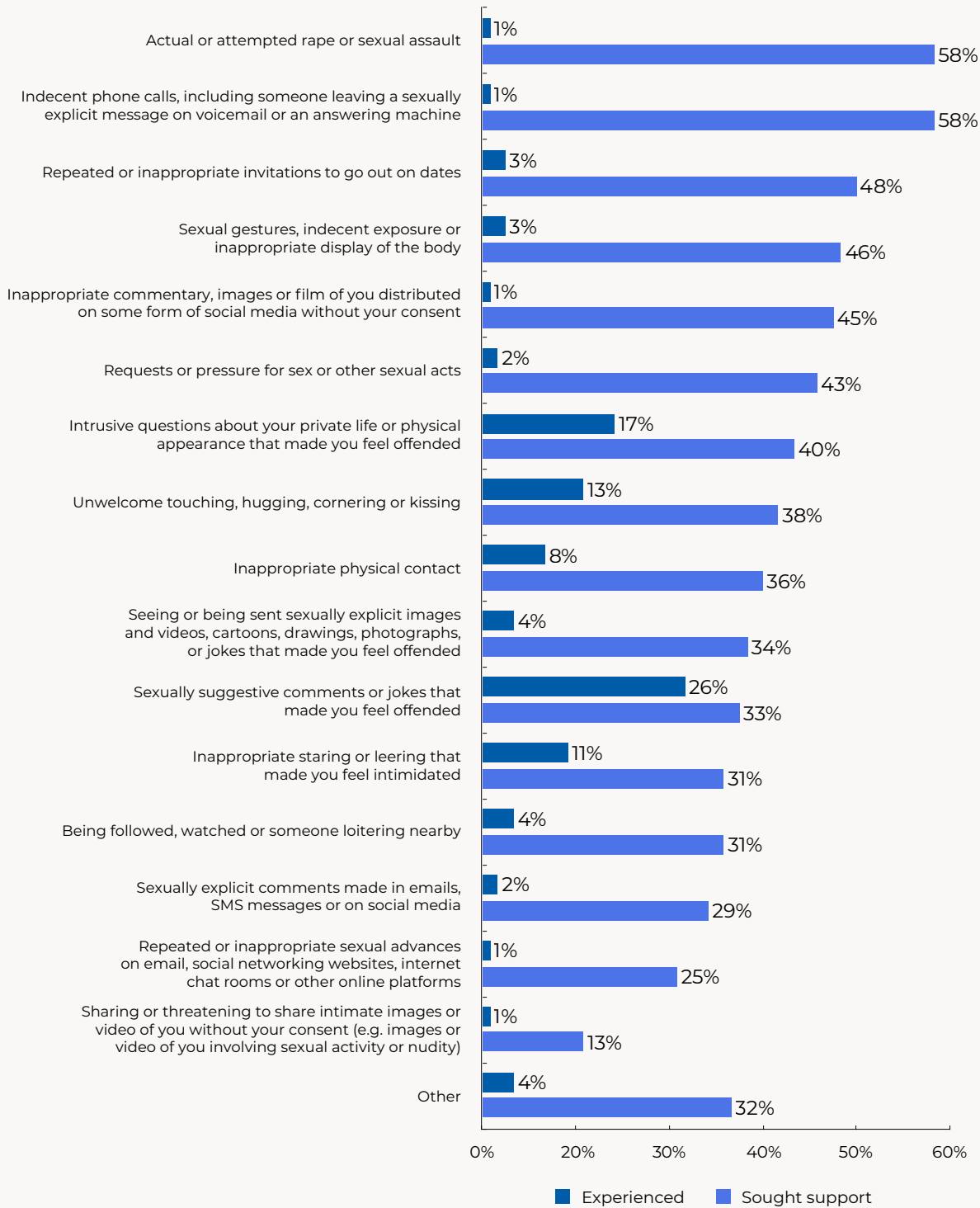
Respondents who reported experiencing actual or attempted rape or sexual assault, or indecent phone calls, as their most recent experience of sexual harassment were 4 and half times more likely to seek support or advice than those who experienced sharing or threats of sharing intimate images or videos without consent, and twice as likely as those who experienced repeated or inappropriate sexual advances on social networking sites, websites or internet chat rooms, or sexually explicit comments made in emails, SMS or social media. However, as the survey captured a small number of respondents who cited experiencing actual or attempted rape or sexual assault (n=16) or indecent phone calls (n=21), this result should be interpreted with caution.

Sexually harassing behaviours (with a larger number of respondents captured) that were more likely to lead the person harassed to seek support or advice included:

- sexual gestures, indecent exposure or inappropriate display of the body (3% of incidents, support sought in 46% of cases)
- repeated or inappropriate invitations to go out on dates (3% of incidents, support sought in 48% of cases)
- unwelcome touching, hugging, cornering or kissing (13% of incidents, support sought in 38% of cases).



Figure 57: Workplace sexual harassment behaviours and whether support sought



Base: Experienced: Respondents harassed in the workplace in the last 5 years (n=2,973).

Base: Sought support: Respondents who had experienced multiple types of sexual harassment in the workplace in the last 5 years or who had experienced a single type of sexual harassment and made a formal report or complaint. Note that respondents who had experienced one type of sexual harassment in the workplace in the last 5 years and did not make a formal report or complaint (n=609) have been omitted. Sharing or threatening to share intimate images or video of you without your consent* (n=16); Being followed or watched (n=84); Sexual gestures or indecent exposure (n=59); Actual or attempted rape or sexual assault* (n=16); Repeated or inappropriate sexual advances on online platforms* (n=26); Sexually explicit comments made in emails, SMS messages or on social media (n=56); Seeing or being sent sexually explicit images (n=91); Inappropriate commentary, images or film of you distributed on social media without your consent* (n=15); Indecent phone calls* (n=21); Repeated or inappropriate date invitations* (n=36); Requests or pressure for sexual acts* (n=36); Sexually suggestive comments or jokes (n=587); Inappropriate staring or leering (n=301); Intrusive questions about your private life or appearance (n=440); Inappropriate physical contact (n=148); Unwelcome touching, hugging, cornering or kissing (n=301); Other (n=90).

* Indicates small sample size.

(b) Who support or advice was sought from¹⁸

People who experience sexual harassment are most likely to seek support or advice from friends and family members.

The most common source of support or advice for people who experienced sexual harassment in the workplace was friends or family (67%). Women were more likely than men to have approached their friends or family for this support or advice (69%, compared to 61% of men).

One third of people (35%) had sought support or advice from a co-worker employed at the same level as themselves, with women almost twice as likely as men to have done this (40%, compared to 21% of men). Women were also more likely than men to have sought support from a counsellor or psychologist in relation to the most recent incident of workplace sexual harassment (16%, compared to 11% of men).

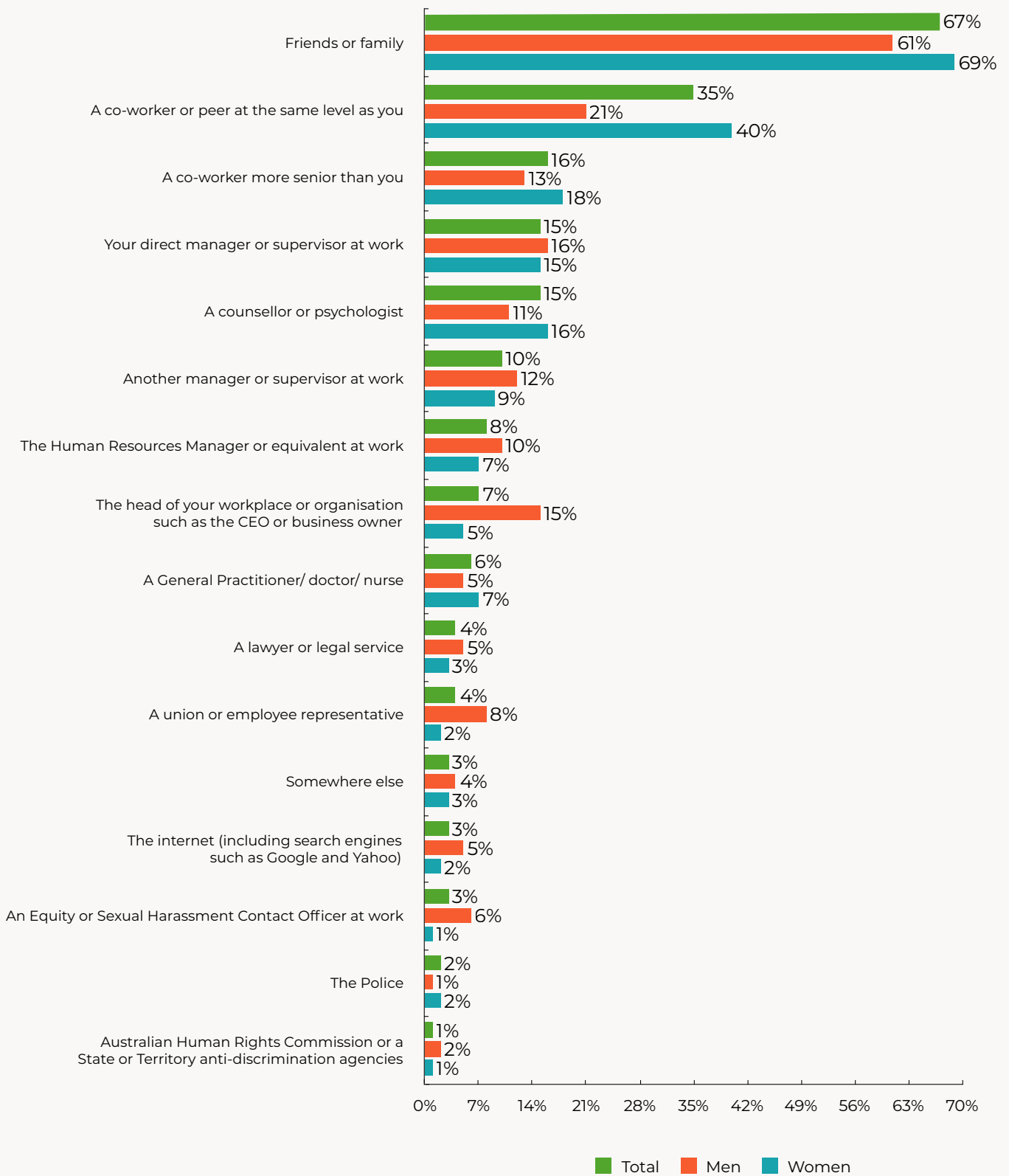
In contrast, men were more likely than women to have sought support from the head of the workplace (15%, compared to 5% of women), from a union or employee representative (8%, compared to 2% of women), and from an Equity or Sexual Harassment Contact Officer at work (6%, compared to 1% of women).

Comparison to 2018 National Survey

In 2018, 61% of people who had experienced workplace sexual harassment sought support or advice from friends and family (66% of women and 54% of men) and 31% from a co-worker at the same level as them (37% of women and 20% of men).¹⁹



Figure 58: Who person harassed approached for support or advice (by gender of person harassed)



Base: Respondents who had sought support or advice in relation to most recent incident (n=830); Men (n=257); Women (n=564). Note that respondents who had experienced one type of sexual harassment in the workplace in the last 5 years and did not make a formal report or complaint (n=609) have been omitted. Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=9) are included in the Total.

(c) Reasons support or advice was not sought²⁰

Over a quarter of people do not seek support or advice because they think the incident isn't serious enough.

More than a quarter of people (27%) who did not seek support or advice about the most recent incident of workplace sexual harassment did not do so because they thought it wasn't serious enough.

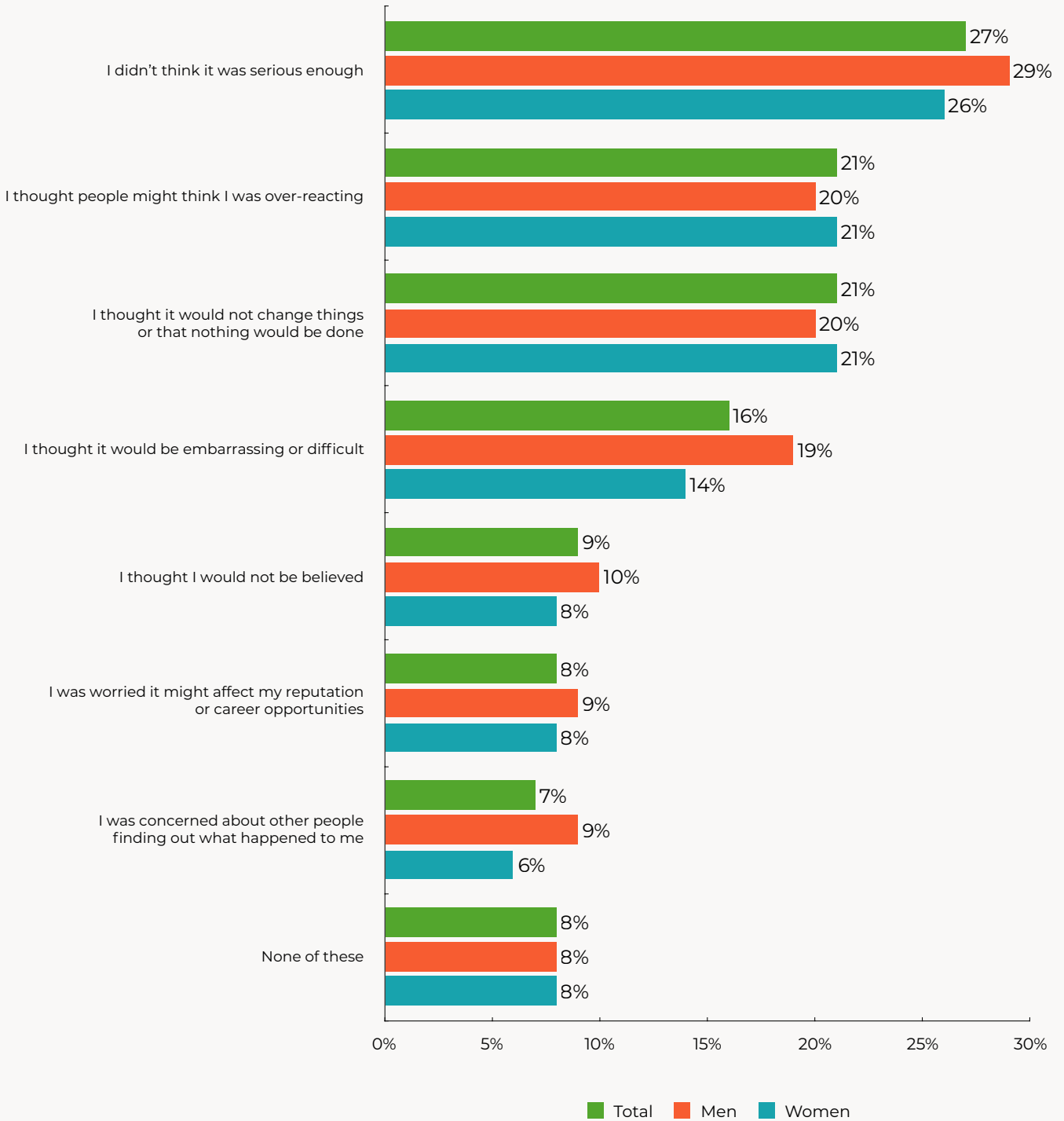
The next most common reasons for not seeking support or advice were that people thought:

- people would think they were over-reacting (21%)
- it would not change things or that nothing would be done (21%)
- it would be embarrassing or difficult (16%).

Men were more likely than women to cite thinking it would be embarrassing or difficult as a reason to not seek support or advice (19%, compared to 14% of women).



Figure 59: Reasons why person harassed did not seek support or advice (by gender of person harassed)



Base: Respondents who had experienced multiple types of sexual harassment in the workplace in the last 5 years or who had experienced a single type of sexual harassment and made a formal report or complaint and who did not seek support or advice in relation to most recent incident (n=2,034); Men (n=778); Women (n=1,232). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=24) are included in the Total. Note that respondents who had experienced one type of sexual harassment in the workplace in the last 5 years and did not make a formal report or complaint have been omitted. Figures do not add up to 100% as multiple responses were allowed and responses of 'Don't know' and 'Prefer not to say' have been omitted.

5.3 Seeking information about sexual harassment²¹

All respondents were asked to nominate the sources they would use if they needed any information about sexual harassment.

The information sources most frequently nominated were:

- friends and family (67%)
- direct manager or supervisor at work (59%)
- the Human Resources Manager or equivalent at work (52%)
- another manager or supervisor at work (50%).

Women were more likely than men and non-binary people to nominate friends and family (73%, compared to 61% of men and 60% of non-binary people).

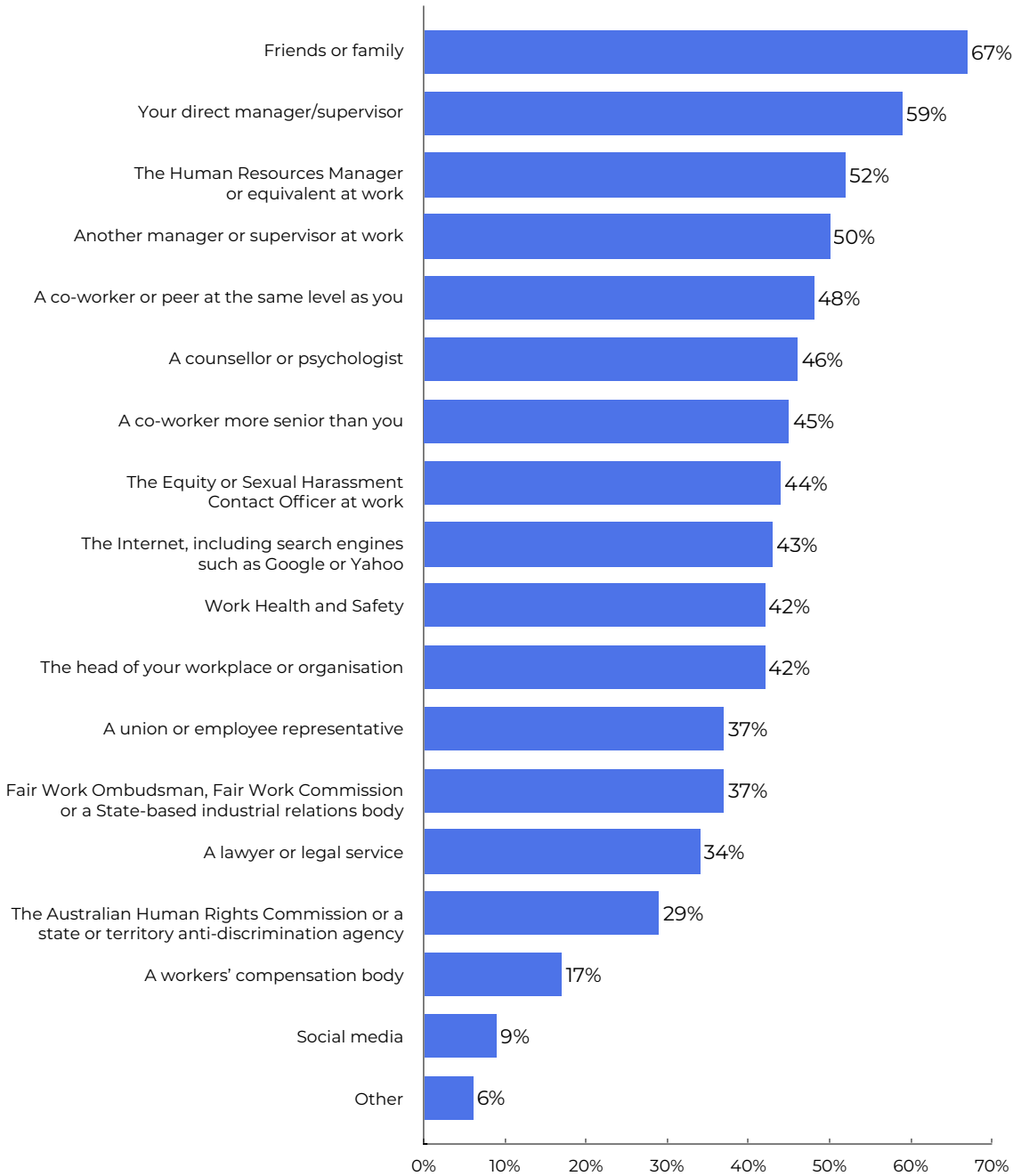
Non-binary people were more likely to seek information about sexual harassment from:

- a counsellor or psychologist (76%, compared to 52% of women and 40% of men)
- the internet (70%, compared to 45% of women and 43% of men)
- the Fair Work Ombudsman, Fair Work Commission or a State-based industrial relations body (55%, compared to 37% of women and 36% of men).

However, as the survey captured a small number of non-binary respondents (n=62) this result should be interpreted with caution.



Figure 60: Sources respondents would use for information about sexual harassment



Base: All respondents (n=10,157). Note that figures do not add up to 100% as multiple responses were allowed and responses of 'Can't say', 'No one/Not applicable', 'Workplace policy e.g. Employee Assistance Program/Code of Conduct/Check work intranet policies/ Work consultant or agent/Church/Church figure/Church members', 'Medical professional i.e. doctor/nurse/hospital staff', 'Police/Crime stoppers' and 'Prefer not to say' were omitted.

Chapter 5: Endnotes

- 1 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 67 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 2 This question was multiple response, so percentages quoted in this section of the report will sum up to more than 100%.
- 3 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 69 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 4 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 70 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 5 Some of the questions in this section were multiple response, so percentages quoted may sum to more than 100%.
- 6 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 71 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 7 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 72 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 8 These questions were all multiple response, so percentages quoted in this section of the report will sum to more than 100%.
- 9 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 73 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 10 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 76 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 11 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 77 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 12 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 78 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 13 This question was multiple response, so percentages quoted in this section of the report will sum up to more than 100%.
- 14 This question was multiple response, so percentages quoted in this section of the report will sum up to more than 100%.
- 15 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 82 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.

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- 16 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 85 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>.
 - 17 In 2022, this question was expanded to include 'or told anyone else about the incident', to ask if the respondent had 'sought support or advice or told anyone else about the incident'.
 - 18 This question was multiple response, so percentages quoted in this section of the report will sum up to more than 100%.
 - 19 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 87 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
 - 20 This question was multiple response, so percentages quoted in this section of the report will sum up to more than 100%.
 - 21 This question was multiple response, so percentages quoted in this section of the report will sum up to more than 100%.

Chapter 6: Witnessing and hearing about workplace sexual harassment

Witnessing and hearing about workplace sexual harassment



In the last five years,

41% of people **witnessed or heard** about the sexual harassment of another person at work.

Just over **a third** of those people (35%) **took action** to prevent or reduce harm.

The majority of people (61%) who took action after witnessing or hearing about workplace sexual harassment **said that the harassment stopped** as a result.

Chapter 6 describes the behaviours of bystanders – people who witnessed or heard about the sexual harassment of another person occurring in their workplace in the last 5 years, including:

- whether they witnessed it directly, heard about it from the person harassed or from others
- if they took action in response – what they did and how that was received by others
- if they did not take action in response – the reasons why.¹

Chapter 3 explored the experience of the person harassed – including their awareness of witnesses to their most recent incident of workplace sexual harassment and any actions the witness may have taken.

Two in 5 people witness or hear about the sexual harassment of another person occurring in their workplace.

Of people in the workforce in the last 5 years, 41% had witnessed or heard about the sexual harassment of another person occurring in their workplace in this period.

Overall:

- 29% heard about it directly from the person harassed
- 28% heard about it from someone other than the person harassed
- 20% observed or witnessed the behaviour themselves.

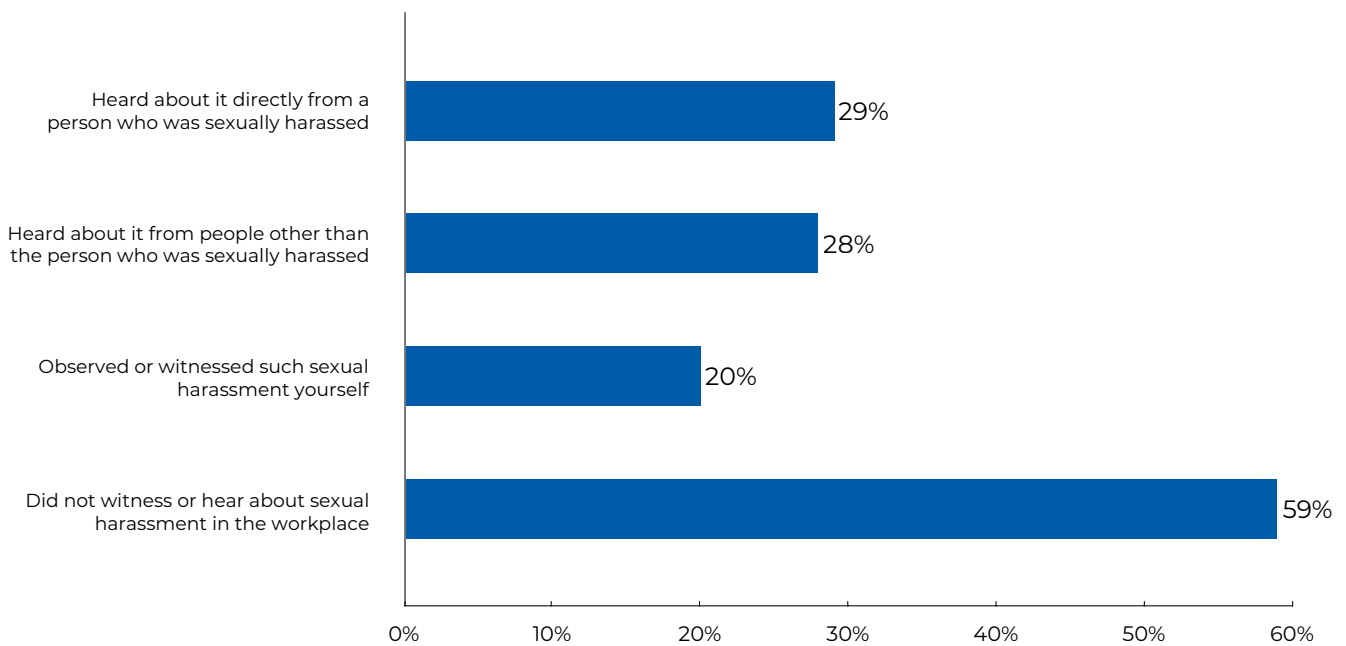
Women were slightly more likely to have heard about workplace sexual harassment directly from a person who was sexually harassed compared to men (31%, compared to 26% of men).

Comparison to 2018 National Survey

In 2018, 38% of people had observed or heard about the sexual harassment of another person in their workplace over the previous 5 years (16% witnessed it themselves, 21% heard about it directly from the person harassed, 21% heard about it from people other than the person harassed).²



Figure 61: Witnessing or hearing about sexual harassment of others in the workplace



Base: In the workforce in the last 5 years (n=8,859). Figures do not add up to 100% as multiple responses were allowed.

People who experience sexual harassment at work themselves, are more likely, than those who have not, to have witnessed or heard about the sexual harassment of others.

Table 6: Comparison of people in the workforce in the last 5 years who experienced sexual harassment, compared to those who did not experience sexual harassment

	Witnessed the workplace sexual harassment of others	Heard about workplace sexual harassment directly from someone who was sexually harassed	Heard about workplace sexual harassment from someone else
People in the workforce in the last 5 years who have ever experienced workplace sexual harassment themselves	30%	40%	37%
People in the workforce in the last 5 years who have not experienced workplace sexual harassment themselves	12%	19%	21%

Base: People in the workforce in the last 5 years who have ever experienced sexual harassment in the workplace (n=4,024); People in the workforce in the last 5 years who have not experienced sexual harassment (n=4,835).

6.1 Action taken by bystanders

The majority of people who witness or hear about workplace sexual harassment do not take any action in response.

Just over a third of bystanders (35%) took any action to prevent or reduce the harm of the workplace sexual harassment they witnessed or heard about. Men were slightly more likely than women to have taken action (36%, compared to 34% of women).

Younger people (those aged 15–17) and older people (those aged 65 or older) were less likely than other age groups to have taken action (19% of those aged 15–17 and 28% of those aged 65 or older).

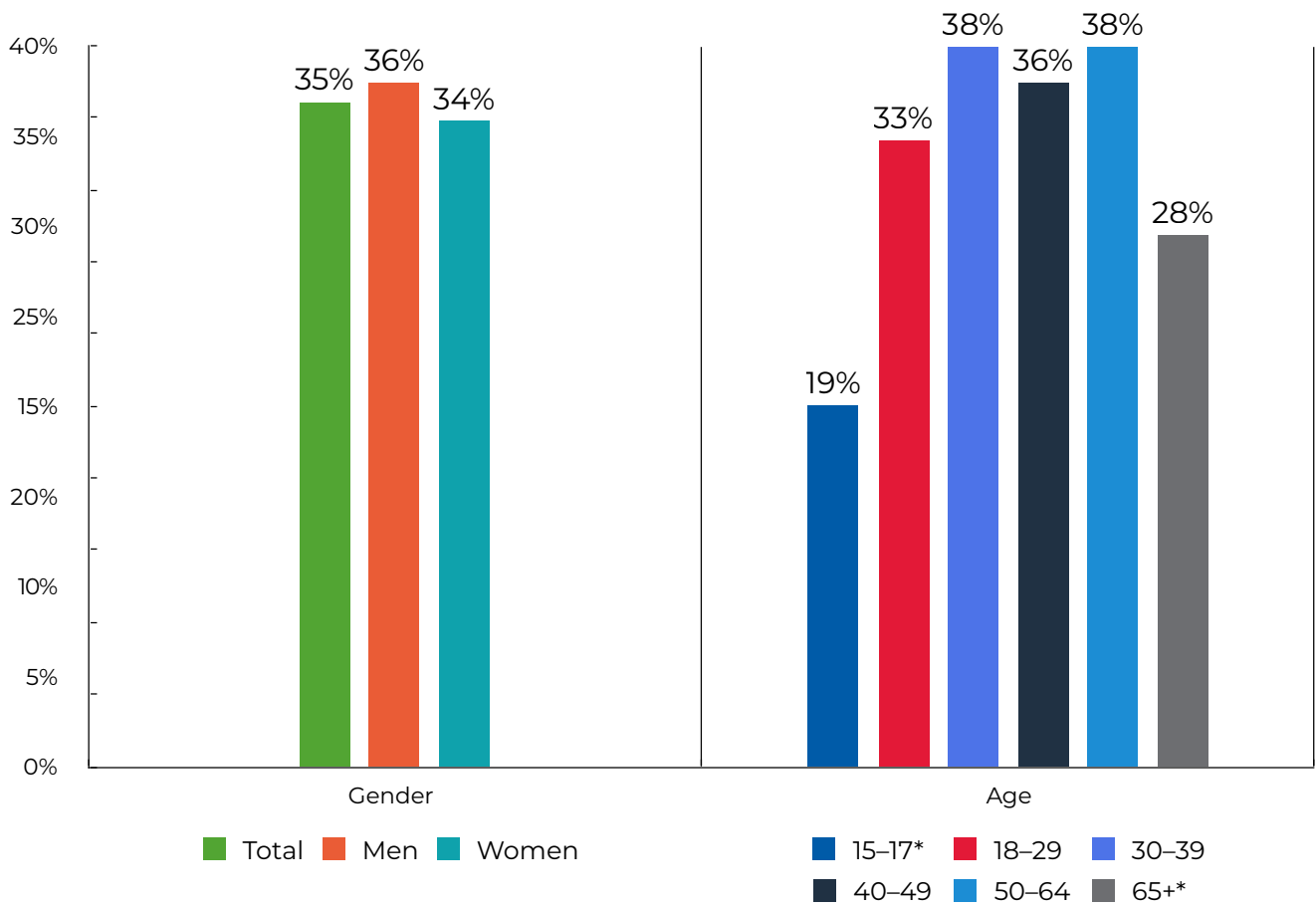
As the survey captured a small number of respondents aged 15-17 (n=15), results should be interpreted with caution.

Bystanders gave a range of reasons for not taking action. These are explored at Section 6.2 in figure 64.

Comparison to 2018 National Survey

In 2018, 35% of bystanders took action in response to witnessing or hearing about workplace sexual harassment (32% of women and 37% of men).³

Figure 62: Bystanders to workplace sexual harassment who took some form of action



Base: Respondents who had witnessed or heard about harassment in the workplace (n=3,803); Men (n=1,975); Women (n=1,795); 15-17* (n=15); 18-29 (n=1,180); 30-39 (n=987); 40-49 (n=746); 50-64 (n=818); 65+ (n=57). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=29) are included in the Total.

* Indicates small sample size.

The most common action taken by bystanders is to express sympathy or empathy toward the person harassed.

Of those bystanders who took action in response to witnessing or hearing about workplace sexual harassment, 90% expressed sympathy or empathy to the person harassed. A large proportion of bystanders (87%) talked with or listened to the person harassed about the incident.

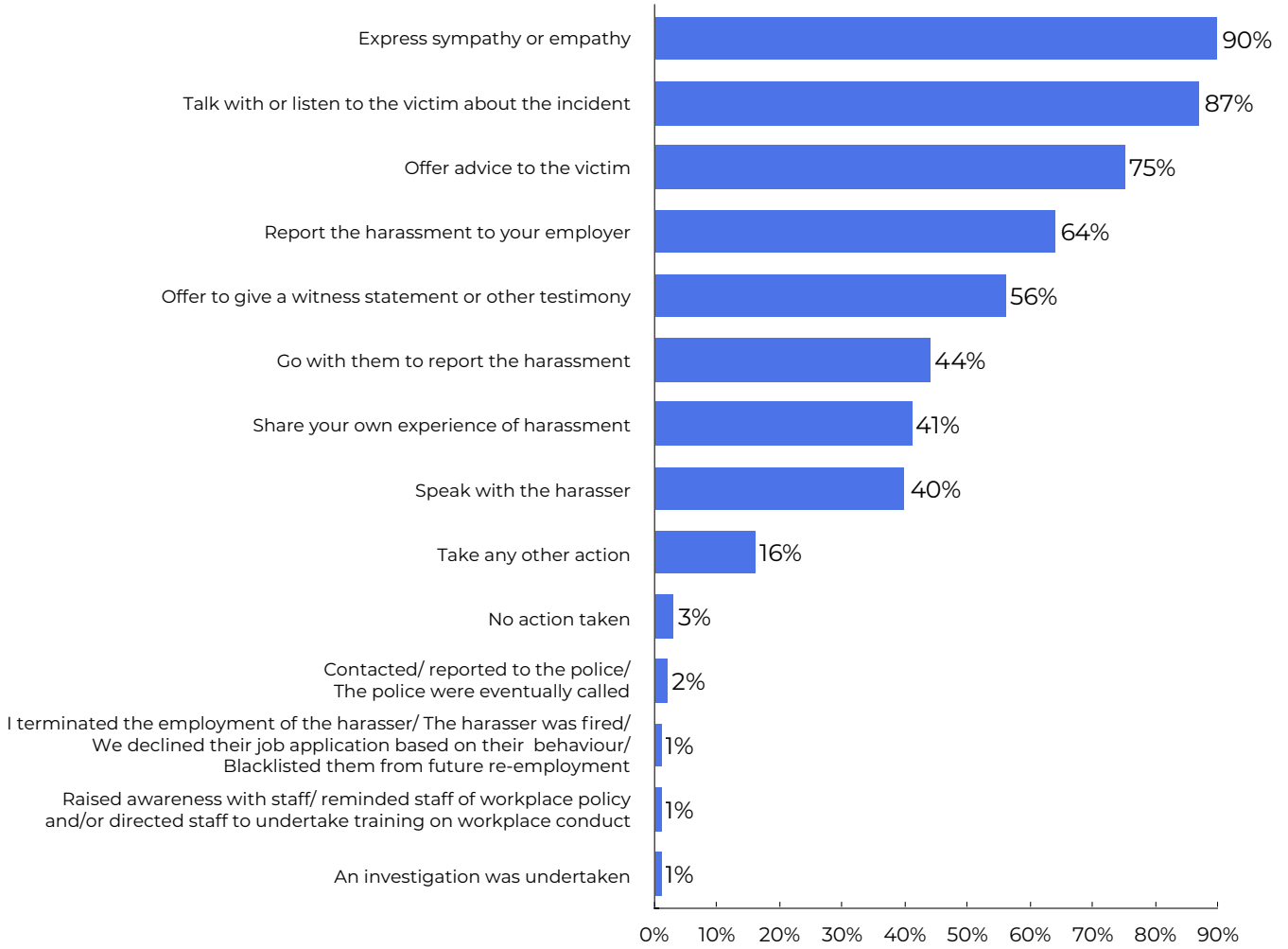
This was consistent with the experiences of people harassed, who cited showing sympathy or empathy and talking to the person harassed as the most common actions taken by someone who witnessed their most recent incident.⁴

Three quarters (75%) offered advice to the person harassed. In almost two thirds of cases (64%), the bystander reported the incident to the employer.

Of those bystanders who took action, men were more likely than women to speak with the harasser (49%, compared to 31% of women). Women were 2 times more likely than men to share their own experiences of workplace sexual harassment with the person harassed (55%, compared to 26% of men).



Figure 63: Actions taken after witnessing/hearing about sexual harassment in the workplace



Base: Respondents who took action after witnessing or hearing about harassment in the workplace (n=1,384). Figures do not add up to 100% as multiple responses were allowed and responses for 'Can't say' and 'Prefer not to say' were omitted.

6.2 Reasons bystanders did not take action

The most common reason for not taking action is that other people are supporting and assisting the person harassed.

Just over a quarter of bystanders (27%) nominated this as a reason for not having taken action in response to the workplace sexual harassment they witnessed or heard about.

In one in 5 cases (20%), the person harassed asked the bystander not to take any action. Women were more likely than men to nominate this as a reason (23%, compared to 17% of men). Women were also slightly more likely than men to cite that they did not know what to do in response to witnessing workplace sexual harassment (16%, compared to 14% of men).

One in 6 people (16%) didn't want to make things worse for the person being harassed. Women were slightly more likely to cite this (15% of men and 17% of women).

One in 6 people (16%) reported they did not want to get involved, with men slightly more likely to cite this reason than women (18%, compared to 15% of women).

Just over one in 10 (11%) people didn't think the incident was serious enough to intervene.

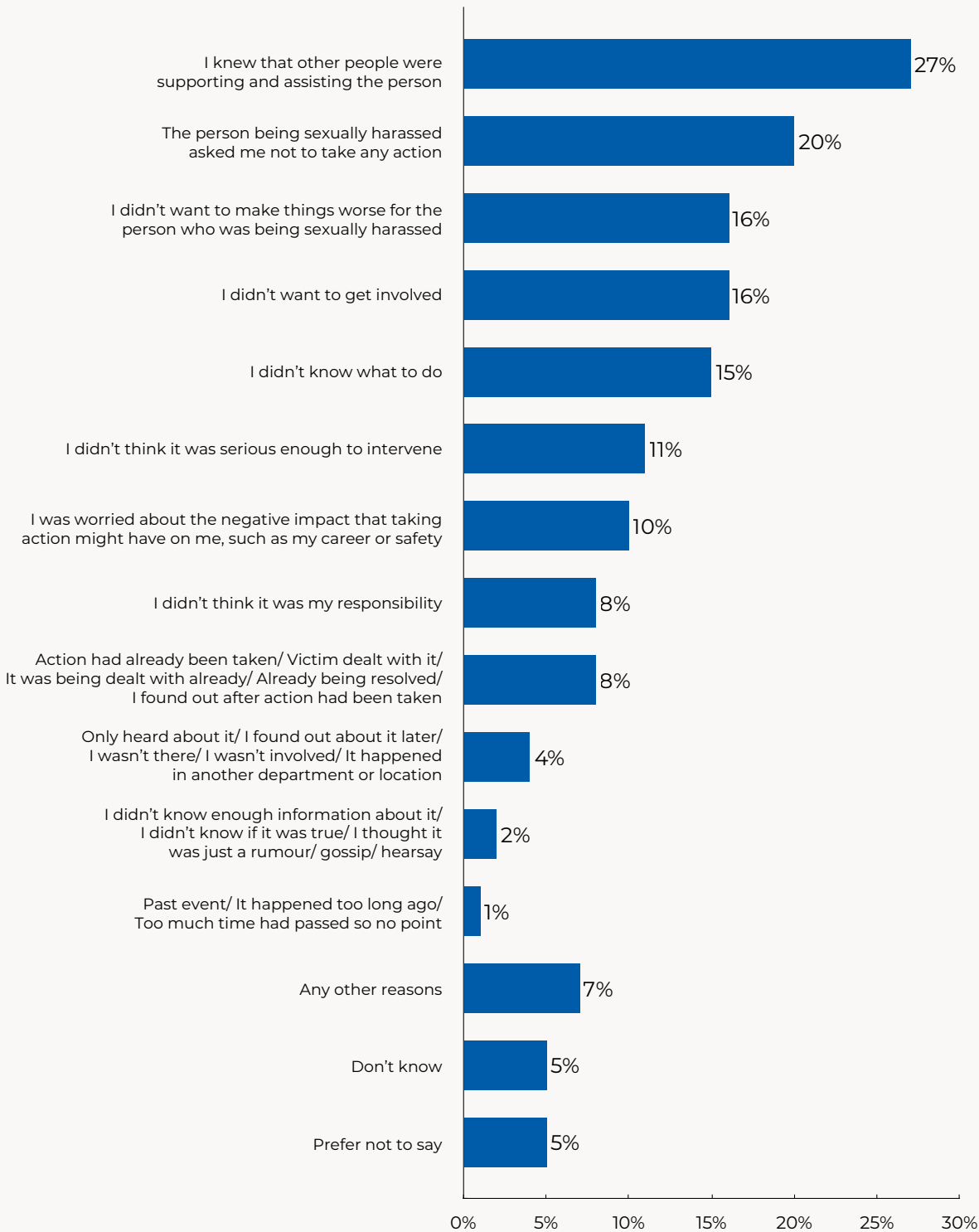
Comparison to 2018 National Survey

In 2018, the most common reasons for bystanders not taking action after witnessing or hearing about workplace sexual harassment were:

- they knew that other people were supporting or assisting the person (41%)
- they didn't want to make things worse for the person being harassed (25%)
- the person being harassed asked them not to take any action (21%)
- they didn't think it was serious enough to intervene (21%)
- they didn't want to get involved (20%).⁵



Figure 64: Reasons for not taking action after witnessing/hearing about harassment in the workplace



Base: Respondents who did not take action after witnessing or hearing about harassment in the workplace (n=2,419). Figures do not add up to 100% as multiple responses were allowed.

6.3 Consequences of bystanders taking action

Most people who take action after witnessing or hearing about workplace sexual harassment say the harassment stops as a result.

Three in 5 bystanders (61%) who took action in response to workplace sexual harassment reported that the sexual harassment stopped as a result of their intervention. It was more common for men to report that the sexual harassment stopped as a result of their intervention than women (66%, compared to 56% of women).

Over half of bystanders (57%) received positive feedback for making a complaint about the workplace sexual harassment. Men were more likely to receive positive feedback than women (62%, compared to 53% of women). However, some bystanders received negative consequences for taking action after witnessing or hearing about workplace sexual harassment.

One in 6 of those who take action after witnessing or hearing about workplace sexual harassment are ostracised, victimised or ignored by colleagues.

One in 6 bystanders (16%) had been ostracised, victimised or ignored by colleagues after taking action, with a similar proportion (15%) labelled as a troublemaker.

A considerable number of bystanders resign or are dismissed after taking action in response to an incident they witnessed or heard about.

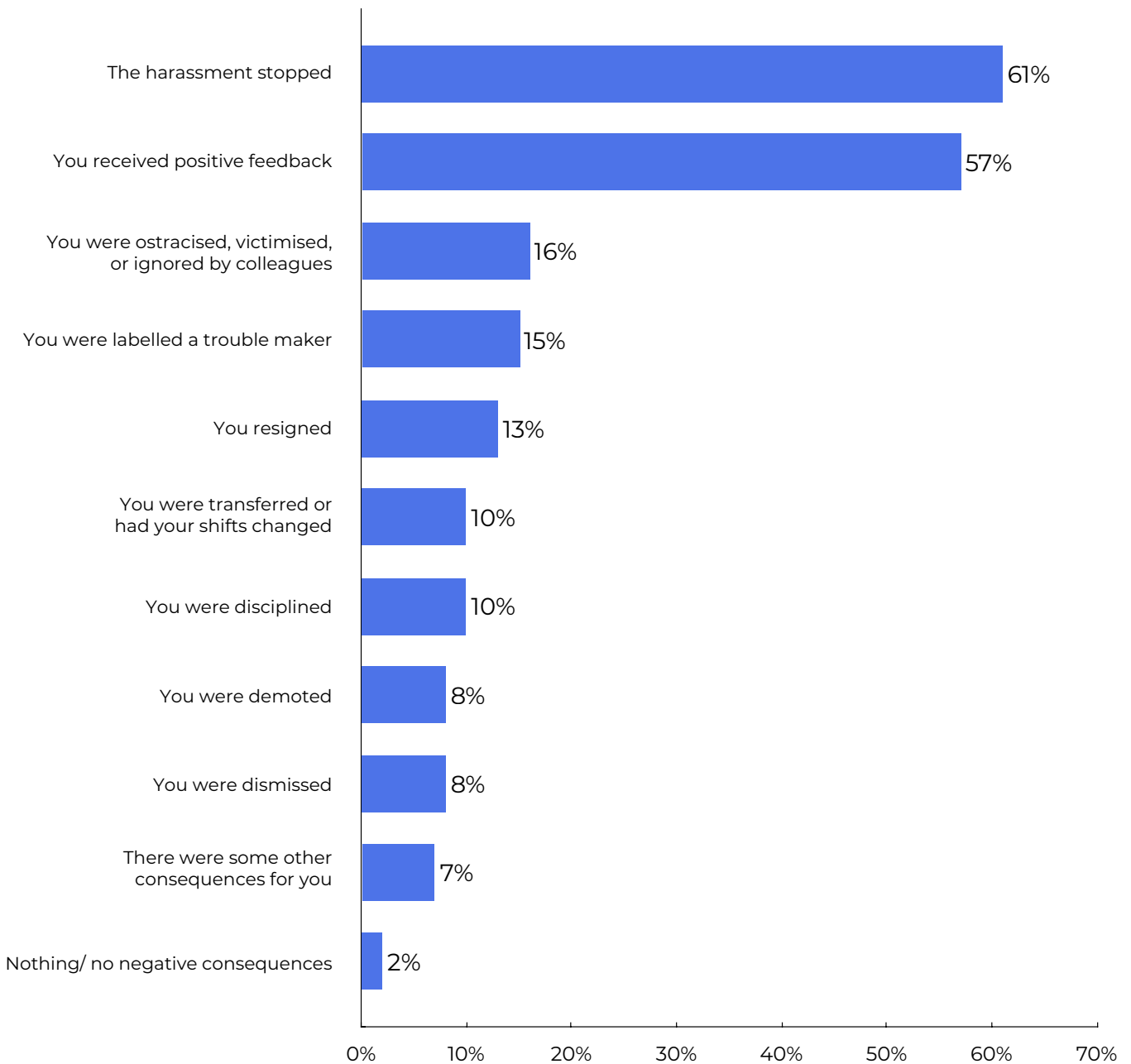
In over one in 10 cases (13%), the bystander resigned after taking action in response to the incident. In 8% of cases, the bystander was dismissed, with men more likely than women to have been dismissed (9%, compared to 6% of women).

Comparison to 2018 National Survey

In 2018, the most common consequences of bystanders taking action after witnessing or hearing about workplace sexual harassment were:

- the harassment stopped (45%)
- the bystander received positive feedback after taking action (34%)
- there were no consequences for the bystander (28%).⁶

Figure 65: Consequences of bystanders taking action after witnessing/hearing about workplace sexual harassment



Base: Respondents who took action after witnessing or hearing about harassment in the workplace (n=1,384); Men (n=747); Women (n=625). Note that respondents who answered 'Non-binary', 'Other' or 'Prefer not to say' (n=12) are included in the Total. Figures do not add up to 100% as multiple responses were allowed and responses for 'Can't say' were omitted.

Chapter 6: Endnotes

- 1 The questions in this chapter were multiple response, so percentages quoted in this section of the report will sum up to more than 100%.
- 2 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 94 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 3 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 95 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 4 See Section 3.4(f) for more detail.
- 5 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 98 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.
- 6 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 97 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>. Any comparison of survey results made between years should be interpreted with caution as changes in social context and survey approach may have impacted the interpretation of questions between survey years.

Chapter 7: Views on organisational approaches taken to prevent and respond to sexual harassment

Employer action

37% (over a third) of people thought their organisation should be doing more to prevent and address sexual harassment.



Leadership and communication¹

71% agreed their organisation was committed to ensuring a **safe working environment** free from sexual harassment.

62% agreed their organisation **prioritises gender equality and diversity** in the workforce.

47% agreed their line manager or direct **supervisor showed leadership** in preventing and responding to sexual harassment.

31% agreed sexual harassment is **regularly spoken about** in their organisation's briefings and communications.



Policies, information, support and training¹

65% agreed their organisation has a **policy on sexual harassment**.

51% agreed that their organisation provided their workers with information on **how to make a report or complaint** about sexual harassment.

44% agreed their organisation **provided wellbeing support** during and after a report or complaint of sexual harassment at work.

38% agreed they **attended training** on sexual harassment at, or organised by, their organisation.

1. In this context, 'agree' is made up of respondents who answered 'agree' and 'somewhat agree'.

For the first time, in 2022 the National Survey sought to examine workers' views on the approaches taken by the organisation they work for to prevent and respond to workplace sexual harassment.

Chapter 7 explores workers' perceptions of:

- leadership on prevention and response
- communication
- policies and training
- support for workers who have been harassed and for bystanders
- information-sharing.

7.1 Organisational approach to preventing and responding to sexual harassment

Respondents were provided with a list of 11 statements and were asked to rate their agreement or disagreement with the following statements in relation to their organisation's approach to preventing and responding to sexual harassment:

- my organisation's leaders are committed to ensuring a **safe work environment** free from sexual harassment
- my organisation's leaders or executive team openly **talk** about sexual harassment and its prevention
- my line manager or direct supervisor shows **leadership** on preventing and responding to sexual harassment
- sexual harassment is regularly spoken about in my organisation's briefings and **communications**
- my organisation has a **policy** on sexual harassment
- my organisation prioritises **gender equality and diversity** in the workforce

- I have attended **training** on sexual harassment at my organisation (or organised by my organisation)
- my organisation provides workers with information on how to **make a report** or complaint about sexual harassment
- my organisation provides **support for workers'** wellbeing during and after a sexual harassment complaint or report
- my organisation shares **general information** about sexual harassment incidents and complaints with its workers
- my organisation provides **support for bystanders** during and after a sexual harassment complaint or report.

Most people tended to agree with the statements on their organisation's leadership commitment to preventing and responding to sexual harassment.

Fewer people agreed with statements regarding the support provided by their organisation for workers who had been harassed and for bystanders. The lowest level of agreement was in response to whether their organisation shares information about sexual harassment incidents.

The majority of people agree their organisation is committed to ensuring a safe working environment free from sexual harassment.

Almost three quarters of people thought that their organisation's leaders were committed to ensuring a safe working environment free from sexual harassment (71%; made up of 50% agree and 21% somewhat agree). This view was held slightly more by men than women (73%, compared to 69% for women).

Non-binary respondents indicated much lower agreement with this statement (49%). However, as the survey captured a small number of non-binary respondents (n=62), this result should be interpreted with caution.

Less than half of people agree that their leaders or executives openly talk about sexual harassment.

Less than half (44%) agreed overall that their leaders or executives openly talk about sexual harassment (made up of 25% agree and 19% somewhat agree). A quarter (24%) disagreed (made up of 16% disagree and 8% somewhat disagree).

Views on whether an organisation's leaders or executive team openly talk about sexual harassment and its prevention varied by gender.

A greater proportion of men agreed with this statement compared to women (49%, compared to 40% of women). Women were more likely to disagree than men (29%, compared to 19% of women). More non-binary people disagreed with this than agreed (48%, compared to 23% who

agreed). However, as the survey captured a small number of non-binary respondents (n=62), this result should be interpreted with caution.

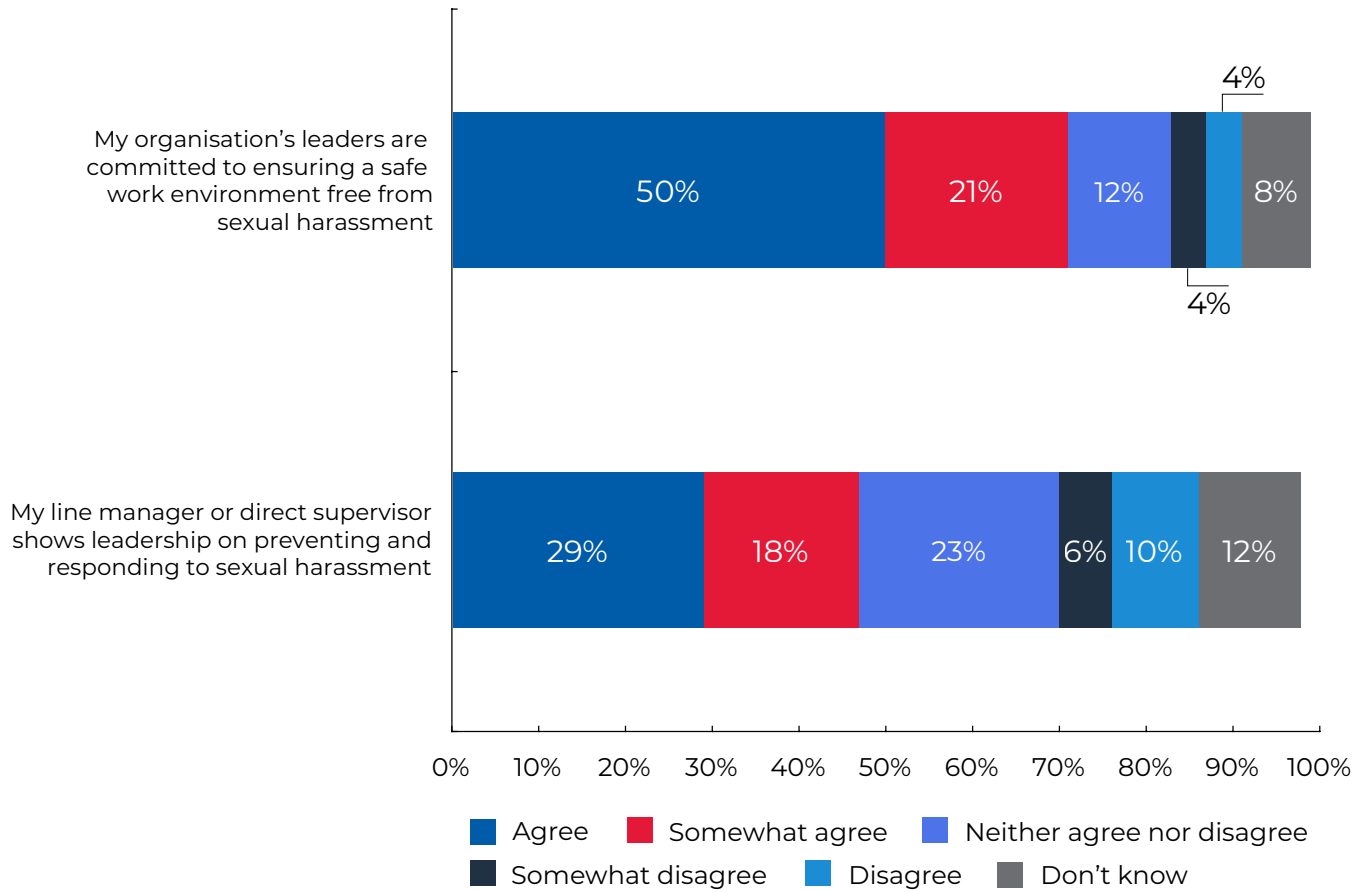
Half of people agree their line manager shows leadership in preventing and responding to sexual harassment.

When asked if their line manager or direct supervisor shows leadership in preventing and responding to sexual harassment, almost half of people thought their direct supervisor showed leadership on the issue (47%; made up of 29% agree and 18% somewhat agree). Men were most likely to agree with the statement, followed by women and then non-binary people (50%, compared to 43% of women and 32% of non-binary people).

Disagreement with this statement by non-binary people was much higher than the rate of disagreement by the total population (27%, compared to 16% of the total population). However, as the survey captured a small number of non-binary respondents (n=62), this result should be interpreted with caution.



Figure 66: Leadership’s approach to sexual harassment



Base: All respondents (n=10,157). Figures do not add up to 100% as responses for 'Prefer not to say' have been omitted.

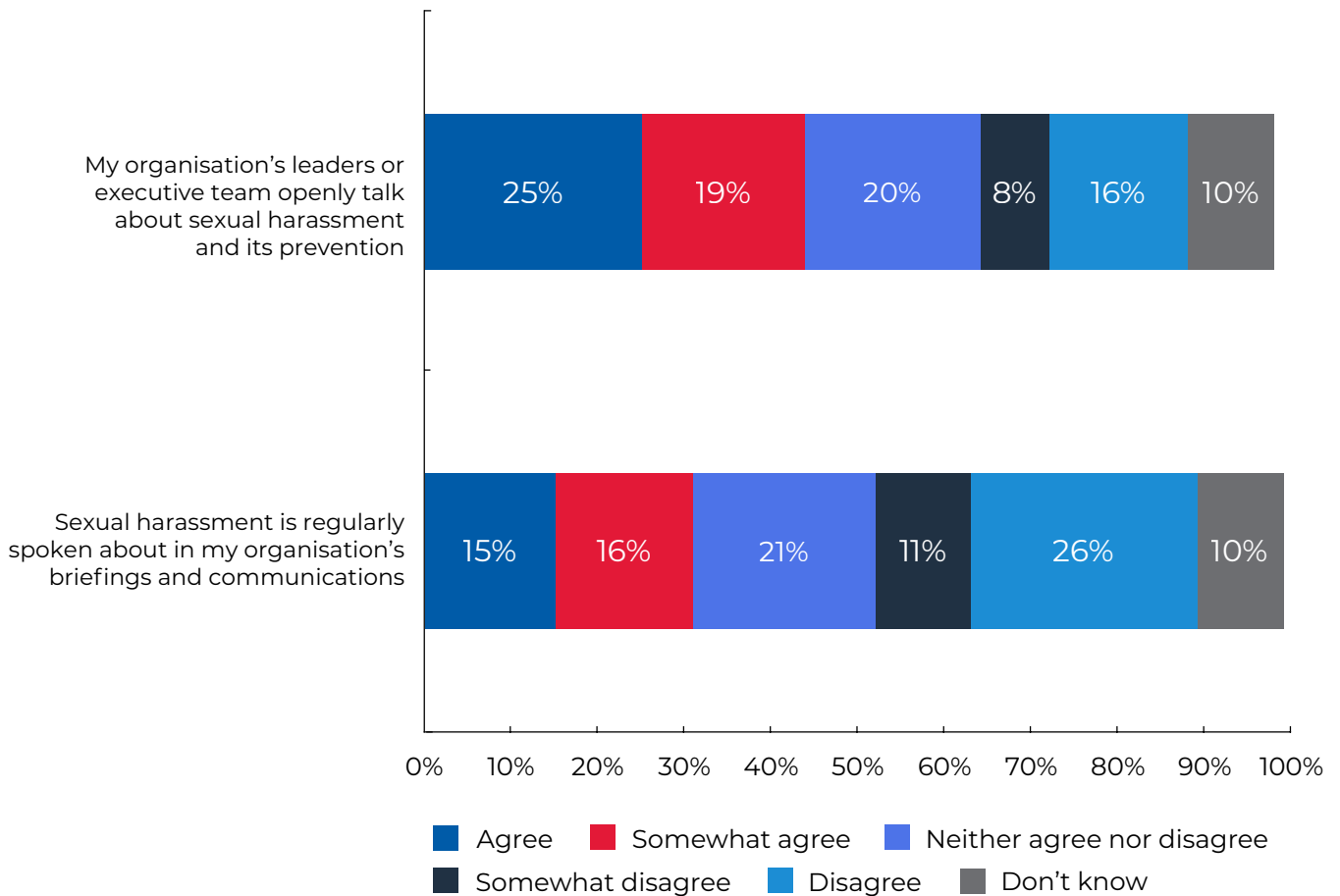


Almost one third of people consider that sexual harassment is regularly spoken about in their organisation's briefings and communications.

People's experience of sexual harassment being regularly spoken about in their organisation's briefings and communications was diverse.

Overall, 31% agreed (comprising 15% agree and 16% somewhat agree), and 37% did not agree (comprising 26% disagree and 11% somewhat disagree). Women and non-binary people tended to disagree with this statement more than men (40% of women and 52% of non-binary people, compared with 32% of men).

Figure 67: Openness in discussing sexual harassment



Base: All respondents (n=10,157). Figures do not add up to 100% as responses for 'Prefer not to say' have been omitted.

Two thirds of people state that their organisation has a policy on sexual harassment.

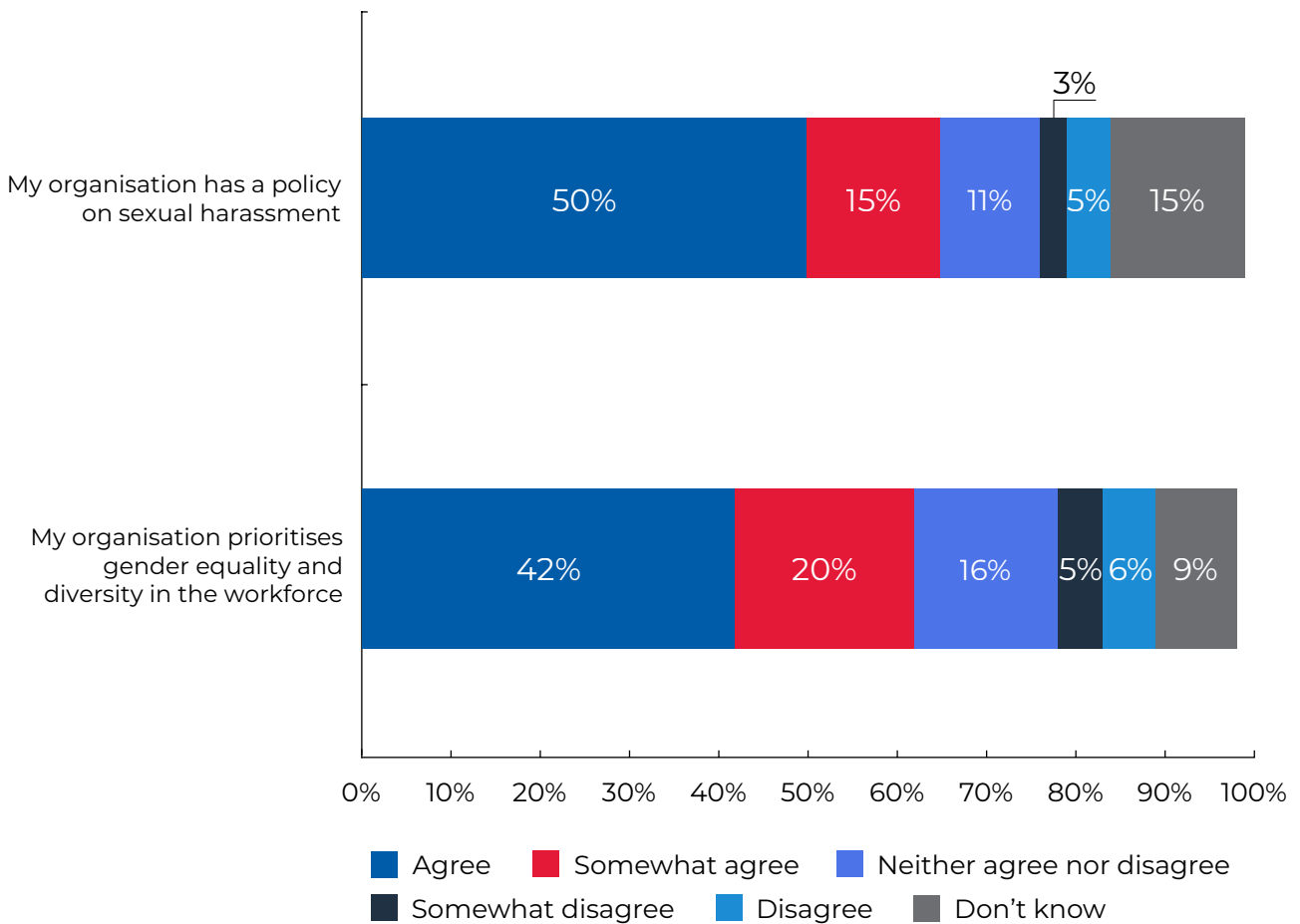
Two thirds of respondents (65%) agreed with the statement ‘my organisation has a policy on sexual harassment’ (50% agree and 15% somewhat agree). Only 15% of respondents did not know whether their organisation had a policy on sexual harassment.

Almost two thirds of people agree that their organisation prioritises gender equality and diversity in the workforce.

Almost two thirds of respondents (62%) agreed that their organisation prioritises gender equality and diversity in the workforce (42% agree and 20% somewhat agree).

Men and women responded similarly to this statement (63% of men agreed overall and 62% of women agreed overall). A similar proportion of non-binary people both agreed and disagreed that their organisation prioritises gender equality and diversity in the workforce (39% agreed and 35% disagreed).

Figure 68: Sexual harassment policies and priorities



Base: All respondents (n=10,157). Figures do not add up to 100% as responses for ‘Prefer not to say’ have been omitted.

Less than half of people agree their organisation provides support for workers' wellbeing during and after a sexual harassment report or complaint.

Overall, 44% of people agreed (28% agree and 16% somewhat agree) that their organisation provided support for workers' wellbeing during and after a sexual harassment complaint.

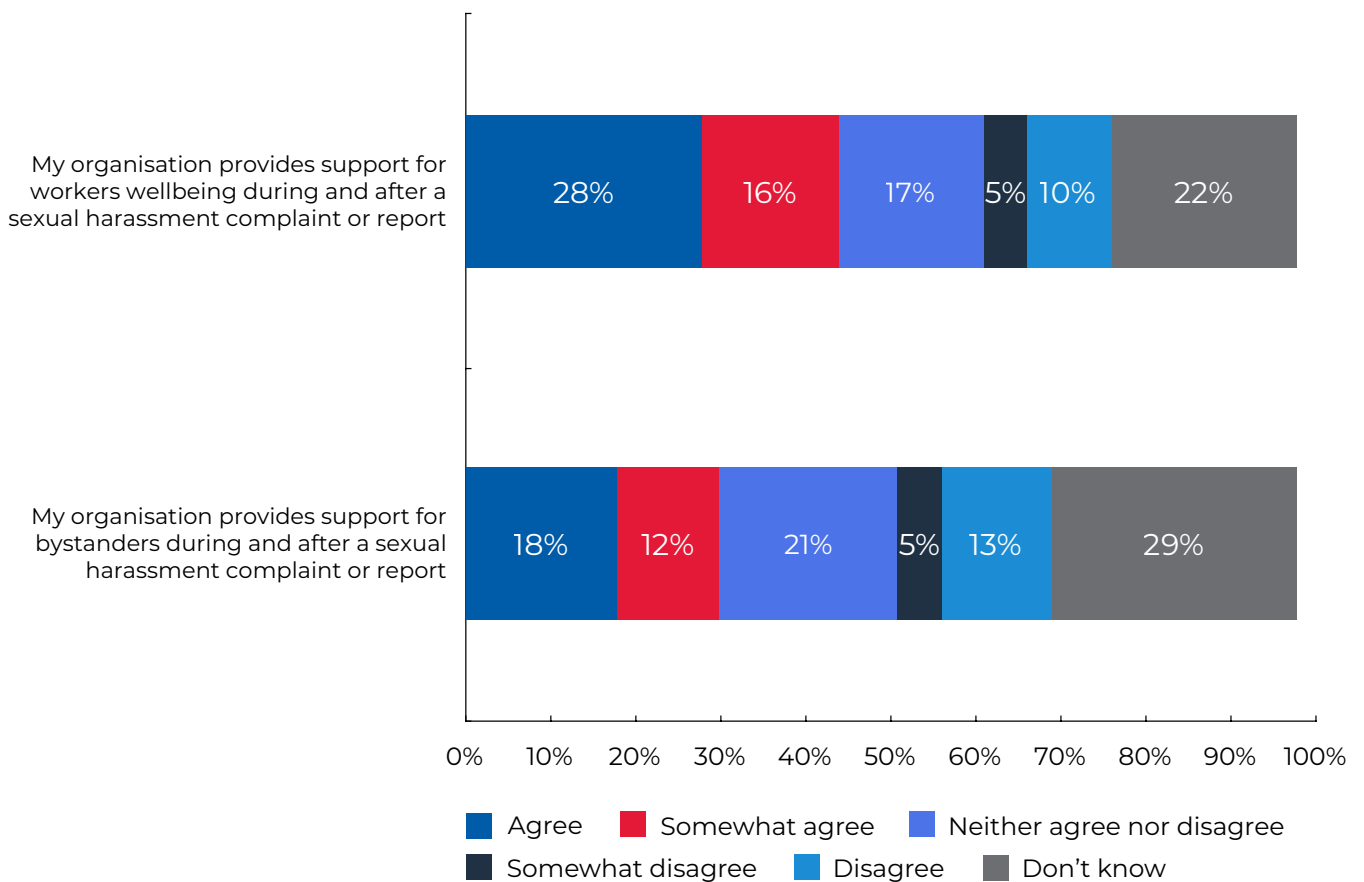
Almost a third of respondents (30%) agreed (18% agree and 12% somewhat agree) that their organisation provides support to bystanders during and after a sexual harassment complaint or report.

There were a large proportion of people who did not know if workers who had been harassed were supported (22%) or if bystanders were supported (29%).

Half of men (48%) agreed that workers were supported throughout the complaints process, compared to 40% of women and 28% of non-binary people.

Men were also slightly more likely than women to agree that organisations provided support for bystanders (34%, compared to 27% of women).

Figure 69: Support for people harassed and bystanders



Base: All respondents (n=10,157). Figures do not add up to 100% as responses for 'Prefer not to say' have been omitted.

Almost 2 in 5 people agree they have attended training on sexual harassment at, or organised by, their organisation.

A similar proportion of people agreed (38%; 27% agree and 11% somewhat agree) compared to those who disagreed (41%; 35% disagree and 6% somewhat disagree). The remainder either did not agree or disagree, or did not know.

More men agreed with the statement (41% agree, compared to 36% disagree), whereas more women disagreed (34% agree, compared to 45% disagree), as did non-binary people (22% agree, compared to 47% disagree).

About half of people say their organisation provides their workers with information on how to make a report or complaint about sexual harassment.

About half of respondents (51%) agreed that their organisation provided their workers with information on how to make a report or complaint about sexual harassment, compared to 23% who did not agree. The responses from men and women were similar.

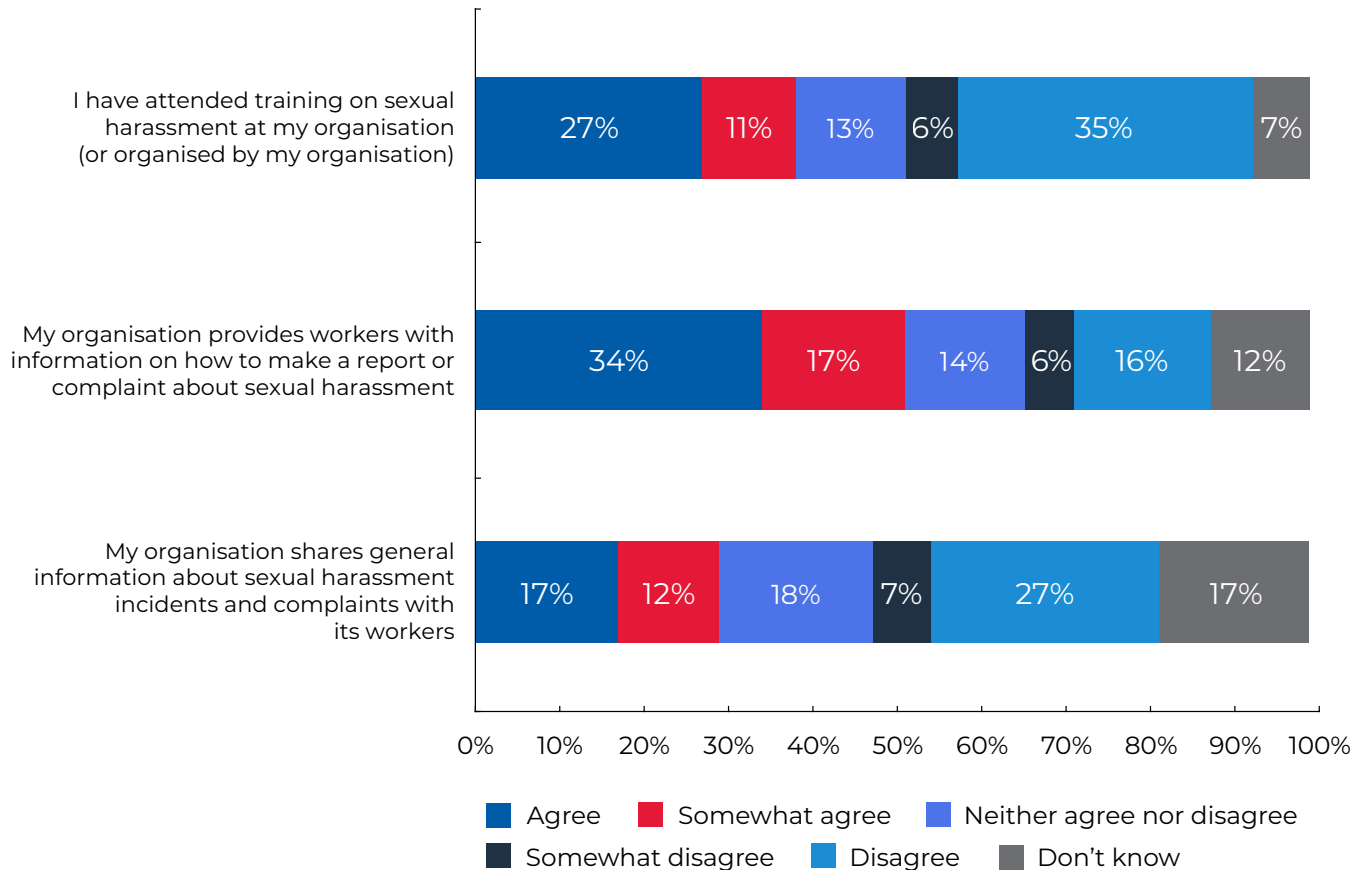
Almost a third of people agree that their organisation shares information on incidents and complaints.

Almost a third of respondents agreed that their organisation shares general information about sexual harassment incidents and complaints with its workers (29%; 17% agree and 12% somewhat agree). The proportion of those who disagreed with this statement was similar (34%; 27% disagree and 7% somewhat disagree), while the remainder of people neither agreed nor disagreed, or did not know. Men were more likely to agree with this statement than women, and more than twice as likely to agree with this statement as non-binary people (35%, compared to 24% of women and 13% of non-binary people).

Non-binary people (46%) were most likely to disagree with this statement and had the highest proportion of those who did not know (23%). However, as the survey captured a small number of non-binary respondents (n=62), this result should be interpreted with caution.



Figure 70: Information and training on sexual harassment



Base: All respondents (n=10,157). Figures do not add up to 100% as responses for 'Prefer not to say' have been omitted.

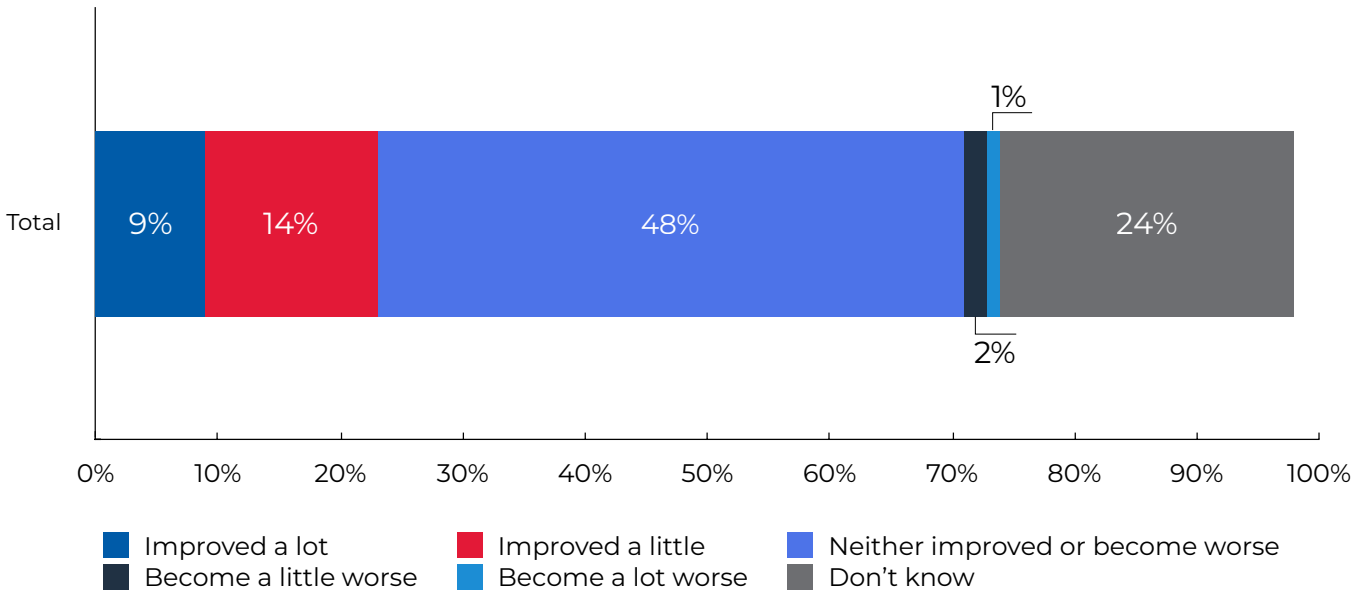
7.2 Addressing and preventing sexual harassment

When asked if they had seen a change in the previous 12 months in their organisation's approach to preventing and addressing sexual harassment in the workplace, almost a quarter (23%) had seen some improvements (9% improved a lot and 14% improved a little).

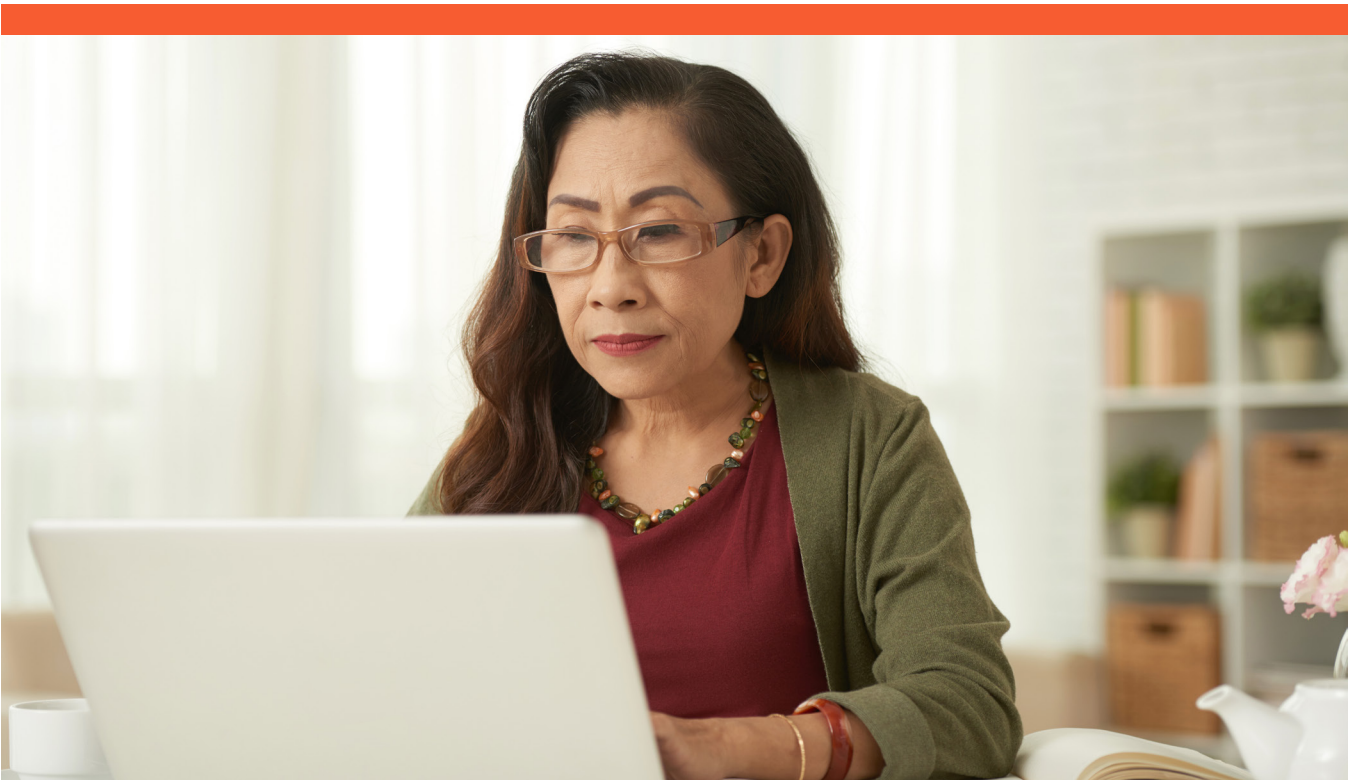
Almost half of respondents (48%) expressed the view that it had neither improved nor become worse. Very few considered it had worsened (3%; 2% become a little worse and 1% become a lot worse).

Men were more likely than women to report that their organisation had improved (28%, compared to 20% of women).

Figure 71: Changes to organisation's approach to preventing and addressing sexual harassment in the workplace in the previous 12 months



Base: All respondents (n=10,157). Figures do not add up to 100% as responses for 'Prefer not to say' have been omitted.

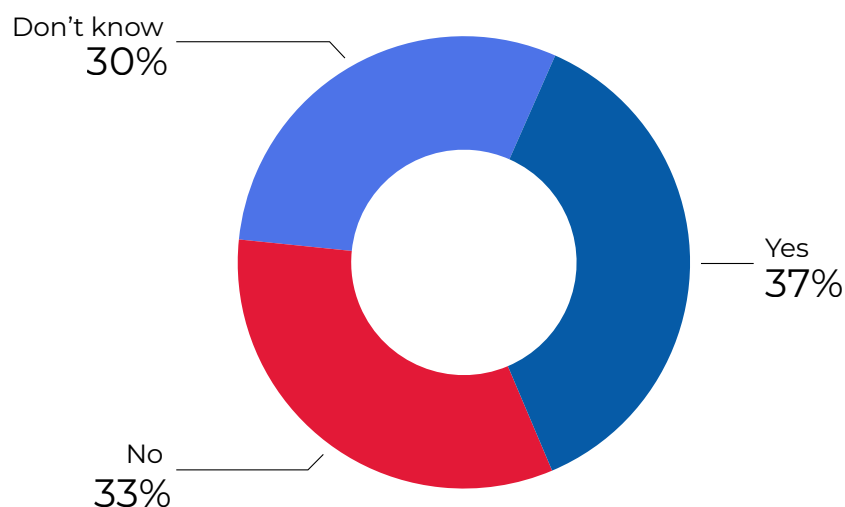




When asked if they think their organisation should be doing more in relation to preventing and addressing sexual harassment, similar proportions of total respondents said yes (37%) and no (33%). Women and non-binary people were more likely

to believe more should be done within their organisation than men (39% of women and 59% of non-binary people, compared to 34% of men). Conversely, men were more likely to believe that nothing more needs to be done (38%).

Figure 72: Organisation should be doing more to prevent and address sexual harassment



Base: All respondents (n=10,157).

7.3 Awareness of Respect@Work

Respect@Work was the Australian Human Rights Commission’s report on the National Inquiry into Sexual Harassment in Australian Workplaces 2020.

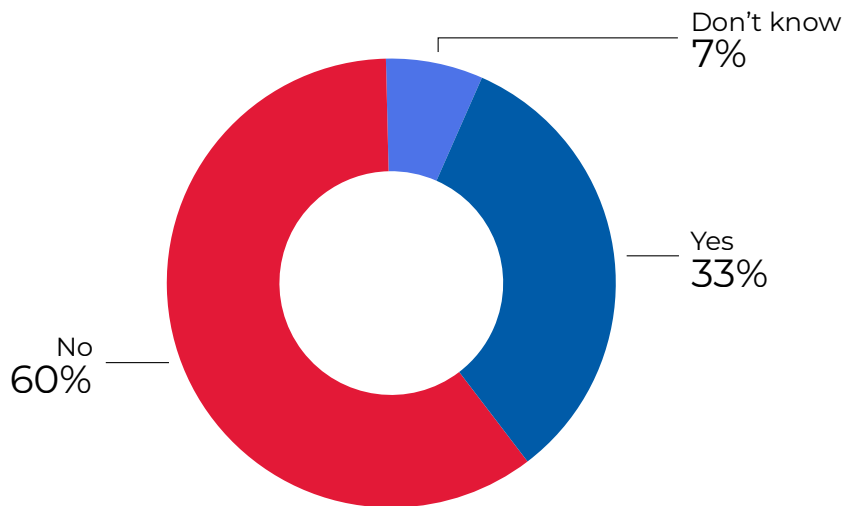
The Respect@Work Report was known to a third of respondents (33%). Awareness was similar between men and women, and lowest among non-binary

people (31% of men and 35% of women, compared to 20% of non-binary people).

However, as the survey captured a small number of non-binary respondents (n=62), this result should be interpreted with caution.

Three in 5 respondents (60%) were not aware of the report.

Figure 73: Awareness of Respect@Work report



Base: All respondents (n=10,157).



Chapter 8: Sexual harassment trends over time

The 2022 National Survey identified that there continues to be high prevalence of sexual harassment experienced by Australians, including significant incidence of sexual harassment in the workplace.

Chapter 8 contains a comparison of the survey results over time since the National Survey was first conducted in 2003. Caution should be exercised when considering these comparisons due to changes in methodology between the surveys.

8.1 Changes to the National Survey over time

A comparison of the top-level changes to the survey instrument over time can be seen in Appendix C. A comparison of the behaviours described to respondents to measure the prevalence/incidence of sexual harassment in each survey is listed at Appendix D.

(a) The 2003 National Survey

The 2003 National Survey was the first survey of its kind conducted in Australia and involved telephone interviews with 1,005 individuals aged 18–64, who were representative of the Australian population in terms of sex, age and area of residence.

Survey respondents were provided with a legal definition of sexual harassment, a simplified version of the definition given in the Sex Discrimination Act. Respondents were asked if they had experienced sexual harassment and, if so, where this had occurred. The measure of incidence of sexual harassment in the workplace in the previous 5 years included respondents who reported sexual harassment based on the Legal Definition only. If respondents said that they had experienced sexual

harassment in the workplace (according to this legal definition) at any time in the previous 5 years, they were then asked which of a list of thirteen behaviours likely to constitute sexual harassment they had experienced during that time.

(b) The 2008 National Survey

The 2008 National Survey was again conducted by telephone.

The survey was based on a slightly modified version of the 2003 National Survey questionnaire and involved telephone interviews with 2,005 individuals, aged 18–64 and representative of the Australian population in terms of sex, age and area of residence.

The 2008 National Survey included additional questions to measure the incidence of specific behaviours that are likely to be forms of sexual harassment.

The 2008 National Survey was conducted in 2 tranches:

- The first tranche was conducted with a sample of 1,005 people. It replicated the 2003 approach in that only those who reported that they had experienced sexual harassment on the basis of the Legal Definition were asked which of the sexual harassment behaviours they had experienced.
- The second tranche was conducted with a sample of 1,000 people. All respondents in the second tranche were asked which sexual harassment behaviours they had experienced, regardless of whether they reported experiencing sexual harassment on the basis of the Legal Definition.

While the 2008 National Survey did collect data on behaviours experienced by respondents, the measures of prevalence of lifetime sexual harassment and incidence in the workplace in the previous 5 years included responses based on the Legal Definition only.

(c) The 2012 National Survey

The 2012 National Survey was also conducted by telephone. It interviewed 2,002 individuals aged 15–65, who were representative of the Australian population in terms of sex, age and area of residence. This was a change from previous surveys, which had only included individuals aged 18 or over.

In the 2012 National Survey, the measures of prevalence of lifetime sexual harassment and incidence of workplace sexual harassment in the previous 5 years included respondents who reported that they had:

- been sexually harassed based on the Legal Definition of sexual harassment, or
- experienced one or more behaviours that are likely to constitute sexual harassment under the Sex Discrimination Act (Behavioural Definition).

This approach to accept experiences of sexual harassment under either definition (the Legal Definition and the Behavioural Definition) was expected to yield the most realistic results regarding the prevalence of lifetime sexual harassment.

The 2012 National Survey instrument was amended from the 2008 instrument to incorporate new questions which measured the consequences of sexual harassment for people harassed, the presence of repeat and multiple harassers in the workplace, and the consequences for bystanders who took action after witnessing or learning about sexual harassment.

(d) The 2018 National Survey

The 2018 National Survey involved both telephone interviews and, for the first time, an online survey. The 2018 National Survey was also conducted using a much larger sample than in previous years, surveying 10,272 people in total.

It largely replicated the questions in the 2012 National Survey but with a slightly modified list of behaviours constituting sexual harassment.

The first step of the 2018 National Survey involved measuring the respondent's lifetime experience of sexual harassment based on the Legal Definition. All respondents were then asked if they had experienced any of the sexual harassment behaviours listed under the Behavioural Definition.

Additional behaviours included in the 2018 National Survey were:

- being followed, watched or someone loitering nearby
- sexually explicit comments on social media
- indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine
- sharing or threatening to share intimate images or film of you without your consent.

The 'stalking' behaviours (following, watching, loitering) were added to the 2018 National Survey in light of the results of the ABS 2016 Personal Safety Survey, which found that a significant number of Australians have experienced this behaviour over the course of their lifetimes (one in 6 women and one in 15 men since the age of 15).¹

There was a significant increase in the use of technology and, in particular, social media, since the 2012 National Survey. Additional technology-related behaviours were included in the 2018 National Survey to capture the prevalence of technology-facilitated sexual harassment. Similarly, the ABS 2016 Personal Safety Survey included additional sexual harassment behaviours related to the use of information and communications technology 'in order to accurately capture emerging trends in experiences of sexual harassment'.²

(e) The 2022 National Survey

The 2022 National Survey largely replicated the approach of the 2018 National Survey, with some key additions and modifications to ensure the survey was reflective of changing contexts.

(i) Reflecting increased use of technology in the workplace

As noted in Chapter 1, since the 2018 National Survey was conducted, there has been an increase in people working from home or remotely. The ABS 'Working arrangements', released in August 2021, showed that the rates of individuals working from home in 2020 and 2021 were the highest ever recorded. This can largely be attributed to the COVID-19 pandemic. For example, in August 2021, 41% of employed people regularly worked from home, up from 32% in 2019 and 30% in 2015.³

In 2020, the eSafety Commissioner published the 'COVID-19 impact on Australian adults online' report. It found that the use of online technologies increased during COVID-19 for a range of activities, including for work-related activities. For instance, people considered the ability to work online to be essential and 27% reported that their online activity significantly increased for work during this period.⁴

Since 2018, research has found a high prevalence of technology-facilitated abuse, including sexual harassment, in Australia. The eSafety Commissioner's 2022 'Women in the Spotlight' report highlighted the impacts of online abuse on women in their working lives – finding that more than one in 3 women surveyed had experienced some form of online abuse.⁵

ANROWS's report 'Technology-Facilitated Abuse: National Survey of Australian Adults' Experience' published in 2022, found that one in 2 adults had had at least one experience of technology-facilitated abuse in their lifetime; and one in 4 had experienced sexual or image-based abuse.⁶

To reflect the increased use of technology in the workplace and the evidence related to the prevalence of technology-facilitated abuse, the 2022 National Survey used a slightly modified list of sexual harassment behaviours to include:

- addition of the behaviour 'inappropriate commentary, images or film of you distributed on some form of social media without your consent'
- modification of the behaviour from the 2018 National Survey from 'sexually explicit pictures, posters or gifts that made you feel offended' to 'seeing or being sent sexually explicit images and videos, cartoons, drawings, photographs, or jokes that made you feel offended'.

The 2022 National Survey also introduced a new question that asked respondents what form of technology was used when the technology-facilitated harassment occurred. For example, social media, SMS, virtual meetings. This was intended to capture the different forms of technology used to facilitate sexual harassment in the contemporary workplace.

(ii) Building our understanding of industry action

For the first time in 2022, the National Survey asked respondents for their views on their organisation's approaches to preventing and responding to workplace sexual harassment.

In 2020, the Respect@Work Report proposed a framework to support workplaces to better prevent and respond to workplace sexual harassment. The framework identified 7 domains in which workplaces should take action:

1. develop and display strong leadership that contributes to cultures that prevent workplace sexual harassment

2. strengthen focus on risk assessment and transparency
3. build workplace culture based on trust, respect and equality in order to minimise the risk of sexual harassment and ensure it is managed adequately
4. generate knowledge through education and training
5. support of workers' wellbeing before and after reporting
6. increase reporting options available to workers and address barriers to reporting
7. improve understanding of the nature, prevalence and impacts of sexual harassment through measuring and collecting data.

To better understand the actions being taken by organisations, the 2022 National Survey asked respondents how they perceived some of these actions in relation to their own organisation. It asked whether they agreed with 11 statements about actions that may have been taken by their organisation (see Chapter 7 for the list of statements).



8.2 Increased public awareness and understanding of sexual harassment

The increase in awareness of sexual harassment may impact responses to the survey over time. As such, the increased prevalence reported in the survey may reflect respondents' increased ability to identify behaviours as constituting sexual harassment and/or a shift in the shame and embarrassment associated with acknowledging these behaviours, and not solely an increase in the incidence of the behaviours themselves.⁷

From the 2012 to the 2018 National Survey there was a doubling of those who reported having experienced sexual harassment in their lifetime. While the evidence is mixed on the relationship between awareness and reporting, research suggests that public awareness of workplace sexual harassment can impact on reported incidents of sexual harassment.⁸

Between the 2012 and 2018 National Surveys there was a substantial increase in media coverage of issues related to sexual harassment. In particular, the worldwide '#MeToo' movement in the months leading up to the 2018 National Survey resulted in unprecedented coverage of harassment and of gender equality more broadly.

This trend continued in the lead up to the 2022 National Survey, with the release of the Respect@ Work Report in 2020, the March 4 Justice in 2021, and the Australian Human Rights Commission's Independent Review into Commonwealth Parliamentary Workplaces (Commonwealth Parliamentary Review) in 2021 being accompanied by significant discussion in the media and in parliament about violence against women.

In combination with industry-wide and workplace action taking place, it is possible that increased public discussion of sexual harassment may have led to a broader understanding of the behaviors that constitute workplace sexual harassment.

The 2022 National Survey results reflect a continuation of this trend, with a slight increase in prevalence of lifetime sexual harassment – 77% in 2022 compared to 71% in 2018. Further, there was a marked increase in the proportion of women who responded they had experienced lifetime sexual harassment based on the Legal Definition – 90% in 2022 compared to 77% in 2018.

This increase in prevalence observed through the National Surveys may be impacted by increased awareness (as highlighted through the increased reporting of sexual harassment based on the Legal Definition), as well as an increased willingness of respondents to report or share their own experiences of sexual harassment. See Section 8.4 for further context on this.

8.3 An overview of past findings of the National workplace sexual harassment survey

This section provides an overview and comparison of results of the national workplace sexual harassment surveys conducted in 2003, 2008, 2012, 2018 and 2022.

It is important to note the changes in methodology (detailed in Section 8.1) which may have an impact on the interpretation and comparison of results between surveys.

(a) Overview of 2018 and 2022 findings**Table 7: Overview of 2018 and 2022 findings**

	2018	2022
Reported experiencing lifetime sexual harassment on basis of Legal Definition (overall)	43%	49%
Reported experiencing lifetime sexual harassment on basis of Legal Definition (women)	61%	69%
Reported experiencing lifetime sexual harassment on basis of Legal Definition (men)	23%	28%
Reported experiencing lifetime sexual harassment on basis of list of behaviours – Behavioural Definition (overall)	71%	77%
Reported experiencing lifetime sexual harassment on basis of list of behaviours – Behavioural Definition (women)	85%	89%
Reported experiencing lifetime sexual harassment on basis of list of behaviours – Behavioural Definition (men)	56%	64%
Responded they had <i>not</i> experienced sexual harassment based on the Legal Definition, but reported having experienced sexual harassment when asked the Behavioural Definition	29%	36%
Incidence of workplace sexual harassment in the last 5 years (overall, based on Behavioural Definition)	33%	33%
Incidence of workplace sexual harassment in the last 5 years (women, based on Behavioural Definition)	39%	41%
Incidence of workplace sexual harassment in the last 5 years (men, based on Behavioural Definition)	26%	26%
Share of people who experienced workplace sexual harassment in the last 5 years, where one or more of the harassers were men	79%	77%
People who reported or made a complaint about workplace sexual harassment, of those who were sexually harassed in the last 5 years	17%	18%
Share of people who witnessed or heard about workplace sexual harassment	38%	41%
Share of bystanders to workplace sexual harassment who took action in the last 5 years	35%	35%

(b) Overview of past findings of the National workplace sexual harassment survey from 2003 to 2022

The trends outlined in the following section should be interpreted with caution due to changes in survey and analysis methodology. This may have an impact on the interpretation and comparison of results between surveys.

Across each survey, rates of lifetime sexual harassment and workplace sexual harassment have been increasing since 2008. In particular, the rates doubled from 2012 to 2018. In 2022 there was a slight increase in these rates.

Other trends, such as low rates of formal reports and complaints of sexual harassment and the gender of harassers have remained fairly stable over time. The proportion of bystanders has increased, while there has been a decreasing trend in bystanders taking action.

Table 8: Overview of past findings of the National workplace sexual harassment survey from 2003 to 2022

	2003	2008	2012	2018	2022
Reported experiencing lifetime sexual harassment on basis of Legal Definition (overall)	28%	20%	21%	43%	49%
Reported experiencing lifetime sexual harassment on basis of Legal Definition (women)	41%	32%	33%	61%	69%
Reported experiencing lifetime sexual harassment on basis of Legal Definition (men)	14%	8%	9%	23%	28%
Responded they had <i>not</i> experienced sexual harassment based on the Legal Definition, but reported having experienced sexual harassment when asked the Behavioural Definition	*No valid comparator	22%	18%	29%	28%
Incidence of workplace sexual harassment in the last 5 years (overall)	11%	4%	21%	33%	33%
Incidence of workplace sexual harassment in the last 5 years (women)	15%	*Not reported in 2008 survey report	25%	39%	26%
Incidence of workplace sexual harassment in the last 5 years (men)	6%	*Not reported in 2008 survey report	16%	26%	27%

	2003	2008	2012	2018	2022
People who were sexually harassed by a man in the workplace	79%	81%	79%	79%	77%
People who reported or made a complaint about workplace sexual harassment	32%	16%	20%	17%	18%
Bystanders to workplace sexual harassment	*No valid comparator	*No valid comparator	13%	38%	41%
Bystanders to workplace sexual harassment who took action	*No valid comparator	*No valid comparator	51%	35%	35%

8.4 Increase in prevalence of lifetime sexual harassment

(a) Lifetime sexual harassment – Legal Definition

Compared to the 2018 National Survey, the 2022 National Survey indicated an increase in the proportion of people stating they had experienced sexual harassment based on the Legal Definition (49% in 2022, compared to 43% in 2018). This continues an overall upward trend since 2003:

- 21% in 2012
- 20% in 2008
- 28% in 2003

This trend could be influenced by a number of factors, including an improvement in Australians’ understanding of the concept of sexual harassment (as discussed at Section 8.3), increased willingness to disclose personal experiences of sexual harassment, and/or increased prevalence of sexual harassment.

The overall increase in sexual harassment has been experienced by both women and men.

In 2022, 69% of women indicated that they had experienced some form of sexual harassment, at any time or anywhere, when provided with the Legal Definition. This is an increase compared to 61% of women in 2018, which was nearly double the level of sexual harassment reported by women in 2012:

- 33% of women in 2012
- 32% of women in 2008
- 41% of women in 2003.

Similarly, in 2022, 28% of men indicated that they had experienced some form of sexual harassment when provided with the Legal Definition. This is an increase compared to 23% of men in 2018, which was nearly double the level of sexual harassment reported by men in 2012:

- 8% of men in 2012
- 9% of men in 2008
- 14% of men in 2003.

(b) Lifetime sexual harassment – Behavioural Definition

The proportion of people who said that they had not experienced sexual harassment in their lifetime on the basis of the Legal Definition and then went on to respond that they had experienced behaviours likely to constitute sexual harassment under the Behavioural Definition, has shifted slightly over time. In 2022, the proportion of people was similar to 2018 (28%, compared to 29% in 2018). It was at its lowest in 2012 at 18%, and in 2008 it was 22%. The 2003 survey did not collect data on behaviours experienced so is omitted from this comparison.

The list of behaviours used for each survey has changed slightly over time, which may have influenced results (see Appendix D for a comparison of behaviours over time).

8.5 Workplace sexual harassment

(a) Incidence of workplace sexual harassment

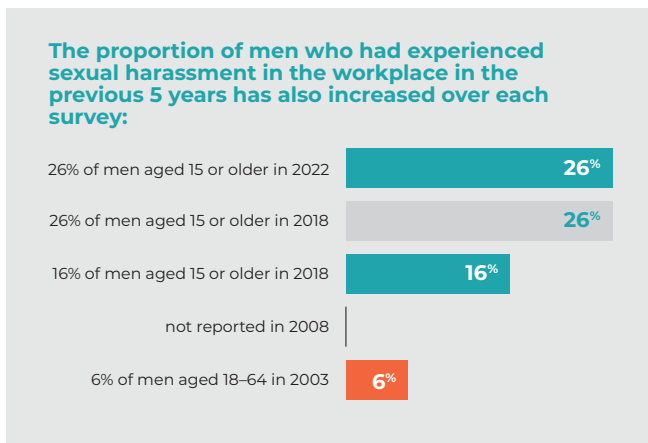
The incidence of workplace sexual harassment occurring in the previous 5 years has increased significantly since 2003. It is important to recognise that the changes in the survey methodology may influence the interpretation and comparison of results between years.

In 2022, 34% of the population aged 15 or older had experienced sexual harassment in the workplace in the previous 5 years, compared with 33% in 2018 and 21% in 2012. In 2008, which used different age categorisations for respondents, 4% of the population aged 18–64 had experienced sexual harassment in the workplace in the previous 5 years, compared with 11% of the population in 2003.

The proportion of women who had experienced sexual harassment in the workplace in the previous 5 years has increased over each survey:



The proportion of men who had experienced sexual harassment in the workplace in the previous 5 years has also increased over each survey:



(b) Who the harassers are

The high proportion of survey respondents who stated they had experienced sexual harassment perpetrated by men has remained steady over the years. In 2022, 77% of harassers were male, compared with 79% in both 2018 and 2012, 81% in 2008 and 79% in 2003.

(c) Reporting of workplace sexual harassment

Reporting of workplace sexual harassment has varied over the years.

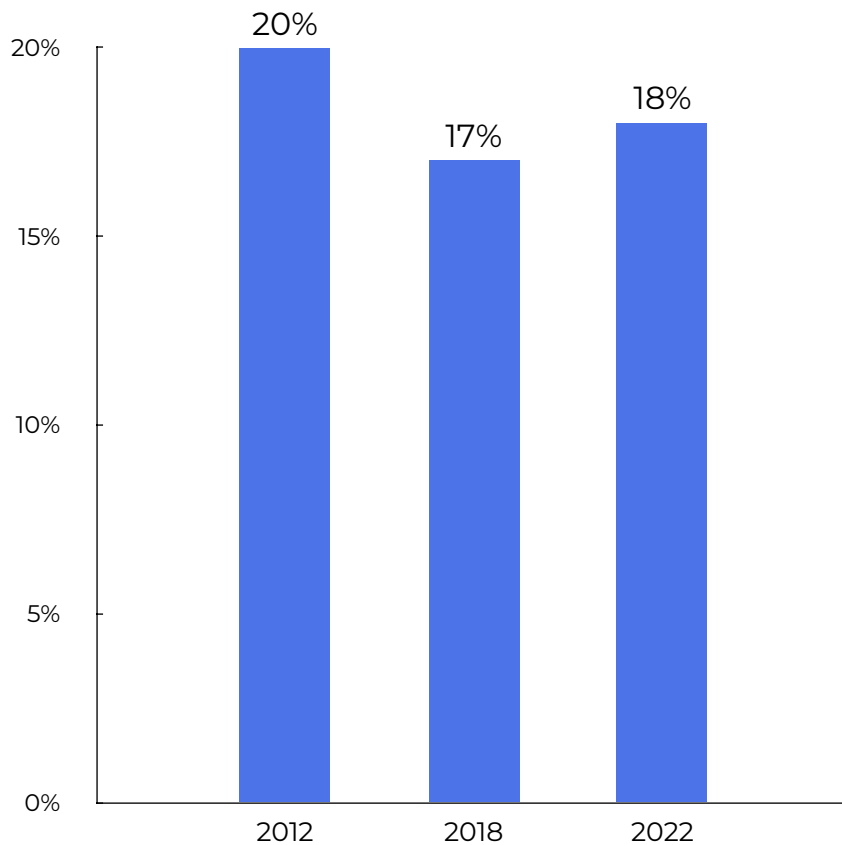
Using the Legal Definition to measure workplace sexual harassment incidence, the proportion of those who formally reported the experience or made a complaint were 16% in 2008, down from 32% in 2003.

Using the Behavioural Definition, reporting levels have remained consistent (18% in 2022, 17% in 2018 and 20% in 2012).

See Appendix C for a comparison of survey instruments used over time.



Figure 74: Experienced sexual harassment in the workplace in the previous 5 years and made a formal report or complaint about the most recent incident (by year)



Base: Respondents who had experienced sexual harassment in the workplace; 2012 (n=420), 2018 (n=2,585), 2022 (n=2,973).

A substantial proportion of people who made a formal report said they experienced negative consequences as a result. Negative consequences included being labelled a troublemaker, being victimised or ignored by colleagues, being disciplined or resigning. This proportion steadily increased from the 2003 to 2012 surveys:

- 29% in 2012
- 22% in 2008
- 16% in 2003.

There was a significant increase to 43% in 2018. This rise in negative consequences for those who made a formal report or complaint of workplace sexual harassment over the years of the survey was 'an alarming finding of the 2018 National Survey'.⁹ In 2022, almost half of respondents (48%) who had made a formal report or complaint about sexual harassment said they experienced negative consequences as a result.

(d) Bystanders to workplace sexual harassment

The proportion of respondents who said they witnessed or heard about the sexual harassment of another person in the same workplace (i.e. were bystanders) increased substantially between 2012 and 2022.¹⁰ However, the propensity of bystanders to take action has decreased since 2012.

The largest increase in people witnessing or hearing about incidents of sexual harassment was from 2012 to 2018. In 2012, 13% said they had witnessed or heard about the sexual harassment of another person in the workplace. In 2018, this figure had

almost tripled, to more than one in 3 people (37%). This figure increased slightly in 2022, to 41% who had witnessed or heard about the sexual harassment of another person in the workplace.

In 2012, half of the respondents (51%) who witnessed or heard about the sexual harassment of another person in their workplace took action in response to the incident. That figure declined to 35% in 2018 and has remained steady at 37% in 2022.



Chapter 8: Endnotes

- 1 Australian Bureau of Statistics, *Personal Safety, Australia* (Catalogue No 4906.0, 8 November 2017).
- 2 Australian Bureau of Statistics, *Personal Safety Survey, Australia: User Guide, 2016* (Catalogue No 4906.0.55.003, 8 November 2017).
- 3 Australian Bureau of Statistics, 'Working arrangements', *ABS* (Web Page, 14 December 2021) <<https://www.abs.gov.au/statistics/labour/earnings-and-working-conditions/working-arrangements/latest-release>>.
- 4 eSafety Commissioner, *COVID-19 impact on Australian adults' online activities and attitudes* (June 2020) 6 <<https://www.esafety.gov.au/sites/default/files/2022-08/COVID-19-impact-on-Australian-adults-online-report.pdf>>.
- 5 eSafety Commissioner, *Women in the Spotlight: How online abuse impacts women in their working lives* (March 2022) <<https://www.esafety.gov.au/research/women-spotlight-how-online-abuse-impacts-women-their-working-lives/report>>.
- 6 Anastasia Powell, Asher Flynn and Sophie Hinds, *Technology-Facilitated Abuse: National Survey of Australian Adults' Experiences* (ANROWS, July 2022) <<https://www.anrows.org.au/publication/technology-facilitated-abuse-national-survey-of-australian-adults-experiences/>>.
- 7 Meghna Ranganathan et al, 'Measurement and Prevalence of Sexual Harassment in Low- and Middle-Income Countries: A Systematic Review and Meta-Analysis' (2021) 11(6) *BMJ Open* 1.
- 8 Remus Ilies et al, 'Reported Incidence Rates of Work-Related Sexual Harassment in the United States: Using Meta-Analysis to Explain Reported Rate Disparities' (2003) 56(3) *Personnel Psychology* 614.
- 9 Australian Human Rights Commission, *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (September 2018) 102 <<https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual>>.
- 10 Comparisons cannot be made with the 2003 and 2008 National Surveys, as in these years respondents were asked only if they had witnessed (i.e. seen) the sexual harassment of others themselves, not if they had heard about it from another person.

Appendix A: 2022 National Survey CATI questionnaire

RDD INTRODUCTION

Good [Morning/ Afternoon/ Evening]. My name is (SAY NAME) from Roy Morgan Research. We are conducting an important study on behalf of the Australian Human Rights Commission. [For example] May I please speak to the youngest male in the household aged 15 and over?

IF NECESSARY, RE-INTRODUCE: We are conducting a social survey about sexual harassment in Australian workplaces on behalf of the Australian Human Rights Commission.

IF NECESSARY: The survey will take approximately 12 minutes for most people and will be used for research purposes only. Your answers will remain strictly confidential. You will not be identified in any way in the results. Your answers will be combined with the information from hundreds of other participants across Australia.

Participation in this survey is completely voluntary, and you can stop or withdraw at any time.

If you find any part of this survey distressing or upsetting, I am able to provide you with a list of support services you may wish to speak to.

This study has received ethics approval from the University of Sydney. A copy of the Participant Information Statement, which provides more information about the survey and how your information will be used, is available at: AHRCworkplacesurvey@roymorgan.com.

IF QUERIED ABOUT HOW NAME OR NUMBER WAS SOURCED (I.E. UNLISTED NUMBER) SAY: We are contacting people from all over Australia. A computer has randomly generated numbers for us to phone.

SS SAMPLE INTRODUCTION

Good [Morning/ Afternoon/ Evening]. My name is (SAY NAME) from the Roy Morgan Research. May I please speak to [SAY NAME]?

IF NECESSARY, RE-INTRODUCE: We really appreciate your assistance by taking part in our survey and would greatly appreciate your help again. We are conducting a social survey about sexual harassment in Australian workplaces on behalf of the Australian Human Rights Commission.

IF NECESSARY: The survey will take approximately 12 minutes for most people and will be used for research purposes only. Your answers will remain strictly confidential. You will not be identified in any way in the results. Your answers will be combined with the information from hundreds of other participants across Australia.

Participation in this survey is completely voluntary, and you can stop or withdraw at any time.

If you find any part of this survey distressing or upsetting, I am able to provide you with a list of support services you may wish to speak to.

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ASK ALL

SINGLE RESPONSE

I1. Would you like to participate?

1	Yes	CONTINUE
2	No	TERMINATE

IF NECESSARY, SAY: *Is now a good time or would it be more convenient if I made an appointment to speak with you at another time?*

IF NECESSARY, MAKE AN APPOINTMENT.

SINGLE RESPONSE

I2. This call may be monitored by a supervisor for training purposes. Supervisors are bound by the same confidentiality requirements as interviewers. Do you agree to this call being monitored?

1	Yes	CONTINUE
2	No	ALERT SUPERVISOR TO EXCLUDE FROM MONITORING - CONTINUE

ASK ALL

SINGLE RESPONSE

D1. Is your gender...

READ OUT

1	Male
2	Female
3	Non-binary
4	Other
5	Refused (DO NOT READ)

IF GENDER QUOTA FULL, TERMINATE, DISPLAY:

Thank you for your time and assistance but we have spoken to enough people of your gender.

SINGLE RESPONSE

D2. Can you please tell me your postcode?

INTERVIEWERS NOTE: DO NOT READ

____ **CODE NUMERIC 1000-9999**

99. Don't Know

IF DOES NOT KNOW POSTCODE (CODE 99 AT D2) ASK D3

SINGLE RESPONSE

D3. What is the name of the suburb or town where you live?

INTERVIEWERS – USE LOOK UP TABLE TO IDENTIFY AND RECORD POSTCODE

IF GEOGRAPHIC QUOTA FULL, TERMINATE, DISPLAY

Thank you for your time and assistance but we have spoken to enough people in your area.

ASK ALL

SINGLE RESPONSE

D4. What is your age?

INTERVIEWER: IF RESPONDENT AGED UNDER 15, ASK FOR YOUNGEST PERSON IN THE HOUSEHOLD WHO IS 15 YEARS OR OLDER – RESTART FROM INTRODUCTION.

1	Record
99	Refused

IF REFUSED AGE (CODE 99 AT D4), ASK D5:

SINGLE RESPONSE

D5. Would you mind telling me which age group you belong to?

INTERVIEWER NOTE: READ OUT

INTERVIEWER: IF RESPONDENT AGED UNDER 15, ASK FOR YOUNGEST PERSON IN THE HOUSEHOLD WHO IS 15 YEARS OR OLDER – RESTART FROM INTRODUCTION.

1	Under 15 (Unable to speak with 15+ in household)	TERMINATE
2	15-17	GO TO PARPER
3	18-29	CONTINUE
4	30-39	CONTINUE
5	40-49	CONTINUE
6	50-64	CONTINUE
7	65+	CONTINUE
99	Refused (DO NOT READ)	TERMINATE

IF AGE QUOTA FULL, TERMINATE DISPLAY

Thank you for your time and assistance but we have spoken to enough people in your age group.

IF REFUSED AGE (CODE 99) AT D5 – TERMINATE, DISPLAY

Thank you for your time and assistance but for this survey we need to know your approximate age.

IF AGE UNDER 15 AT D4 OR CODE 1 AT D5 – TERMINATE, DISPLAY

Thank you for your time and assistance but for this survey we need to speak with people who are at least 15 years old.

IF AGE 15 TO 17 AT D4 OR CODE 2 AT D5 – CONTINUE TO PARPER

OTHERWISE, GO TO Q1

PARPER

[SINGLE]

Since you are under 18 years old, we need to get permission from a parent or guardian before continuing with the survey. Could we please speak to a parent or guardian?

INTERVIEWER NOTE: PLEASE WAIT TO SPEAK TO PARENT OR GUARDIAN

Hello, my name is _____ and I am calling from Roy Morgan Research.

We are conducting a social survey about sexual harassment in Australian workplaces on behalf of the Australian Human Rights Commission. The Commission hopes to use this research study to improve efforts to prevent and respond to sexual harassment in Australian workplaces.

We are interested in speaking with your child about their experiences at work and while looking for work and would like to ask for your permission for them to participate in this survey.

The survey will take approximately 10 to 15 minutes and the information they provide will be used for research purposes only.

This survey is completely anonymous – your child will not be asked to provide their name or any other contact details at any stage.

I am now going to read out the Participant Information Statement which will tell you more about the research study which will help you decide if you want your child to take part in the research. Please listen carefully and ask any questions about anything that you don't understand.

This study is being funded by the Australian Government.

The anonymous answers collected from all participants will be combined to inform the Commission's research and produce a public report. The Commission hopes to use this research study to improve efforts to prevent and respond to sexual harassment in Australian workplaces.

Participation in this survey is completely voluntary, and participants can stop or withdraw at any time. People who are aged 15 years and older and who have been in the workforce may take part in the survey.

If your child finds any part of this survey distressing or upsetting, I am able to provide you with a list of support services they can speak to.

The questionnaire will ask questions about personal characteristics (e.g. gender and age) and whether your child has experienced sexual harassment in the workplace. If your child has experienced sexual harassment in the workplace, we will ask some questions about this experience.

Your child can withdraw your responses any time before they have finished the questionnaire. Once they have submitted your completed questionnaire and I have ended the phone call, their responses cannot be withdrawn because they are anonymous, and we will not be able to tell which answers are theirs.

We do not expect that there will be any costs or risks associated with taking part in this study.

The Australian Human Rights Commission and Roy Morgan Research may be required to report instances of child abuse or neglect, threats of self-harm and/or threats to harm others to relevant government agencies. If instances like this are contained within your responses, it may affect the confidentiality of the information you provide.

The information your child provides will be stored in an electronic format by Roy Morgan Research and by the Australian Human Rights Commission in accordance with Australian legislation. The anonymised data will be made available on the Australian government data.gov.au website and may also be used by the Commission and others in future research projects.

If you would like further information on the study, I can provide you with contact details for the Australian Human Rights Commission.

This survey has received ethics approval from the University of Sydney. If you are concerned about the way this study is being conducted or wish to make a complaint to someone independent from the study, you can contact the University of Sydney Ethics Office on (02) 9036 9161.

Do you give consent for your child to participate?

1	Yes Parent/ guardian agrees
2	No Parent/ guardian does not agree

IF PARENT/ GUARDIAN AGREES (CODE 1 ON PARPER) DISPLAY:

Thank you for allowing your child to participate. This survey covers important current issues in Australia. The views of your child are very important for this study. If you choose, you can be present while your child completes this survey, but as it is very important that your child is allowed to answer each question by themselves, please do not influence or suggest the answers.

IF PARENT/ GUARDIAN DOES NOT AGREE (CODE 2 ON PARPER) DISPLAY:

We respect and understand your reasons for deciding not to allow your child to take part in this survey. Thank you for your assistance.

END

ASK ALL

SINGLE

Q1. This is an important study of the prevalence and impact of sexual harassment. Firstly, I would like to read the definition of Sexual Harassment. I'd like to assure you that your answers to these questions are completely confidential.

“Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which, in the circumstances, a reasonable person, aware of those circumstances, would anticipate the possibility that the person would feel offended, humiliated or intimidated.”

Have you ever personally experienced sexual harassment? This could be at any time or anywhere- NOT just when you are at work?

(If necessary: either at work or elsewhere)?

1	Yes
2	No
3	Don't know
4	Prefer not to say

ASK ALL**SINGLE RESPONSE****CAROUSEL****ROTATE CATEGORIES A TO P; STATEMENT J SHOULD NEVER APPEAR FIRST**

Q2. Now I would like to ask you about different behaviours that some people have experienced. At any time or anywhere, have you ever experienced any of the following behaviours in a way that was unwelcome?

Unwelcome touching, hugging, cornering or kissing
Inappropriate staring or leering that made you feel intimidated
Sexual gestures, indecent exposure or inappropriate display of the body
Sexually suggestive comments or jokes that made you feel offended
Repeated or inappropriate invitations to go out on dates
Intrusive questions about your private life or physical appearance that made you feel offended
Inappropriate physical contact
Being followed, watched or someone loitering nearby
Requests or pressure for sex or other sexual acts
Actual or attempted rape or sexual assault
Indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine.
Sexually explicit comments made in emails, SMS messages or on social media
Repeated or inappropriate sexual advances on email, social networking websites, internet chat rooms or other online platforms
Seeing or being sent sexually explicit images and videos, cartoons, drawings, photographs, or jokes that made you feel offended
Sharing or threatening to share intimate images or video of you without your consent (e.g. images or video of you involving sexual activity or nudity)
Inappropriate commentary, images, or film of you distributed on some form of social media without your consent
Any other unwelcome conduct of a sexual nature that occurred online or via some form of technology (SPECIFY) _____
Any other unwelcome conduct of a sexual nature

RESPONSE CATEGORIES

1	Yes
2	No
3	Don't know
4	Prefer not to say

SINGLE RESPONSE

Q3. Have you been in the workforce at any time in the last 5 years?

– INTERVIEWER NOTE: IF RESPONDENT UNSURE, ASK FOR BEST GUESS

1	Yes
2	No

IF IN WORKFORCE IN LAST 5 YEARS (CODE 1 AT Q3), AND AGED 18 YEAR OR OLDER (18 OR OLDER AT D4, OR CODE 3 OR 4 OR 5 OR 6 OR 7 AT D5) ASK Q4:

IF NOT IN THE WORKFORCE AT ANY TIME IN THE LAST 5 YEARS (CODE 2 AT Q3) ASK Q65

AGED 18 YEARS OR OLDER

SINGLE RESPONSE

Q4. And have you been in the workforce in the last 12 months?

– INTERVIEWER NOTE: IF RESPONDENT UNSURE, ASK FOR BEST GUESS

1	Yes
2	No

IF IN WORKFORCE IN LAST 5 YEARS (Code 1 at Q3) BUT NEVER EXPERIENCED SEXUAL HARASSMENT (DID NOT RESPOND 'YES' TO ANY OF ITEMS A TO R AT Q2) GO TO Q59

IF IN WORKFORCE IN LAST 5 YEARS (Code 1 at Q3) AND HAS EXPERIENCED SEXUAL HARASSMENT (ANSWERED 'YES' AT ANY OF ITEMS A TO R AT Q2) GO TO Q6

AGED 15 TO 17 YEARS

SINGLE RESPONSE

Q5. How long have you been in the workforce?

1	Less than 6 months
2	Less than 12 months
3	Less than 2 years
4	2 or more years

IF IN WORKFORCE IN LAST 5 YEARS (Code 1 at Q3) BUT NEVER EXPERIENCED SEXUAL HARASSMENT (DID NOT RESPOND 'YES' AT ANY OF ITEMS A TO R AT Q2) GO TO Q59

IF IN WORKFORCE IN LAST 5 YEARS (Code 1 at Q3) AND HAS EXPERIENCED SEXUAL HARASSMENT (ANSWERED 'YES' AT ANY OF ITEMS A TO R AT Q2) GO TO Q6

ASK ALL WHO EXPERIENCES SEXUAL HARASSMENT (ANY CODE 1 AT Q2)

SINGLE RESPONSE

CAROUSEL

INCLUDE ONLY SEXUAL HARASSMENT EXPERIENCES (ALL CODE 1 AT Q2)

ROTATE CATEGORIES A TO P; STATEMENT J SHOULD NEVER APPEAR FIRST

Q6. Now I want to ask you about your experiences of work-related sexual harassment. Have you experienced the following behaviours in a way that was unwelcome at work, including working from home or remotely, at a work-related event or while looking for work?

A	Unwelcome touching, hugging, cornering or kissing
B	Inappropriate staring or leering that made you feel intimidated
C	Sexual gestures, indecent exposure or inappropriate display of the body
D	Sexually suggestive comments or jokes that made you feel offended
E	Repeated or inappropriate invitations to go out on dates
F	Intrusive questions about your private life or physical appearance that made you feel offended
G	Inappropriate physical contact
H	Being followed, watched or someone loitering nearby
I	Requests or pressure for sex or other sexual acts
J	Actual or attempted rape or sexual assault
K	Indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine.
L	Sexually explicit comments made in emails, SMS messages or on social media
M	Repeated or inappropriate sexual advances on email, social networking websites, internet chat rooms or other online platforms
N	Seeing or being sent sexually explicit images and videos, cartoons, drawings, photographs, or jokes that made you feel offended
O	Sharing or threatening to share intimate images or video of you without your consent (e.g. images or video of you involving sexual activity or nudity)
P	Inappropriate commentary, images or film of you distributed on some form of social media without you
Q	INSERT TEXT FROM OTHER SPECIFY BOX AT Q2 _____
R	Any other unwelcome conduct of a sexual nature

RESPONSE CATEGORIES

1	Yes
2	No
3	Don't know
4	Prefer not to say

IF HAS NOT EXPERIENCED ANY WORK-RELATED SEXUAL HARASSMENT (NO CODE 1 AT Q6) ASK Q59

IF HAS EXPERIENCED ONLY ONE WORK-RELATED SEXUAL HARASSMENT (ONLY ONE CODE 1 AT Q6) ASK Q8

IF HAS EXPERIENCED MORE THAN ONE WORK-RELATED SEXUAL HARASSMENT (MORE THAN ONE CODE 1 AT Q6) ASK Q7

SINGLE RESPONSE

INCLUDE ONLY SEXUAL HARASSMENT EXPERIENCES AT WORK (ALL CODE 1 AT Q6)

Q7. You mentioned that you experienced (experience reported at Q6) at work including when working from home or remotely, at a work-related event or while looking for work. Which of these happened to you most recently?

A	Unwelcome touching, hugging, cornering or kissing	1
B	Inappropriate staring or leering that made you feel intimidated	2
C	Sexual gestures, indecent exposure or inappropriate display of the body	3
D	Sexually suggestive comments or jokes that made you feel offended	4
E	Repeated or inappropriate invitations to go out on dates	5
F	Intrusive questions about your private life or physical appearance that made you feel offended	6
G	Inappropriate physical contact	7
H	Being followed, watched or someone loitering nearby	8
I	Requests or pressure for sex or other sexual acts	9
J	Actual or attempted rape or sexual assault	10
K	Indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine.	11
L	Sexually explicit comments made in emails, SMS messages or on social media	12
M	Repeated or inappropriate sexual advances on email, social networking websites, internet chat rooms or other online platforms	13
N	Seeing or being sent sexually explicit images and videos, cartoons, drawings, photographs, or jokes that made you feel offended	14
O	Sharing or threatening to share intimate images or video of you without your consent (e.g. images or video of you involving sexual activity or nudity)	15
P	Inappropriate commentary, images or film of you distributed on some form of social media without you	16
Q	INSERT TEXT FROM OTHER SPECIFY BOX AT Q6	17
R	Any other unwelcome conduct of a sexual nature	18

Q8. When did this (most recent behaviour in Q7 or behaviour at Q6 if only one behaviour recorded at Q6) behaviour most recently occur?

1	Within the last month
2	Within the last 2 to 12 months
3	Within the last 1 to 5 years
4	More than 5 years ago

IF MOST RECENT BEHAVIOUR WAS MORE THAN 5 YEARS AGO (CODE 4 AT Q8) ASK Q59

HIDDEN QUESTION Q8B MOST RECENT EXPERIENCE OF SEXUAL HARASSMENT IN WORKPLACE

RECORD MOST RECENT EXPERIENCE OF WORKPLACE SEXUAL HARASSMENT AS

EXPERIENCE AT Q6 IF ONLY ONE CODE 1 AT Q6

OR

EXPERIENCE AT Q7

IF NO TECHNOLOGY RELATED HARASSMENT (NO CODES D OR E OR F OR I OR L OR M OR N OR O OR P AT Q6) AND IF MOST RECENT EXPERIENCE OF WORKPLACE SEXUAL HARASSMENT WAS IN LAST 12 MONTHS (CODE 1 OR 2 AT Q8) ASK Q10

IF NO TECHNOLOGY RELATED HARASSMENT (NO CODES D OR E OR F OR I OR L OR M OR N OR O OR P AT Q6) AND IF MOST RECENT EXPERIENCE OF WORKPLACE SEXUAL HARASSMENT WAS IN LAST 1 TO 5 YEARS MONTHS (CODE 3 AT Q8) ASK Q11

IF ONLY ONE TECHNOLOGY RELATED HARASSMENT AT Q6 (ONLY ONE CODE D OR E OR F OR I OR L OR M OR N OR O OR P AT Q6) ASK Q9a

IF MOST RECENT EXPERIENCE OF HARASSMENT WAS TECHNOLOGY RELATED HARASSMENT (CODE D OR E OR F OR I OR L OR M OR N OR O OR P AT Q7) ASK Q9b

IF MORE THAN ONE TECHNOLOGY RELATED HARASSMENT AT Q6 (TWO OR MORE CODES D OR E OR F OR I OR L OR M OR N OR O OR P AT Q6) ASK Q8a

SINGLE RESPONSE INCLUDE ONLY TECHNOLOGY RELATED HARASSMENT EXPERIENCES AT WORK (ALL CODE D OR E OR F OR I OR L OR M OR N OR O OR P RECORDED AT Q6)

Q8a. Which of these happened to you most recently?

A	Sexually suggestive comments or jokes that made you feel offended	1
B	Repeated or inappropriate invitations to go out on dates	2
C	Intrusive questions about your private life or physical appearance that made you feel offended	3
D	Requests or pressure for sex or other sexual acts	4
E	Sexually explicit comments made in emails, SMS messages or on social media	5
F	Repeated or inappropriate sexual advances on email, social networking websites, internet chat rooms or other online platforms	6

G	Seeing or being sent sexually explicit images and videos, cartoons, drawings, photographs, or jokes that made you feel offended	7
H	Sharing or threatening to share intimate images or video of you without your consent (e.g. images or video of you involving sexual activity or nudity)	8
I	Inappropriate commentary, images or film of you distributed on some form of social media without you	9

IF Q8a ANSWERED ASK Q9c

MULTIPLE RESPONSES

RANDOMISE CATEGORIES 1 TO 6

Q9a. You mentioned that you had experienced (technology related harassment code D or E or F OR I or L or M or N or O or P at Q6). Were any of the following forms of technology used when you experienced this behaviour. Please specify all that were used.

Q9b. You mentioned that you had experienced (technology related harassment code D or E or F OR I or L or M or N or O or P at Q7). Were any of the following forms of technology used when you experienced this behaviour. Please specify all that were used.

Q9c. You mentioned that you had experienced (most recent technology related harassment at Q8a). Were any of the following forms of technology used when you experienced this behaviour. Please specify all that were used.

1	A virtual meeting (over video or by voice)
2	On email
3	Through online messaging (e.g. Microsoft Teams messenger, WhatsApp, Snapchat, Facebook messenger)
4	On or via social media (e.g. Facebook posts or comments, private Facebook group, Twitter posts)
5	By SMS or MMS
6	Over telephone (e.g. voice call or voicemail message)
7	Via another form of technology (Specify
8	Occurred in person
97	None of these
98	Prefer not to say
99	Don't know

IF MOST RECENT EXPERIENCE OF WORKPLACE SEXUAL HARASSMENT WAS IN LAST 12 MONTHS (CODE 1 OR 2 AT Q8) ASK Q10

IF MOST RECENT EXPERIENCE OF WORKPLACE SEXUAL HARASSMENT WAS IN LAST 1 TO 5 YEARS MONTHS (CODE 3 AT Q8) ASK Q11

SINGLE

IF THE ONLY APPLICABLE BEHAVIOUR RELATES TO CODE Q, PLEASE INSERT THE TEXT FROM THE RELEVANT OTHER-SPECIFY BOX

Q10. You mentioned that you had experienced (behaviour in Q8B) at work, at a work-related event or while looking for work at some time in the last 12 months. Was the most recent incident a one-off, or had it occurred previously at that same place of work?

1	One off
2	Had occurred previously

IF ONE OFF (Code 1 at Q10) GO TO Q13

IF OCCURRED PREVIOUSLY (CODE 2 AT Q10), GO TO Q12

SINGLE

IF THE ONLY APPLICABLE BEHAVIOUR RELATES TO CODE Q, PLEASE INSERT THE TEXT FROM THE RELEVANT OTHER-SPECIFY BOX

Q11. You mentioned that you had experienced (behaviour in Q8B) at work, at a work-related event or while looking for work at some time in the last 5 years. Was this sexual harassment a one-off, or had it occurred previously at that same place of work?

1	One off
2	Had occurred previously

If ONE OFF (Code 1 at Q11) GO TO Q13

IF OCCURRED PREVIOUSLY (CODE 2 AT Q11), GO TO Q12

SINGLE RESPONSE

Q12. For how long had you been experiencing this at this place of work?

READ OUT. IF RESPONDENT UNSURE, ASK FOR BEST GUESS

1	Less than 1 month
2	More than 1 month but less than 6 months
3	More than 6 months but less than 1 year ago
4	More than 1 year but less than 2 years ago
5	More than 2 years but less than 5 years ago
6	More than 5 years ago
99	Don't know (DO NOT READ)
98	Refused (DO NOT READ)

SINGLE RESPONSE

Q13. How old were you when you experienced the most recent incident?

Interviewer note: If respondent unsure, ask for their best estimate

__ CODE NUMERIC 1-96

99. Don't Know

SINGLE RESPONSE

Q14. And when the most recent incident occurred, were you a permanent, casual or temporary worker, or something else?

1	Full-time permanent or ongoing employee
2	Part-time permanent or ongoing employee
3	Casual employee
4	Employee on fixed-term contract
5	Self-employed without employees
6	Self-employed with employees
7	Unemployed / looking for work
8	Something else (SPECIFY) _____
99	Don't know
98	Refused

MULTIPLE RESPONSE

Q15. When the most recent incident occurred, were you...

INTERVIEWER READ OUT.

1	In a social area for employees – such as a break or lunch room
2	At a social event such as after-work drinks
3	At a conference, a work-related trip, or a retreat or off-site meeting
4	In a meeting with more than two people attending in person
5	In a one-on-one meeting in person
6	In a work-provided facility – such as a bathroom or change room
7	While you were at your work station at your organisation's premises
8	While you were working from home or working remotely
9	Somewhere else (SPECIFY) _____
99	Don't know (DO NOT READ)
98	Refused (DO NOT READ)

SINGLE RESPONSE

Q16. How many people were directly involved in subjecting you to this most recent incident?

1	Record
98	Don't know
99	Prefer not to say

IF ONE PERSON DIRECTLY INVOLVED (CODE 1 =1 AT Q16) ASK Q17

IF MORE THAN ONE PERSON DIRECTLY INVOLVED (CODE 1 >1 AT Q16) ASK Q21

IF DON'T KNOW OR PREFER NOT TO SAY (CODE 98 OR 99 AT Q16) ASK Q21

SINGLE RESPONSE

Q17. Was the harasser male, female or another gender?

1	Male
2	Female
3	Another gender
98	Don't know
99	Prefer not to say

SINGLE RESPONSE

Q18. About how old was the harasser?

INTERVIEWER NOTE: READ LIST IF REQUIRED

1	15 -20 years
2	21-30 years
3	31-40 years
4	41-50 years
5	51-64 years
6	65+ years
98	Don't know (DO NOT READ)
98	Prefer not to say (DO NOT READ)

SINGLE RESPONSE

Q19. Was the harasser ...

INTERVIEWER NOTE: READ OUT UNTIL SELECTION MADE

1	The head of your workplace or organisation – such as the CEO or business owner
2	Your direct manager or supervisor
3	Another manager or supervisor (who did not directly supervise you)
4	A co-worker who was more senior
5	A co-worker who was a peer or about the same level as you
6	A worker below your level
7	A client or customer
8	Someone else in your workplace
9	Someone associated with your workplace (e.g. trades people)
97	Anyone else (SPECIFY) _____
98	Don't know (DO NOT READ)
98	Prefer not to say (DO NOT READ)

SINGLE RESPONSE

Q20. Which of the following best describes the occupation group of this harasser?

INTERVIEWER NOTE: READ OUT UNTIL SELECTION MADE

1	Managers
2	Professionals
3	Technicians and Trade Workers
4	Community and Personal Services Workers
5	Clerical and Administrative Workers
6	Sales Workers
7	Machinery Operators and Drivers
8	Labourers
9	Someone associated with your workplace (e.g. trades people)
97	Some other occupation group (SPECIFY) _____
99	Don't know (DO NOT READ)
98	Prefer not to say (DO NOT READ)

IF SINGLE HARASSER (CODE 1 AT Q16) ASK Q26

MULTIPLE RESPONSE

Q21. Were any of the harassers?

INTERVIEWER NOTE: READ OUT

1	Males
2	Females
3	Another gender
98	Don't know (DO NOT READ)
99	Prefer not to say (DO NOT READ)

MULTIPLE RESPONSE

Q22. Were any of the harassers in the following age groups?

INTERVIEWER NOTE: READ OUT. IF RESPONDENT UNSURE ABOUT AGE OF HARASSERS, ASK FOR THEIR BEST ESTIMATE

1	15 -20 years
2	21-30 years
3	31-40 years
4	41-50 years
5	51-64 years
6	65+ years
98	Don't know (DO NOT READ)
99	Prefer not to say (DO NOT READ)

MULTIPLE RESPONSE**Q23. What was the relationship of the various harassers to you? Were any of them...**

INTERVIEWER NOTE: READ OUT ENTIRE LIST

1	The head of your workplace or organisation – such as the CEO or business owner
2	Your direct manager or supervisor
3	Another manager or supervisor (who did not directly supervise you)
4	A co-worker who was more senior
5	A co-worker who was a peer or about the same level as you
6	A client or customer
7	A worker below your level
8	Others in your workplace
9	Others associated with your workplace
97	Anyone else (SPECIFY) _____
98	Don't know (DO NOT READ)
99	Prefer not to say (DO NOT READ)

MULTIPLE RESPONSE**Q24. Which of the following best describes the occupation groups of the people who were harassing you?**

INTERVIEWER NOTE: READ OUT UNTIL ALL SELECTIONS MADE

1	Managers
2	Professionals
3	Technicians and Trade Workers
4	Community and Personal Services Workers
5	Clerical and Administrative Workers
6	Sales Workers
7	Machinery Operators and Drivers

8	Labourers
9	Someone associated with your workplace (e.g. trades people)
97	Some other occupation group (SPECIFY) _____
98	Don't know (DO NOT READ)
98	Prefer not to say (DO NOT READ)

SINGLE RESPONSE

Q25. Did it appear to you that one of the harassers led, encouraged or directed the other harassers to engage in this behaviour?

1	Yes
2	No
3	Don't know
4	Prefer not to say

SINGLE RESPONSE

Q26. Did anyone else see this most recent incident of sexual harassment?

1	Yes
2	No
3	Don't know
4	Prefer not to say

IF NONE ELSE SAW THE INCIDENT OR THEY DON'T KNOW, PREFER NOT TO SAY OR REFUSED (CODES 2 OR 3 OR 4 IN Q26) ASK TO Q31

SINGLE RESPONSE

Q27. How many people would you say saw it happen?

1	Specify _____
98	Don't know
99	Prefer not to say

IF ONE PERSON SAW INCIDENT (CODE 1 AT Q27 = 1) GO TO Q27A.

IF MORE THAN ONE PERSON SAW INCIDENT (CODE 1 AT Q27 = 2 OR MORE+) GO TO Q28.

IF DOES NOT KNOW OR PREFERS NOT TO, HOW MANY SAW INCIDENT (CODE 98 OR 99 AT Q27 = 2 OR MORE+) GO TO Q28.

SINGLE RESPONSE**Q27a. Who was the person who saw it happen? Were they...**

INTERVIEWER NOTE: READ OUT ENTIRE LIST

1	The head of your workplace or organisation – such as the CEO or business owner
2	Your direct manager or supervisor at work
3	Another manager or supervisor at work
4	A co-worker who was more senior
5	A co-worker at the same level as you
6	A co-worker at the level below you
7	A client or customer
8	Someone else in your workplace
9	Someone else associated with your workplace
97	Anyone else (SPECIFY) _____
98	Don't know (DO NOT READ)
99	Prefer not to say (DO NOT READ)

IF MORE THAN ONE PERSON SAW INCIDENT (CODE 1 AT Q27 = 2+) ASK Q28.**MULTIPLE RESPONSE****Q28. Who were the people who saw it happen? Were any of them...**

INTERVIEWER NOTE: READ OUT ENTIRE LIST

1	The head of your workplace or organisation – such as the CEO or business owner
2	Your direct manager or supervisor at work
3	Another manager or supervisor at work
4	A co-worker who was more senior
5	A co-worker at the same level as you
6	A co-worker at the level below you
7	A client or customer
8	Someone else in your workplace
9	Someone else associated with your workplace
97	Anyone else (SPECIFY) _____
98	Don't know (DO NOT READ)
99	Prefer not to say (DO NOT READ)

SINGLE RESPONSE

Q29. Did anyone who saw you being harassed try and intervene?

1	Yes
2	No
3	Don't know
4	Prefer not to say

MULTIPLE RESPONSE

Q30. Did anyone who saw the harassment do any of the following?

INTERVIEWER NOTE: READ OUT ENTIRE LIST

1	Talk to the harasser about the harassment
2	Report the harassment to your employer
3	Talk to you about the harassment
4	Offer advice to you
5	Show you sympathy or empathy
6	Share their own experience of harassment
7	Go with you to report the harassment
8	Offer to give a witness statement or other testimony
95	Take any other action
96	None of these (SINGLE)
97	Don't know (DO NOT READ)
98	Prefer not to say (DO NOT READ)

SINGLE RESPONSE

Q31. On a scale of 1 to 5, where 1 means not at all offended and 5 means extremely offended, overall, how offended did the most recent incident make you feel?

INTERVIEWER NOTE: REPEAT SCALE IF NECESSARY

Not at all offended				Extremely offended	Don't know (DO NOT READ)
1	2	3	4	5	6

SINGLE RESPONSE

Q32. On a scale of 1 to 5, where 1 means not at all intimidated and 5 means extremely intimidated, overall how intimidated did the most recent incident make you feel?

INTERVIEWER NOTE: REPEAT SCALE IF NECESSARY

Not at all intimidated				Extremely intimidated	Don't know (DO NOT READ)
1	2	3	4	5	6

MULTIPLE RESPONSES**CAROUSEL**

Q33 Thinking about the consequences of the most recent incident (behaviour in Q8b), would you say:

INTERVIEWER NOTE: READ OUT ENTIRE LIST

A	It impacted negatively on your employment, career or work
B	It impacted negatively on your productivity at work
C	It had negative financial consequences for you
D	It impacted negatively on your career progression or professional development (e.g. being denied development opportunities, avoiding training opportunities, avoiding networking activities)
E	You had decreased job satisfaction
F	You had decreased commitment to your organisation
G	You resigned from the organisation where you worked
H	Your position was terminated in the organisation where you worked
I	You had an increased number of paid days off work
J	You had an increased number of unpaid days off work
K	It impacted negatively on your relationships with your partner, children, friends or family
L	It impacted negatively on your self-esteem and confidence
M	It impacted negatively on your health and general well-being
N	It impacted negatively on your mental or emotional health, or caused you stress
O	There were some other consequences or negative impacts from this harassment (SPECIFY) _____
P	There were no consequences for you

RESPONSE CATEGORIES

1	YES at the time of the incident
2	YES in the 6 months following the incident
3	YES in the 12 months following the incident
4	YES consequences are ongoing now
5	NO
98	Don't know
99	Prefer not to say

SINGLE RESPONSE

IF MOST RECENT INCIDENT IN Q34 IS "A" (UNWELCOME TOUCHING, HUGGING, CORNERING OR KISSING) SUPPRESS THE WORDS "UNWELCOME"

IF MOST RECENT INCIDENT IN Q34 IS "P" CHANGE DISPLAYED BEHAVIOR TEXT TO "SHARING OR THREATS TO SHARE IMAGES OR FILM OF THEM"

Q34. Are you aware if anyone else in your organisation experienced (behaviour in Q8b),) in a way that was unwelcome at work or related to work?

1	Yes
2	No
98	Don't know
99	Prefer not to say

IF NOT AWARE DOES NOT KNOW OR PREFERS NOT TO SAY THAT SOMEONE ELSE IN THEIR WORKPLACE EXPERIENCED THE SAME BEHAVIOUR (CODE 2 OR 98 OR 99 AT Q34 ASK Q37

IF ONLY ONE PERSON DIRECTLY INVOLVED IN HARASSING THE RESPONDENT TO THE MOST RECENT INCIDENT (CODE 1 =1 AT Q16), ASK Q35

IF MORE THAN ONE PERSON DIRECTLY INVOLVED IN HARASSING THE RESPONDENT TO THE MOST RECENT INCIDENT (CODE 1 =2 OR MORE AT Q16), ASK Q36

SINGLE RESPONSE

Q35. And was the harasser the same person who harassed you?

1	Yes
2	No
3	Don't know
4	Prefer not to say

IF ONLY ONE PERSON DIRECTLY INVOLVED IN HARASSING THE RESPONDENT TO THE MOST RECENT INCIDENT (CODE 1 =1 AT Q16), ASK Q37

SINGLE RESPONSE**Q36. And were any of these harassers the same people who harassed you?**

1	Yes
2	No
3	Don't know
4	Prefer not to say

SINGLE RESPONSE**Q37. Thinking about your workplace at the time of the most recent incident or behaviour, would you say that this type of behaviour was very rare, rare, occurred sometimes or was common?**

INTERVIEWER NOTE: READ OUT. REPEAT SCALE IF NECESSARY

1	Very rare
2	Rare
3	Occurred sometimes
4	Common
98	Don't know (DO NOT READ)
99	Prefer not to say (DO NOT READ)

SINGLE RESPONSE**Q38. Did you make a formal report or complaint about the most recent incident or behaviour? This relates to a report or complaint and does not include informally telling other people about the incident or seeking support.**

1	Yes
2	No
98	Don't know
99	Prefer not to say

IF TOLD SOMEONE ABOUT INCIDENT INFORMALLY (CODE 2 AT Q38) ASK Q50**IF DID NOT MAKE A REPORT OR PREFERS NOT TO SAY (CODE 3 OR 99 AT Q38) ASK Q50****MULTIPLE RESPONSE****Q39. Who did you make a report or complaint about the incident to?**

INTERVIEWER NOTE: READ OUT

1	The head of your workplace organisation such as the CEO or business owner
2	Your direct manager or supervisor at work
3	The Human Resources Department or equivalent

4	An Equity or Sexual Harassment Contact Officer
5	A co-worker
6	A union or employee representative
7	A lawyer or legal service
8	The Australian Human Rights Commission or a state or territory anti-discrimination agency
9	The Fair Work Ombudsman
10	Fair Work Commission
11	The Police
97	Someone else (SPECIFY) _____
98	Don't know (DO NOT READ OUT)
99	Prefer not to say (DO NOT READ OUT)

SINGLE RESPONSE

Q40. What was the time period between when the incident happened and when you first reported it?

INTERVIEWER READ OUT CATEGORIES 1 TO 5 UNTILL ANSWERED

1	Same day or next working day
2	Less than 1 month (but not straight away)
3	1 to 3 months
4	4 to 6 months
5	More than 6 months
98	Don't know (DO NOT READ)
98	Prefer not to say (DO NOT READ)

SINGLE RESPONSE

**Q41. Did a complaints process happen after you made the report or complaint about the incident?
For example, there was a workplace investigation or official process that happened.**

1	Yes
2	No
98	Don't know
99	Prefer not to say

MULTIPLE RESPONSES**RANDOMISE ORDER OF ITEMS 1 TO 14****Q42. Did any of the following occur as a result of your report or complaint?**

INTERVIEWER NOTE: READ LIST. DO NOT READ "THERE WERE NO CONSEQUENCES FOR YOU" IF SELECTED ANY OF CODES 1-15

1	Your employer apologised
2	Your employer paid you compensation because of the harassment.
3	The harassment stopped
4	You received positive feedback for making the complaint
5	Your shifts were changed
6	You were transferred to another work area
7	You resigned or felt you had no choice but to leave your job
9	You were dismissed or lost your job
10	You were demoted
11	You were disciplined
12	You were denied workplace opportunities, such as training or promotion
13	You were ostracised, victimised or ignored by colleagues
14	You were labelled a troublemaker
15	You experienced some other consequences (SPECIFY) _____
16	You signed a non-disclosure agreement as part of a settlement agreement
97	You experienced no consequences (SINGLE)
98	Don't know (DO NOT READ)
99	Prefer not to say (DO NOT READ)

MULTIPLE RESPONSES**RANDOMISE ORDER OF ITEMS 1 TO 8**

VARIABLE TEXT BASED ON RESPONSE AT Q16. PIPE 'HARASSER' IF CODE 1 =1 AT Q16. PIPE 'HARASSERS' IF CODE 1 =2+ AT Q16.

Q43. Did any of the following happen to the {harasser / harassers} after you reported or communicated the incident?

INTERVIEWER NOTE: READ OUT. DO NOT READ "THERE WERE NO CONSEQUENCES FOR THE HARASSER" IF SELECTED ANY OF CODES 1-9 ABOVE

1	They were disciplined or formally reprimanded
2	They received a formal warning
3	They were informally spoken to
4	They were transferred to another work area in the organisation
5	The had their shifts changed
6	They resigned

7	They were dismissed or sacked
8	They apologised to you
9	They paid you compensation
10	There were some other consequences for the harasser (SPECIFY) _____
11	There were no consequences for the harasser (SINGLE)
98	Don't know (DO NOT READ) (SINGLE)
99	Prefer not to say (DO NOT READ) (SINGLE)

SINGLE RESPONSE

Q44. Has your complaint been finalised yet?

1	Yes
2	No
98	Don't know
98	Prefer not to say

IF REPORT NOT FINALISED OR DOES NOT KNOW OR PREFERS NOT TO SAY (CODE 2 OR 98 OR 99 ON Q44), ASK Q47

MULTIPLE RESPONSE

ASK IF REPORT FINALISED (CODE 1 AT Q44)

Q45. How was your complaint finalised?

INTERVIEWER NOTE: READ OUT

1	Between your organisation's head and you
2	Between your direct manager or supervisor and you
3	With another manager or supervisor at work
4	With your union's involvement
5	With the involvement of the Australian Human Rights Commission or state or territory anti-discrimination agency
6	By your legal representative / lawyer
7	In Court
97	In some other way (SPECIFY) _____
98	Don't know (DO NOT READ)
99	Prefer not to say (DO NOT READ)

SINGLE RESPONSE

Q46. How long did it take to finalise your complaint? Was it...

INTERVIEWER NOTE: READ OUT

1	Same day or next working day
2	Less than 1 month (but not straight away)
3	More than 1 to 3 months
4	4 to 6 months
5	7 to 12 months
6	More than 12 months
98	Don't know (DO NOT READ)
99	Prefer not to say (DO NOT READ)

MULTIPLE RESPONSES

Q47. Did any of the following happen at your organisation as a result of you reporting or communicating the incident or behaviour?

INTERVIEWER NOTE: READ OUT. DO NOT READ "THERE WERE NO CHANGES AT THE ORGANISATION" IF SELECTED ANY OF CODES 1-4 ABOVE

1	Your organisation developed a new policy or changed the existing policy on sexual harassment
2	Your employer changed a practice or procedure - for example, the complaints procedure
3	Your employer implemented training or education on sexual harassment
4	There were some other changes at your organisation after you reported or communicated the incident (SPECIFY) _____
5	There were no changes at the organisation after your reported or communicated the incident (SINGLE)
98	Don't know (DO NOT READ)
99	Prefer not to say (DO NOT READ)

SINGLE RESPONSE

Q48. On a scale of 1 to 5, where 1 means not at all satisfied and 5 means extremely satisfied, how would you rate the overall process of dealing with your complaint?

INTERVIEWER NOTE: REPEAT SCALE IF NECESSARY

Not at all satisfied				Extremely satisfied	Don't know (DO NOT READ)
1	2	3	4	5	6

SINGLE RESPONSE

Q49. Did your organisation ask you about your wellbeing or follow up with you after you made the report or complaint about the incident?

1	Yes
2	No
98	Don't know
99	Prefer not to say

IF MADE COMPLAINT (CODE 1 AT Q38) ASK Q51

MULTIPLE RESPONSE

ASK IF TOLD SOMEONE ABOUT INCIDENT INFORMALLY OR DID NOT TELL ANYONE OR PREFERS NOT TO SAY (CODE 2 OR 98 OR 99 AT Q38)

Q50. People decide not to make a report or complaint for many different reasons. Why did you not make a report or complaint about the most recent incident of sexual harassment?

INTERVIEWER NOTE: READ OUT. DO NOT READ "NONE OF THESE" IF SELECTED ANY OF CODES 1-8 ABOVE

1	I wasn't aware of how the complaint process worked or who to report to
2	My family friends or co-workers advised me not to make a complaint
3	It was easier to keep quiet
4	I thought I would not be believed
5	I thought the complaint process would be embarrassing or difficult
6	I thought it would not change things or that nothing would be done
7	I was concerned about other people finding out what happened to me
8	I was worried it might affect my reputation or career opportunities
9	I thought people would think I was over-reacting
10	I didn't think it was serious enough
97	None of these (DO NOT READ OUT) (SINGLE)
98	Don't Know (DO NOT READ OUT)
99	Prefer not to say (DO NOT READ OUT)

ASK IF EXPERIENCED ANY WORK-RELATED SEXUALLY HARASSING BEHAVIOUR IN LAST 5 YEARS (CODE 1 AT Q6)

SINGLE RESPONSE

Q51. Apart from a formal report or complaint, did you seek any support or advice or tell anyone else about the most recent incident of sexual harassment?

1	Yes
2	No
99	Prefer not to say

IF DID NOT SEEK SUPPORT (CODE 2 OR 3 ON Q51), ASK Q53

IF SOUGHT SUPPORT (CODE 1 ON Q51), ASK Q52

MULTIPLE RESPONSE

Q52. Who did you seek support or advice from or tell about the incident?

INTERVIEWER NOTE: READ OUT

1	Friends or family
2	The head of your workplace or organisation – such as the CEO or business owner
3	Your direct manager or supervisor at work
4	Another manager or supervisor at work
5	The Human Resources Manager or equivalent at work
6	An Equity or Sexual Harassment Contact Officer at work
7	A co-worker more senior than you
8	A co-worker or peer at the same level as you
9	A union or employee representative
10	A lawyer or legal service
11	Australian Human Rights Commission or a State or Territory anti- discrimination Agency
12	A counsellor or psychologist
13	A General Practitioner/ doctor/ nurse
14	The internet (including search engines such as Google and Yahoo)
15	A community-based or religious service
16	The Fair Work Ombudsman
17	The Police
97	Somewhere else (SPECIFY) _____
98	Don't know (DO NOT READ)
99	Prefer not to say (DO NOT READ)

IF SOUGHT SUPPORT (CODE 1 ON Q51), ASK Q54:

MULTIPLE RESPONSE

DO NOT DISPLAY CODES 1, 2, 5 and 7 IF MADE COMPLAINT (CODE 1 AT Q38)

Q53. People decide not to seek support or tell anyone for many different reasons.

Which of the following were reasons why you did not seek support or advice or tell anyone about the most recent incident of sexual harassment?

1	I thought I would not be believed
2	I thought it would be embarrassing or difficult
3	I thought it would not change things or that nothing would be done
4	I was concerned about other people finding out what happened to me
5	I was worried it might affect my reputation or career opportunities
6	I thought people might think I was over-reacting
7	I didn't think it was serious enough
97	None of these (DO NOT READ OUT) (SINGLE)
98	Don't Know (DO NOT READ OUT)
99	Prefer not to say (DO NOT READ OUT)

SINGLE RESPONSE

Q54. Now I would like you to think specifically about your workplace when the most recent incident or behaviour took place. How many people worked at your organisation at that time - in the total organisation, not just at your workplace?

INTERVIEWER NOTE: READ OUT. IF RESPONDENT UNSURE, ASK THEM TO MAKE BEST GUESS.

1	1 to 4
2	5 to 19
3	20 to 199
4	200 or more
98	Don't know (DO NOT READ)
99	Refused (DO NOT READ)

SINGLE

Q55. Did your organisation at that time contain...

INTERVIEWER NOTE: READ OUT IF RESPONDENT UNSURE, ASK THEM TO MAKE BEST GUESS.

1	Mainly men
2	Mainly women
3	Roughly equal numbers of men and women
98	Don't know (DO NOT READ)
99	Refused (DO NOT READ)

SINGLE RESPONSE

Q56. At the time of the most recent incident or behaviour, what industry was your organisation located in?

INTERVIEWER NOTE: IF NECESSARY, READ OUT

A	Agriculture, Forestry and Fishing
B	Mining
C	Manufacturing
D	Electricity, Gas, Water and Waste Services
E	Construction
F	Wholesale Trade
G	Retail Trade
H	Accommodation and Food Services
I	Transport, Postal and Warehousing
J	Information, Media and Telecommunications
K	Financial and Insurance Services
L	Rental, Hiring and Real Estate Services
M	Professional, Scientific and Technical Services
N	Administrative and Support Services
O	Public Administration and Safety
P	Education and Training
Q	Health Care and Social Assistance
R	Arts and Recreation Services
S	Australian Defence Force
T	Personal Services
U	Other Services
97	Other (SPECIFY) _____ (DO NOT READ)
98	Don't know (DO NOT READ)
99	Refused (DO NOT READ)

IF ANY INDUSTRY CODE A TO R AT Q56, ASK Q57

IF INDUSTRY CODE S OR T OR U AT Q56 ASK Q58

IF OTHER OR DON'T KNOW OR PREFERS NOT TO SAY (CODE 97 OR 98 OR 99 AT Q56) ASK Q58

SINGLE

DISPLAY ACTIVITY FOR INDUSTRY IN Q56 AT Q57 USING LIST IN APPENDIX A

Q57. And which best describes the main activity at this location? Would it be...

SINGLE RESPONSE

Q58. What was your occupation at the time of the most recent incident or behaviour?

INTERVIEWER NOTE: READ OUT UNTIL SELECTION MADE

1	Managers
2	Professionals
3	Technicians and Trade Workers
4	Community and Personal Services Workers
5	Clerical and Administrative Workers
6	Sales Workers
7	Machinery Operators and Drivers
8	Labourers
97	Some other occupation group (SPECIFY) _____
99	Don't know (DO NOT READ)
98	Prefer not to say (DO NOT READ)

IF ANY OCCUPATION CODE 1 TO 8 AT Q58, ASK Q59

IF OTHER OR DON'T KNOW OR PREFERS NOT TO SAY (CODE 97 OR 98 OR 99 AT Q58) ASK Q60

SINGLE

DISPLAY ACTIVITY FOR OCCUPATION IN Q58 AT Q59 USING LIST IN APPENDIX B

Q58a And which of these best describes your occupation at the time of the most recent incident or behaviour? Would it be...

MULTIPLE RESPONSE

ASK IF IN WORKPLACE IN LAST 5 YEARS (CODE 1 at Q3)

CAROUSEL

The next question is about any sexual harassment of another person that may have occurred at any of your workplaces over the last 5 years

Q59. Have you...

INTERVIEWER NOTE: READ OUT

1	Observed or witnessed such sexual harassment yourself?
2	Heard about it directly from a person who was sexually harassed
3	Heard about it from people other than the person who was sexually harassed

RESPONSE CODES

1	Yes
2	No
98	Don't know
99	Prefer not to say

IF HAS NOT OBSERVED, WITNESSED OR HEARD ABOUT SEXUAL HARASSMENT (NO CODE 1 AT Q59) ASK Q65

SINGLE RESPONSE

IF WITNESSED OR HEARD ABOUT HARASSMENT (ANY CODE 1 AT Q593) ASK Q60

Q60. Now I would like you to think about the most recent incident of sexual harassment you witnessed or heard about at your workplace. Did you take any action in relation to the most recent incident of workplace sexual harassment that you witnessed or heard about?

INTERVIEWER NOTE: DO NOT READ

1	Yes
2	No
99	Prefer not to say

IF DID NOT TAKE ANY ACTION OR PREFERS NOT TO SAY (CODE 2 OR 99 AT Q60) ASK Q63

SINGLE RESPONSE

ASK IF WITNESSED OR HEARD ABOUT SEXUAL HARASSMENT AND TOOK ACTION (CODE 1 AT Q60),

CAROUSEL**RANDOMISE CATEGORIES A TO H**

Q61. Did you take any of the following actions after witnessing or hearing about this most recent incident of sexual harassment? Did you...

INTERVIEWER NOTE: READ OUT

A	Speak with the harasser
B	Report the harassment to your employer
C	Talk with or listen to the victim about the incident
D	Offer advice to the victim
E	Express sympathy or empathy
F	Share your own experience of harassment
G	Offer to give a witness statement or other testimony
H	Go with them to report the harassment
I	Take any other action (SPECIFY) _____

RESPONSE CODES

1	Yes
2	No
98	Don't know
99	Prefer not to say

SINGLE RESPONSE

ASK IF WITNESSED OR HEARD ABOUT SEXUAL HARASSMENT AND TOOK ACTION (CODE 1 AT Q60),

CAROUSEL

RANDOMISE CATEGORIES A TO H

IF YES AT ANY OF CODES A to J, MAKE CODE K = '2 NO'

Q62. Did you experience any of the following as a result you taking action in relation to this most recent incident of sexual harassment?

INTERVIEWER NOTE: READ OUT

A	You received positive feedback responding
B	You were disciplined
C	You were transferred or had your shifts changed
D	You resigned
E	You were dismissed
F	The harassment stopped
G	You were demoted
H	You were ostracised, victimised, or ignored by colleagues
I	You were labelled a troublemaker
J	There were some other consequences for you (SPECIFY) _____
K	There were no consequences for you

RESPONSE CODES

1	Yes
2	No
98	Don't know
99	Prefer not to say

MULTIPLE RESPONSE

ASK IF WITNESSED OR HEARD ABOUT HARASSMENT BUT DID NOT TAKE ACTION (CODE 2 AT Q60)

RANDOMISE RESPONSE ITEMS 1 TO 8

Q63. People may decide not to take action after witnessing or hearing about sexual harassment for many different reasons. What were your reasons for not taking any action about the most recent incident of sexual harassment you witnessed?

READ OUT

1	I didn't want to make things worse for the person who was being sexually harassed
2	I was worried about the negative impact that taking action might have on me, such as my career or safety
3	I didn't think it was serious enough to intervene
4	I didn't think it was my responsibility
5	I knew that other people were supporting and assisting the person
6	I didn't know what to do
7	I didn't want to get involved
8	The person being sexually harassed asked me not to take any action
9	Any other reasons (PLEASE SPECIFY) _____
98	Don't know (DO NOT READ OUT)
99	Prefer not to say (DO NOT READ OUT)

SINGLE RESPONSE

IF WITNESSED OR HEARD ABOUT SEXUAL HARASSMENT AND TOOK ACTION (CODE 1 AT Q60), ASK

Q64. At the time of the most recent incident or behaviour that you witnessed or heard about, was your organisation located in?

INTERVIEWER NOTE: IF NECESSARY, READ OUT

A	Agriculture, Forestry and Fishing
B	Mining
C	Manufacturing
D	Electricity, Gas, Water and Waste Services
E	Construction
F	Wholesale Trade
G	Retail Trade
H	Accommodation and Food Services
I	Transport, Postal and Warehousing
J	Information, Media and Telecommunications
K	Financial and Insurance Services
L	Rental, Hiring and Real Estate Services
M	Professional, Scientific and Technical Services
N	Administrative and Support Services
O	Public Administration and Safety

P	Education and Training
Q	Health Care and Social Assistance
R	Arts and Recreation Services
S	Australian Defence Force
T	Personal Services
U	Other Services
97	Other (SPECIFY) _____ (DO NOT READ)
98	Don't know (DO NOT READ)
99	Refused (DO NOT READ)

IF ANY INDUSTRY CODE A TO R AT Q64, ASK Q64A

IF INDUSTRY CODE S OR T OR U AT Q64 ASK Q65

IF OTHER OR DON'T KNOW OR PREFERS NOT TO SAY (CODE 97 OR 98 OR 99 AT Q64) ASK Q65

SINGLE

DISPLAY ACTIVITY FOR INDUSTRY IN Q64 AT Q64A USING LIST IN APPENDIX A

Q64a. And which best describes the main activity at this location? Would it be...

MULTIPLE RESPONSE

ASK ALL

CAROUSEL

RANDOMISE CODES A TO O

Q65. Now, just a few questions about your current situation. If you needed any information about sexual harassment, which of the following would you be likely to go to....

INTERVIEWER NOTE: READ OUT

A	Friends or family
B	Social media
C	The Internet, including search engines such as Google or Yahoo
D	The head of your workplace or organisation
E	Your direct manager/supervisor
F	Another manager or supervisor at work
G	The Human Resources Manager or equivalent at work
H	The Equity or Sexual Harassment Contact Officer at work
I	A co-worker more senior than you
J	A co-worker or peer at the same level as you
K	A union or employee representative
L	A lawyer or legal service

M	The Australian Human Rights Commission or a state or territory anti-discrimination agency
N	The library
O	A counsellor or psychologist
P	Other (SPECIFY) _____

RESPONSE CODES

1	Yes
2	No
98	Don't know
99	Prefer not to say

SINGLE

Q66. In recent times, the topic of sexual harassment in the workplace has been increasingly spoken about in the community and media. We are now asking a series of questions about your views of organisation's approaches and attitudes to sexual harassment. Do you agree, somewhat agree, neither agree nor disagree, somewhat disagree, or disagree that ...

My organisation's leaders are committed to ensuring a safe work environment free from sexual harassment
My organisation's leaders or executive team openly talk about sexual harassment and its prevention
My line manager or direct supervisor shows leadership on preventing and responding to sexual harassment
Sexual harassment is regularly spoken about in my organisation's briefings and communications
My organisation has a policy on sexual harassment
My organisation prioritises gender equality and diversity in the workforce
I have attended training on sexual harassment at my organisation (or organised by my organisation)
My organisation provides workers with information on how to make a report or complaint about sexual harassment
My organisation provides support for workers' wellbeing during and after a sexual harassment complaint or report
My organisation shares general information about sexual harassment incidents and complaints with its workers
My organisation provides support for bystanders during and after a sexual harassment complaint or report

RESPONSE CODES

1	Agree
2	Somewhat agree
3	Neither agree nor disagree
4	Somewhat disagree
5	Disagree
98	Don't know
99	Prefer not to say

SINGLE

Q67a. Do you think that over the last TWELVE MONTHS, your organisation's approach to preventing and addressing sexual harassment has

INTERVIEWER READ OUT

1	Improved a lot
2	Improved a little
3	Neither improved or become worse
4	Become a little worse
5	Become a lot worse
98	Don't know (DO NOT READ OUT)
99	Prefer not to say (DO NOT READ OUT)

SINGLE RESPONSE

Q68. Do you think your organisation should be doing more in relation to preventing and addressing sexual harassment?

1	Yes
2	No
3	Don't know

SINGLE RESPONSE

Q69. Are you aware of the Australian Human Rights Commission's Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces (launched in 2020)?

1	Yes
2	No
3	Don't know

SINGLE RESPONSE

D6. What is your total annual HOUSEHOLD income from all sources before taxes? Would it be...

INTERVIEWER NOTE: READ LIST

1	Less than \$15,000 per year
2	\$15,000 up to \$24,999 per year
3	\$25,000 up to \$34,999 per year
4	\$35,000 up to \$44,999 per year
5	\$45,000 up to \$55,999 per year
6	\$55,000 up to \$74,999 per year
7	\$75,000 up to \$99,999 per year
8	\$100,000 up to \$149,999 per year

9	\$150,000 up to \$199,999 per year
10	\$200,000 and over
98	Don't know (DO NOT READ)
99	Refused (DO NOT READ)

SINGLE RESPONSE**D7. Are you of Aboriginal and/or Torres Strait Islander descent?**

INTERVIEWER NOTE PROMPT IF NECESSARY (I.E. IF SAYS 'YES' ASK "ARE YOU ABORIGINAL, TORRES STRAIT ISLANDER OR BOTH?")

1	Aboriginal
2	Torres Strait Islander
3	Both
4	No
98	Don't know (DO NOT READ)
99	Prefer not to say (DO NOT READ)

SINGLE RESPONSE**D8. What is the main language spoken at home?**

1	English
2	Italian
3	Greek
4	Cantonese
5	Mandarin
6	Arabic
7	Vietnamese
8	Hindi
9	Punjabi
10	Spanish
11	Urdu
97	Other (SPECIFY) _____
98	Don't know
99	Prefer not to say

SINGLE RESPONSE**D9 What is your country of birth?**

1	Australia
2	England
3	India
4	China (not including Taiwan or SARs)
5	New Zealand

6	Philippines
7	Vietnam
8	South Africa
9	Malaysia
10	Italy
97	Other (SPECIFY) _____
98	Don't know
99	Prefer not to say

SINGLE RESPONSE

D10. Do you have a disability?

1	Yes
2	No
99	Prefer not to say

SINGLE RESPONSE

D11. I am now going to ask you some questions about your sexual orientation and intersex status.

If you are not comfortable responding to these questions, please just let me know and will move on.

Any information you do provide here or elsewhere in the survey will be kept confidential and will not be used to identify you in any way. Which of the following best describes your sexual orientation.

READ LIST

INTERVIEWER NOTE: IF RESPONDENT INDICATES THEY ARE UNWILLING TO ANSWER THE QUESTIONS AT THIS POINT (I.E.) BEFORE THE QUESTIONS ARE READ OUT TO THEM), SELECT 'PREFER NOT TO SAY' AT THE NEXT 2 QUESTIONS.

1	Straight or heterosexual
2	Gay
3	Lesbian
4	Bisexual
5	Pansexual
6	Queer
7	Asexual or Aromantic
8	Undecided, not sure or questioning
9	Other (SPECIFY) _____
99	Prefer not to say (DO NOT READ)

SINGLE RESPONSE

D12. Intersex is a term for people born with atypical sex characteristics. There are many different intersex traits or variations. Do you have an intersex variation?

1	Yes
2	No
3	Don't know
99	Prefer not to say

SINGLE RESPONSE**ASK ALL**

D13. We may be conducting further research in the future. Can the Australian Human Rights Commission or its agents re-contact you in that case?

1	Yes
2	No

IF YES, RECORD CONTACT DETAILS**IF NO ASH SURVEY CLOSE****SINGLE**

Thank you, could I please get some contact details. These details will be kept separate from your survey responses to ensure the confidentiality of your answers.

- First name
- Email address
- Phone number

ASK ALL**SURVEY CLOSE**

Ok, the interview is now finished. Thank you for your time and for your support. You made a valuable contribution to the success of this important study.

This research is carried out in compliance with the Privacy Act and Telecommunications and Research Calls Industry Standard, and the information you provided will be used only for research purposes.

We are conducting this research on behalf of the Australian Human Rights Commission. If you would like any more information about this project or Roy Morgan Research, you can phone us on 1800 667 248.

IF EXPERIENCED SEXUAL HARASSMENT (CODE 1 ON Q1 or Q2), OR IF WITNESSED SOMEONE ELSE BEING SEXUALLY HARASSED (CODE 1 ON Q59_1), ALSO DISPLAY:

Please note that your survey responses about any sexual harassment you may have experienced do not constitute a formal report of that sexual harassment. If you would like to make a formal report of sexual harassment, you may do so by contacting the police, the Australian Human Rights Commission, a state or territory anti-discrimination agency, Fair Work Commission or a Union.

S6	If this survey brings up issues for you, there are people you can talk to. If you would like to contact a support service for people who have been victims of sexual assault or sexual harassment or speak to someone who can give you advice about these issues you can call 1800 RESPECT (1800 737 732). If you don't want to talk to someone you can access their website at www.1800respect.org.au .
S7	I can also read you a list or email a list of other organisations that can provide information and assistance with issues that may have been brought up by this survey. Would you like me to read or email this list?
1	Yes, READ LIST
2	Yes, email (SPECIFY) _____
3	No.

IF REQUESTS THAT LIST IS READ OUT (1 in S7) SHOW NATIONAL AND RELEVANT STATE LIST (from D13/D3), AS S8

READ DISPLAYED LIST

List of support services

National List	<p>1800RESPECT offers confidential counselling and support, 24-hours a day, 7 days a week. Phone: 1800 737 732 Website: www.1800respect.org.au</p> <p>Lifeline offers 24-hour crisis support and suicide prevention. Phone: 13 11 14 Website: www.lifeline.org.au</p> <p>National Sexual Assault, Domestic Family Violence Counselling Service Phone: 1800 200 526</p> <p>24 hour National Domestic Violence and Sexual Assault helpline Phone: 1800 555 677 and quote 1800 200 526</p> <p>Mensline offers free confidential counselling and support for men. Phone: 1300 78 99 78 Website: www.mensline.org.au</p> <p>13YARN offers 24/7 culturally safe crisis support for Aboriginal and Torres Strait Islander people. Phone: 13 92 76 Website: www.13yarn.org.au</p> <p>Relationships Australia state and territory organisations offer a range of support services. Phone: 1300 364 277 Website: www.relationships.org.au/contact/</p>
ACT	<p>Women’s Legal Centre Phone: 1800 634 669 Website www.wlc.org.au</p> <p>Domestic Violence Crisis Service Phone: (02) 6280 0900 Website www.dvcs.org.au</p> <p>Canberra Rape Crisis Centre Phone: (02) 6247 2525 Website: www.crcc.org.au</p>
NSW	<p>Law Access NSW Phone: 1300 888 529 Website: www.lawaccess.nsw.gov.au</p> <p>Domestic Violence Line Phone: 1800 656 463</p> <p>NSW Sexual Violence Helpline Phone: 1800 424 017</p>
VIC	<p>Family Violence Crisis Service Phone: Melb (03) 9373 0123 or Rural 1800 015 188</p> <p>Sexual Assault Crisis Line Phone: 1800 806 292 Website: www.sacl.com.au</p>

SA	<p>Working Women’s Centres provide information, advocacy, support and advice to women on work-related issues. Phone: (08) 8410 6499 Website: www.wwcsa.org.au</p> <p>Domestic Violence Crisis Line Phone: 1800 800 098</p> <p>Yarrow Place Rape and Sexual Assault Service Phone: 1800 817 421 Website: www.wchn.sa.gov.au/our-network/yarrow-place</p>
NT	<p>Working Women’s Centres provide information, advocacy, support and advice to women on work-related issues. Phone: 1800 817 055 Website: www.ntwwc.com.au</p> <p>Domestic Violence Crisis Line Phone: 1800 019 116</p> <p>Sexual Assault Referral Centre Phone: Darwin (08) 8922 6472 or Alice Springs (08) 8955 4500 Website: www.nt.gov.au/wellbeing/hospitals-health-services/sexual-assault-referral-centres</p>
QLD	<p>Working Women’s Centres provide information, advocacy, support and advice to women on work-related issues. Phone: 1800 621 458 Website: www.brq.org.au</p> <p>Domestic Violence Helpline Phone: 1800 811 811 Website: www.dvconnect.org</p> <p>Sexual Assault Helpline Phone: 1800 010 120 Website: www.dvconnect.org/sexual-assault-helpline/</p>
WA	<p>Women’s Legal Service WA Phone: 1800 625 122 Website: www.wlswa.org.au/contact</p> <p>Women’s Domestic Violence Helpline Phone: 1800 007 339</p> <p>Sexual Assault Resource Centre Phone: 1800 199 888</p>
TAS	<p>Launceston Community Legal Centre Phone: (03) 6334 1577 Website: www.lclc.net.au/contact.html</p> <p>Safe at Home Family Violence Response and Referral Line Phone: 1800 633 937 Website: www.safefromviolence.tas.gov.au</p> <p>Sexual Assault Support Service Phone: 1800 697 877 or (03) 6231 1811 Website: www.sass.org.au</p> <p>Laurel House Sexual Assault Support Phone: Northern (03) 6334 2740 or Nth West (03) 6431 9711</p>

List of agencies for information on making a complaint about sexual harassment (if participant asks)

National List

You can contact any of the following services for free, confidential advice related to workplace sexual harassment:

The Australian Human Rights Commission's free and confidential National Information Service can provide information and referrals in relation to workplace sexual harassment.

Phone: 1300 656 419 | Email: infoservice@humanrights.gov.au

Website: www.humanrights.gov.au

Your local **Community Legal Centre** can provide options for free legal help.

To find your local centre: www.clcs.org.au/findlegalhelp

The Fair Work Commission can provide information about your workplace rights and can issue a stop sexual harassment order.

Phone: 1300 799 675 | Website: www.fwc.gov.au

The Australian Unions Support Centre provides free and confidential assistance about workplace issues.

Phone: 1300 486 466 | Email: help@actu.org.au

Website: www.support.australianunions.org.au

The Fair Work Ombudsman can provide employees and employers with general information about protections from sexual harassment, prevention and managing sexual harassment in the workplace.

Phone: 13 13 94 | Website: www.fairwork.gov.au

ACT

The ACT Human Rights Commission

Phone: (02) 6205 222 | Email: human.rights@act.gov.au

Website: www.hrc.act.gov.au

NSW

NSW Anti-Discrimination Board

Phone: 1800 670 812 | Email: complaintsadb@justice.nsw.gov.au

Website: www.antidiscrimination.nsw.gov.au

VIC

Victorian Human Rights and Equal Opportunity Commission

Phone: 1300 292 153 | Email: enquiries@veohrc.vic.gov.au

Website: www.humanrights.vic.gov.au

SA

SA Office of the Commissioner for Equal Opportunity

Phone: (08) 7322 7070 | Email: OCEO@sa.gov.au

Website: www.eoc.sa.gov.au

NT

Northern Territory Anti-Discrimination Commission

Phone: 1800 813 846 | Email: antidiscrimination@nt.gov.au

Website: www.adc.nt.gov.au

QLD

Queensland Human Rights Commission

Phone: 1300 130 670 | Email: enquiries@qhrc.qld.gov.au

Website: www.qhrc.qld.gov.au

WA

WA Equal Opportunity Commission

Phone: 1800 198 149 | Email: eoc@eoc.wa.gov.au

Website: www.wa.gov.au/organisation/equal-opportunity-commission

TAS

Equal Opportunity Tasmania

Phone: 1300 305 062 | Email: office@equalopportunity.tas.gov.au

Website: www.equalopportunity.tas.gov.au

APPENDIX A, FOR USE AT Q57

A Agriculture, Forestry and Fishing

- 001 Agriculture
- 002 Aquaculture
- 003 Forestry and Logging
- 004 Fishing, Hunting and Trapping
- 051 Forestry Support Services
- 052 Agriculture and Fishing Support Services

B Mining

- 006 Coal Mining
- 007 Oil and Gas Extraction
- 008 Metal Ore Mining
- 009 Non-Metallic Mineral Mining and Quarrying
- 010 Exploration and Other Mining Support Services

C Manufacturing

- 011 Food Product Manufacturing
- 012 Beverage and Tobacco Product Manufacturing
- 013 Textile, Leather, Clothing and Footwear Manufacturing
- 014 Wood Product Manufacturing
- 015 Pulp, Paper and Converted Paper Product Manufacturing
- 016 Printing (including the Reproduction of Recorded Media)
- 017 Petroleum and Coal Product Manufacturing
- 018 Basic Chemical and Chemical Product Manufacturing
- 019 Polymer Product and Rubber Product Manufacturing
- 020 Non-Metallic Mineral Product Manufacturing
- 021 Primary Metal and Metal Product Manufacturing
- 022 Fabricated Metal Product Manufacturing
- 023 Transport Equipment Manufacturing
- 024 Machinery and Equipment Manufacturing
- 025 Furniture and Other Manufacturing

D Electricity, Gas, Water and Waste Services

- 026 Electricity Supply
- 027 Gas Supply
- 028 Water Supply, Sewerage and Drainage Services
- 029 Waste Collection, Treatment and Disposal Services

E Construction

- 030 Building Construction
- 031 Heavy and Civil Engineering Construction
- 032 Construction Services

F Wholesale Trade

- 033 Basic Material Wholesaling
- 034 Machinery and Equipment Wholesaling
- 035 Motor Vehicle and Motor Vehicle Parts Wholesaling
- 036 Grocery, Liquor and Tobacco Product Wholesaling
- 037 Other Goods Wholesaling
- 038 Commission-Based Wholesaling

G Retail Trade

- 391 Motor Vehicle Retailing
- 392 Motor Vehicle Parts and Tyre Retailing
- 400 Fuel Retailing
- 411 Supermarket and Grocery Stores
- 412 Specialised Food Retailing
- 421 Furniture, Floor Coverings, Houseware and Textile Goods Retailing
- 422 Electrical and Electronic Goods Retailing
- 423 Hardware, Building and Garden Supplies Retailing
- 424 Recreational Goods Retailing
- 425 Clothing, Footwear and Personal Accessory Retailing
- 426 Department Stores
- 427 Pharmaceutical and Other Store-Based Retailing
- 431 Non-Store Retailing
- 432 Retail Commission-Based Buying and/or Selling

H Accommodation and Food Services

- 440 Accommodation
- 451 Cafes, Restaurants and Takeaway Food Services
- 452 Pubs, Taverns and Bars
- 453 Clubs (Hospitality)

I Transport, Postal and Warehousing

- 046 Road Transport
- 047 Rail Transport
- 048 Water Transport
- 049 Air and Space Transport

- 050 Other Transport
- 051 Postal and Courier Pick-up and Delivery Services
- 052 Transport Support Services
- 053 Warehousing and Storage Services

J Information Media and Telecommunications

- 541 Newspaper, Periodical, Book and Directory Publishing
- 542 Software Publishing
- 551 Motion Picture and Video Activities
- 552 Sound Recording and Music Publishing
- 561 Radio Broadcasting
- 562 Television Broadcasting
- 570 Internet Publishing and Broadcasting
- 580 Telecommunications Services
- 591 Internet Service Providers and Web Search Portals
- 592 Data Processing, Web Hosting and Electronic Information Storage Services
- 601 Libraries and Archives
- 602 Other Information Services

K Financial and Insurance Services

- 062 Finance
- 063 Insurance and Superannuation Funds
- 064 Auxiliary Finance and Insurance Services

L Rental, Hiring and Real Estate Services

- 066 Rental and Hiring Services (except Real Estate)
- 067 Property Operators and Real Estate Services

M Professional, Scientific and Technical Services

- 691 Scientific Research Services
- 692 Architectural, Engineering and Technical Services
- 693 Legal and Accounting Services
- 694 Advertising Services
- 695 Market Research and Statistical Services
- 696 Management and Related Consulting Services
- 697 Veterinary Services
- 699 Other Professional, Scientific and Technical Services
- 700 Computer System Design and Related Services

N Administrative and Support Services

- 072 Administrative Services
- 073 Building Cleaning, Pest Control and Other Support Services

O Public Administration and Safety

- 075 Public Administration
- 076 Defence
- 077 Public Order, Safety and Regulatory Services

P Education and Training

- 080 Preschool and School Education
- 081 Tertiary Education
- 082 Adult, Community and Other Education

Q Health Care and Social Assistance

- 084 Hospitals
- 085 Medical and Other Health Care Services
- 086 Residential Care Services
- 087 Social Assistance Services

R Arts and Recreation Services

- 089 Heritage Activities
- 090 Creative and Performing Arts Activities
- 091 Sports and Recreation Activities
- 092 Gambling Activities
- 097 OTHER**
- 098 DON'T KNOW**
- 099 PREFER NOT TO SAY**

APPENDIX B, FOR USE AT Q59

1 Managers

- 111 Chief Executives, General Managers and Legislators
- 121 Farmers and Farm Managers
- 131 Advertising, Public Relations and Sales Managers
- 132 Business Administration Managers
- 133 Construction, Distribution and Production Managers
- 134 Education, Health and Welfare Services Managers
- 135 ICT Managers
- 139 Miscellaneous Specialist Managers
- 141 Accommodation and Hospitality Managers
- 142 Retail Managers
- 149 Miscellaneous Hospitality, Retail and Service Managers

2 Professionals

- 211 Arts Professionals
- 212 Media Professionals
- 221 Accountants, Auditors and Company Secretaries
- 222 Financial Brokers and Dealers, and Investment Advisers
- 223 Human Resource and Training Professionals
- 224 Information and Organisation Professionals
- 225 Sales, Marketing and Public Relations Professionals
- 231 Air and Marine Transport Professionals
- 232 Architects, Designers, Planners and Surveyors
- 233 Engineering Professionals
- 234 Natural and Physical Science Professionals
- 241 School Teachers
- 242 Tertiary Education Teachers
- 249 Miscellaneous Education Professionals
- 251 Health Diagnostic and Promotion Professionals
- 252 Health Therapy Professionals
- 253 Medical Practitioners
- 254 Midwifery and Nursing Professionals
- 261 Business and Systems Analysts, and Programmers
- 262 Database and Systems Administrators, and ICT Security Specialists
- 263 ICT Network and Support Professionals
- 271 Legal Professionals
- 272 Social and Welfare Professionals

3 Technicians and Trades Workers

- 311 Agricultural, Medical and Science Technicians
- 312 Building and Engineering Technicians
- 313 ICT and Telecommunications Technicians
- 321 Automotive Electricians and Mechanics
- 322 Fabrication Engineering Trades Workers
- 323 Mechanical Engineering Trades Workers
- 324 Panelbeaters, and Vehicle Body Builders, Trimmers and Painters
- 331 Bricklayers, and Carpenters and Joiners
- 332 Floor Finishers and Painting Trades Workers
- 333 Glaziers, Plasterers and Tilers
- 334 Plumbers
- 341 Electricians
- 342 Electronics and Telecommunications Trades Workers
- 351 Food Trades Workers
- 361 Animal Attendants and Trainers, and Veterinary Nurses
- 362 Horticultural Trades Workers
- 363 Primary Production Supervisors and Specialists
- 391 Hairdressers
- 392 Printing Trades Workers
- 393 Textile, Clothing and Footwear Trades Workers
- 394 Wood Trades Workers
- 399 Miscellaneous Technicians and Trades Workers

4 Community and Personal Service Workers

- 411 Health and Welfare Support Workers
- 421 Child Carers
- 422 Education Aides
- 423 Personal Carers and Assistants
- 431 Hospitality Workers
- 441 Defence Force Members, Fire Fighters and Police
- 442 Prison and Security Officers
- 451 Personal Service and Travel Workers
- 452 Sports and Fitness Workers

5 Clerical and Administrative Workers

- 511 Contract, Program and Project Administrators
- 512 Office and Practice Managers
- 521 Personal Assistants and Secretaries

- 531 General Clerks
- 532 Keyboard Operators
- 541 Call or Contact Centre Information Clerks
- 542 Receptionists
- 551 Accounting Clerks and Bookkeepers
- 552 Financial and Insurance Clerks
- 561 Clerical and Office Support Workers
- 591 Logistics Clerks
- 599 Miscellaneous Clerical and Administrative Workers

6 Sales Workers

- 611 Insurance Agents and Sales Representatives
- 612 Real Estate Sales Agents
- 621 Sales Assistants and Salespersons
- 631 Checkout Operators and Office Cashiers
- 639 Miscellaneous Sales Support Workers

7 Machinery Operators and Drivers

- 711 Machine Operators
- 712 Stationary Plant Operators
- 721 Mobile Plant Operators
- 731 Automobile, Bus and Rail Drivers
- 732 Delivery Drivers
- 733 Truck Drivers
- 741 Storepersons

8 Labourers

- 811 Cleaners and Laundry Workers
- 821 Construction and Mining Labourers
- 831 Food Process Workers
- 832 Packers and Product Assemblers
- 839 Miscellaneous Factory Process Workers
- 842 Farm Workers
- 843 Forestry and Garden Workers
- 851 Food Preparation Assistants
- 891 Freight Handlers and Shelf Fillers
- 899 Miscellaneous Labourers

- 097 OTHER**
- 098 DON'T KNOW**
- 099 PREFER NOT TO SAY**

Appendix B: 2022 National Survey CAWI questionnaire

Roy Morgan Research, on behalf of the Australian Human Rights Commission, are conducting a social survey about sexual harassment in Australian workplaces.

The survey will take approximately 10 to 15 minutes and the information you provide will be used for research purposes only.

This survey is completely anonymous – you will not be asked to provide your name or any other contact details at any stage. The answers collected from all participants will be combined to inform the Commission's research and the Commission will produce a public report on the results of the survey. *The anonymised data will be made available on the Australian government data.gov.au website and may also be used by the Commission and others in future research projects.*

Participation in this survey is completely voluntary, and you can stop or withdraw at any time.

If you are distressed by any of the questions in the survey, you can access support from the following services:

- **Lifeline:** 24/7 crisis support and suicide prevention (13 11 14 lifeline.org.au)
- **Beyond Blue:** 24/7 confidential counselling (1300 22 4636 beyondblue.org.au)
- **1800RESPECT:** 24/7 confidential counselling and support (1800 737 732 1800respect.org.au)
- **Mensline:** 24/7 confidential counselling and support for men (1300 78 99 78 mensline.org.au)
- **13YARN:** 24/7 culturally safe crisis support for Aboriginal and Torres Strait Islander people (13 92 76 13yarn.org.au)

This survey has received ethics approval from the University of Sydney. A copy of the Participant Information Statement, which contains more detailed information about this research, is available here at this [\[Participant Information Statement link\]](#).

PROGRAMMER SEE LINK TEXT AT END OF QUESTIONNAIRE

ASK ALL

SINGLE RESPONSE

I1. Would you like to participate?

I have read the Participant Consent Form and Participant Information Statement and would like to participate in the survey:

1	Yes	CONTINUE
2	No	TERMINATE

ASK ALL

SINGLE RESPONSE

D1. Is your gender...

1	Male
2	Female
3	Non-binary
4	Other
5	Refused

IF GENDER QUOTA FULL, TERMINATE, DISPLAY:

Thank you for your time and assistance but we have spoken to enough people of your gender.

SINGLE RESPONSE

D2. Can you please tell me your postcode?

____ CODE NUMERIC 1000-9999

99. Don't Know

IF DOES NOT KNOW POSTCODE (CODE 99 AT D2) TERMINATE DISPLAY

Thank you for your time and assistance but we have spoken to enough people in your area.

ASK ALL

SINGLE RESPONSE

D4. What is your age?

1	Record
99	Refused

IF REFUSED AGE (CODE 99 AT D4), ASK D5:

SINGLE RESPONSE

D5. To which of the following age groups do you belong?

1	Under 15	TERMINATE
2	15-17	GO TO PARPER
3	18-29	CONTINUE
4	30-39	CONTINUE
5	40-49	CONTINUE
6	50-64	CONTINUE
7	65+	CONTINUE
99	Refused	TERMINATE

IF AGE QUOTA FULL, TERMINATE DISPLAY

Thank you for your time and assistance but we have spoken to enough people in your age group.

IF REFUSED AGE (CODE 99) AT D5 – TERMINATE, DISPLAY

Thank you for your time and assistance but for this survey we need to know your approximate age.

IF AGE UNDER 15 AT D4 OR CODE 1 AT D5 – TERMINATE, DISPLAY

Thank you for your time and assistance but for this survey we need to speak with people who are at least 15 years old.

IF AGE 15 TO 17 AT D4 OR CODE 2 AT D5 – CONTINUE TO PARPER

OTHERWISE, GO TO Q1.

PARPER

[SINGLE]

Because you are under 18, you will need permission from a parent or guardian to complete this survey. Please ask your parent or guardian to read the following information and complete the consent details. We will attempt to contact your parent/guardian by email, telephone and/or letter to confirm that they have given permission for you to participate.

TO THE PARENT GUARDIAN

Roy Morgan Research, on behalf of the Australian Human Rights Commission, is conducting a social survey about sexual harassment in Australian workplaces. The Commission hopes to use this research study to improve efforts to prevent and respond to sexual harassment in Australian workplaces.

We are interested in speaking with your child about their experiences at work and while looking for work and would like to ask for your permission for them to participate in this survey.

The survey will take approximately 10 to 15 minutes and the information they provide will be used for research purposes only.

This survey is completely anonymous – your child will not be asked to provide their name or any other contact details at any stage. The answers collected from all participants will be combined to inform the Commission's research and produce a public report on the results of the survey. The anonymised data will be made available on the Australian government data.gov.au website and may also be used by the Commission and others in future research projects.

Participation in this survey is completely voluntary and they can stop at any time if they do not wish to continue. If your child has experienced sexual harassment in the workplace, we will ask them questions about this experience.

If your child is distressed by any of the questions in the survey, they can access support from the following services:

- **Lifeline:** 24/7 crisis support and suicide prevention (13 11 14 [lifeline.org.au](https://www.lifeline.org.au))
- **Beyond Blue:** 24/7 confidential counselling (1300 22 4636 [beyondblue.org.au](https://www.beyondblue.org.au))
- **1800RESPECT:** 24/7 confidential counselling and support (1800 737 732 [1800respect.org.au](https://www.1800respect.org.au)).
- **Mensline:** 24/7 confidential counselling and support for men (1300 78 99 78 [mensline.org.au](https://www.mensline.org.au))
- **13YARN:** 24/7 culturally safe crisis support for Aboriginal and Torres Strait Islander people (13 92 76 [13yarn.org.au](https://www.13yarn.org.au))

If your child's responses to this survey disclose any current or past instances of child abuse or neglect, Roy Morgan Research may be legally obliged to report this to relevant government agencies.

This survey has received ethics approval from the University of Sydney, and a copy of the Participant Information Statement, which contains more detailed information about this research, is available here at this [[Participant Information Statement link](#)].

PROGRAMMER SEE LINK TEXT AT END OF QUESTIONNAIRE

Do you give consent for your child to participate?

I have read the Parent/Guardian Consent Form and Participant Information Statement and consent for my child to participate in the survey:

1	Yes
2	No

IF PARENT / GUARDIAN DOES NOT AGREE (CODE 2 ON PARPER) TERMINATE AND display

We respect and understand your reasons for deciding not to allow your child to take part in this survey. Thank you for your assistance.

IF PARENT / GUARDIAN AGREES (CODE 1 ON PARPER) SAY:

Please provide your name, email address, and contact telephone number so that we can contact you to verify your consent to your child’s participation.

(BOXES for name, email address and telephone number)

PROGRAMMER – MUST PROVIDE NAME AND ONE OR BOTH OF EMAIL AND TELEPHONE NUMBER. IF PROVIDES ONLY ONE OF EMAIL OR TELEPHONE NUMBER, PLEASE DISPLAY

If you do not have {an email address/a contact telephone number}, please provide your postal address so we have another method of verifying your consent to your child’s participation.

(BOX for street address)

PROGRAMMER – ALLOW RESPONDENT TO PROCEED, EVEN IF NO RESPONSE AT ADDRESS BOX

IF CODE 1 AT PARPER, DISPLAY

Thank you for allowing your child to participate. This survey covers important current issues in Australia. The views of your child are very important for this study. If you choose, you can be present while your child completes this survey, but as it is very important that your child is allowed to answer each question by himself/herself, please do not influence or suggest the answers.

Please press ‘Next’ to return to the survey to be completed by your child.

ASK ALL

SINGLE

Q1. This is an important study of the prevalence and impact of sexual harassment. Firstly, I would like to read the definition of Sexual Harassment. I’d like to assure you that your answers to these questions are completely confidential.

“Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which, in the circumstances, a reasonable person, aware of those circumstances, would anticipate the possibility that the person would feel offended, humiliated or intimidated.”

Have you ever personally experienced sexual harassment? This could be at any time or anywhere- NOT just when you are at work?

1	Yes
2	No
98	Don't know
99	Prefer not to say

ASK ALL

SINGLE RESPONSE

CAROUSEL

ROTATE CATEGORIES A TO P; STATEMENT J SHOULD NEVER APPEAR FIRST

Q2. The next set of questions are about different behaviours that some people have experienced. At any time or anywhere, have you ever experienced any of the following behaviours in a way that was unwelcome?

A	Unwelcome touching, hugging, cornering or kissing
B	Inappropriate staring or leering that made you feel intimidated
C	Sexual gestures, indecent exposure or inappropriate display of the body
D	Sexually suggestive comments or jokes that made you feel offended
E	Repeated or inappropriate invitations to go out on dates
F	Intrusive questions about your private life or physical appearance that made you feel offended
G	Inappropriate physical contact
H	Being followed, watched or someone loitering nearby
I	Requests or pressure for sex or other sexual acts
J	Actual or attempted rape or sexual assault
K	Indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine.
L	Sexually explicit comments made in emails, SMS messages or on social media
M	Repeated or inappropriate sexual advances on email, social networking websites, internet chat rooms or other online platforms
N	Seeing or being sent sexually explicit images and videos, cartoons, drawings, photographs, or jokes that made you feel offended
O	Sharing or threatening to share intimate images or video of you without your consent (e.g. images or video of you involving sexual activity or nudity)
P	Inappropriate commentary, images or film of you distributed on some form of social media without your consent
Q	Any other unwelcome conduct of a sexual nature that occurred online or via some form of technology (SPECIFY) _____
R	Any other unwelcome conduct of a sexual nature

RESPONSE CATEGORIES

1	Yes
2	No
98	Don't know
99	Prefer not to say

SINGLE RESPONSE

Q3. Have you been in the workforce at any time in the last 5 years?

1	Yes
2	No

IF IN WORKFORCE IN LAST 5 YEARS (CODE 1 AT Q3), AND AGED 18 YEAR OR OLDER (18 OR OLDER AT D4, OR CODE 3 OR 4 OR 5 OR 6 OR 7 AT D5) ASK Q4:

IF NOT IN THE WORKFORCE AT ANY TIME IN THE LAST 5 YEARS (CODE 2 AT Q3) ASK Q65

AGED 18 YEARS OR OLDER

SINGLE RESPONSE

Q4. And have you been in the workforce in the last 12 months

1	Yes
2	No

IF IN WORKFORCE IN LAST 5 YEARS (Code 1 at Q3) BUT NEVER EXPERIENCED SEXUAL HARASSMENT (DID NOT RESPOND 'YES' TO ANY OF ITEMS A TO R AT Q2) GO TO Q59

IF IN WORKFORCE IN LAST 5 YEARS (Code 1 at Q3) AND HAS EXPERIENCED SEXUAL HARASSMENT (ANSWERED 'YES' AT ANY OF ITEMS A TO R AT Q2) GO TO Q6

AGED 15 TO 17 YEARS

SINGLE RESPONSE

Q5. How long have you been in the workforce?

1	Less than 6 months
2	Less than 12 months
3	Less than 2 years
4	2 or more years

IF IN WORKFORCE IN LAST 5 YEARS (Code 1 at Q3) BUT NEVER EXPERIENCED SEXUAL HARASSMENT (DID NOT RESPOND 'YES' AT ANY OF ITEMS A TO R AT Q2) GO TO Q59

IF IN WORKFORCE IN LAST 5 YEARS (Code 1 at Q3) AND HAS EXPERIENCED SEXUAL HARASSMENT (ANSWERED 'YES' AT ANY OF ITEMS A TO R AT Q2) GO TO Q6

ASK ALL WHO EXPERIENCES SEXUAL HARASSMENT (ANY CODE 1 AT Q2)

SINGLE RESPONSE

CAROUSEL

INCLUDE ONLY SEXUAL HARASSMENT EXPERIENCES (ALL CODE 1 AT Q2)

ROTATE CATEGORIES A TO P; STATEMENT J SHOULD NEVER APPEAR FIRST

Q6. Now I want to ask you about your experiences of work-related sexual harassment. Have you experienced the following behaviours in a way that was unwelcome at work, including working from home or remotely, at a work-related event or while looking for work?

A	Unwelcome touching, hugging, cornering or kissing
B	Inappropriate staring or leering that made you feel intimidated
C	Sexual gestures, indecent exposure or inappropriate display of the body
D	Sexually suggestive comments or jokes that made you feel offended
E	Repeated or inappropriate invitations to go out on dates
F	Intrusive questions about your private life or physical appearance that made you feel offended
G	Inappropriate physical contact
H	Being followed, watched or someone loitering nearby
I	Requests or pressure for sex or other sexual acts
J	Actual or attempted rape or sexual assault
K	Indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine
L	Sexually explicit comments made in emails, SMS messages or on social media
M	Repeated or inappropriate sexual advances on email, social networking websites, internet chat rooms or other online platforms
N	Seeing or being sent sexually explicit images and videos, cartoons, drawings, photographs, or jokes that made you feel offended
O	Sharing or threatening to share intimate images or video of you without your consent (e.g. images or video of you involving sexual activity or nudity)
P	Inappropriate commentary, images or film of you distributed on some form of social media without you
Q	INSERT TEXT FROM OTHER SPECIFY BOX AT Q2 _____
R	Any other unwelcome conduct of a sexual nature

RESPONSE CATEGORIES

1	Yes
2	No
98	Don't know
99	Prefer not to say

IF HAS NOT EXPERIENCED ANY WORK-RELATED SEXUAL HARASSMENT (NO CODE 1 AT Q6) ASK Q59

IF HAS EXPERIENCED ONLY ONE WORK-RELATED SEXUAL HARASSMENT (ONLY ONE CODE 1 AT Q6) ASK Q8

IF HAS EXPERIENCED MORE THAN ONE WORK-RELATED SEXUAL HARASSMENT (MORE THAN ONE CODE 1 AT Q6) ASK Q7

SINGLE RESPONSE

INCLUDE ONLY SEXUAL HARASSMENT EXPERIENCES AT WORK (ALL CODE 1 AT Q6)

Q7. You mentioned that you experienced (experience reported at Q6) at work including when working from home or remotely, at a work-related event or while looking for work. Which of these happened to you most recently?

A	Unwelcome touching, hugging, cornering or kissing	1
B	Inappropriate staring or leering that made you feel intimidated	2
C	Sexual gestures, indecent exposure, or inappropriate display of the body	3
D	Sexually suggestive comments or jokes that made you feel offended	4
E	Repeated or inappropriate invitations to go out on dates	5
F	Intrusive questions about your private life or physical appearance that made you feel offended	6
G	Inappropriate physical contact	7
H	Being followed, watched or someone loitering nearby	8
I	Requests or pressure for sex or other sexual acts	9
J	Actual or attempted rape or sexual assault	10
K	Indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine.	11
L	Sexually explicit comments made in emails, SMS messages or on social media	12
M	Repeated or inappropriate sexual advances on email, social networking websites, internet chat rooms or other online platforms	13
N	Seeing or being sent sexually explicit images and videos, cartoons, drawings, photographs, or jokes that made you feel offended	14
O	Sharing or threatening to share intimate images or video of you without your consent (e.g. images or video of you involving sexual activity or nudity)	15
P	Inappropriate commentary, images or film of you distributed on some form of social media without you	16
Q	INSERT TEXT FROM OTHER SPECIFY BOX AT Q6 _____	17
R	Any other unwelcome conduct of a sexual nature	18

Q8. When did this (most recent behaviour in Q7 or behaviour at Q6 if only one behaviour recorded at Q6) behaviour most recently occur?

1	Within the last month
2	Within the last 2 to 12 months
3	Within the last 1 to 5 years
4	More than 5 years ago

IF MOST RECENT BEHAVIOUR WAS MORE THAN 5 YEARS AGO (CODE 4 AT Q8) ASK Q59

HIDDEN QUESTION Q8B MOST RECENT EXPERIENCE OF SEXUAL HARASSMENT IN WORKPLACE

RECORD MOST RECENT EXPERIENCE OF WORKPLACE SEXUAL HARASSMENT AS

EXPERIENCE AT Q6 IF ONLY ONE CODE 1 AT Q6

OR

EXPERIENCE AT Q7

IF NO TECHNOLOGY RELATED HARASSMENT (NO CODES D OR E OR F OR I OR L OR M OR N OR O OR P AT Q6) AND IF MOST RECENT EXPERIENCE OF WORKPLACE SEXUAL HARASSMENT WAS IN LAST 12 MONTHS (CODE 1 OR 2 OR 3 AT Q8) ASK Q10

IF NO TECHNOLOGY RELATED HARASSMENT (NO CODES D OR E OR F OR I OR L OR M OR N OR O OR P AT Q6) AND IF MOST RECENT EXPERIENCE OF WORKPLACE SEXUAL HARASSMENT WAS IN LAST 1 TO 5 YEARS MONTHS (CODE 3 AT Q8) ASK Q11

IF ONLY ONE TECHNOLOGY RELATED HARASSMENT AT Q6 (ONLY ONE CODE D OR E OR F OR I OR L OR M OR N OR O OR P AT Q6) ASK Q9a

IF MOST RECENT EXPERIENCE OF HARASSMENT WAS TECHNOLOGY RELATED HARASSMENT (CODE D OR E OR F OR I OR L OR M OR N OR O OR P AT Q7) ASK Q9b

IF MORE THAN ONE TECHNOLOGY RELATED HARASSMENT AT Q6 (TWO OR MORE CODES D OR E OR F OR I OR L OR M OR N OR O OR P AT Q6) ASK Q8a

SINGLE RESPONSE

INCLUDE ONLY TECHNOLOGY RELATED HARASSMENT EXPERIENCES AT WORK (ALL CODE D OR E OR F OR I OR L OR M OR N OR O OR P RECORDED AT Q6)

Q8a. Which of these happened to you most recently?

A	Sexually suggestive comments or jokes that made you feel offended	1
B	Repeated or inappropriate invitations to go out on dates	2
C	Intrusive questions about your private life or physical appearance that made you feel offended	3
D	Requests or pressure for sex or other sexual acts	4
E	Sexually explicit comments made in emails, SMS messages or on social media	5

F	Repeated or inappropriate sexual advances on email, social networking websites, internet chat rooms or other online platforms	6
G	Seeing or being sent sexually explicit images and videos, cartoons, drawings, photographs, or jokes that made you feel offended	7
H	Sharing or threatening to share intimate images or video of you without your consent (e.g. images or video of you involving sexual activity or nudity)	8
I	Inappropriate commentary, images or film of you distributed on some form of social media without you	9

IF Q8a ANSWERED ASK Q9c

MULTIPLE RESPONSES

RANDOMISE CATEGORIES 1 TO 6

Q9a. You mentioned that you had experienced (technology related harassment code D or E or F or I or L or M or N or O or P at Q6). Were any of the following forms of technology used when you experienced this behaviour. Please specify all that were used.

Q9b. You mentioned that you had experienced (technology related harassment code D or E or F OR I or L or M or N or O or P at Q7). Were any of the following forms of technology used when you experienced this behaviour. Please specify all that were used.

Q9c. You mentioned that you had experienced (most recent technology related harassment at Q8a). Were any of the following forms of technology used when you experienced this behaviour. Please specify all that were used.

1	A virtual meeting (over video or by voice)
2	On email
3	Through online messaging (e.g. Microsoft Teams messenger, WhatsApp, Snapchat, Facebook messenger)
4	On or via social media (e.g. Facebook posts or comments, private Facebook group, Twitter posts)
5	By SMS or MMS
6	Over telephone (e.g. voice call or voicemail message)
7	Via another form of technology (Specify
8	Occurred in person
97	None of these
98	Prefer not to say
99	Don't know

IF MOST RECENT EXPERIENCE OF WORKPLACE SEXUAL HARASSMENT WAS IN LAST 12 MONTHS (CODE 1 OR 2 OR 3 AT Q8) ASK Q10

IF MOST RECENT EXPERIENCE OF WORKPLACE SEXUAL HARASSMENT WAS IN LAST 1 TO 5 YEARS MONTHS (CODE 3 AT Q8) ASK Q11

SINGLE

IF THE ONLY APPLICABLE BEHAVIOUR RELATES TO CODE Q, PLEASE INSERT THE TEXT FROM THE RELEVANT OTHER-SPECIFY BOX

Q10. You mentioned that you had experienced (behaviour in Q8B) at work, at a work-related event or while looking for work at some time in the last 12 months. Was the most recent incident a one-off, or had it occurred previously at that same place of work?

1	One off
2	Had occurred previously

IF ONE OFF (Code 1 at Q10) GO TO Q13

IF OCCURRED PREVIOUSLY (CODE 2 AT Q10), GO TO Q12

SINGLE

IF THE ONLY APPLICABLE BEHAVIOUR RELATES TO CODE Q, PLEASE INSERT THE TEXT FROM THE RELEVANT OTHER-SPECIFY BOX

Q11. You mentioned that you had experienced (behaviour in Q8B) at work, at a work-related event or while looking for work at some time in the last 5 years. Was this sexual harassment a one-off, or had it occurred previously at that same place of work?

1	One off
2	Had occurred previously

IF ONE OFF (Code 1 at Q11) GO TO Q13

IF OCCURRED PREVIOUSLY (CODE 2 AT Q11), GO TO Q12

SINGLE RESPONSE

Q12. For how long had you been experiencing this at this place of work?

READ OUT. IF RESPONDENT UNSURE, ASK FOR BEST GUESS

1	Less than 1 month
2	More than 1 month but less than 6 months
3	More than 6 months but less than 1 year
4	More than 1 year but less than 2 years
5	More than 2 years but less than 5 years
6	More than 5 years
98	Don't know
99	Refused

SINGLE RESPONSE**Q13. How old were you when you experienced the most recent incident?**

__ CODE NUMERIC 1-96

99 Don't Know**SINGLE RESPONSE****Q14. And when the most recent incident occurred, were you a permanent, casual or temporary worker, or something else?**

1	Full-time permanent or ongoing employee
2	Part-time permanent or ongoing employee
3	Casual employee
4	Employee on fixed-term contract
5	Self-employed without employees
6	Self-employed with employees
7	Unemployed / looking for work
8	Something else (SPECIFY) _____
98	Don't know
99	Refused

MULTIPLE RESPONSE**Q15. When the most recent incident occurred, were you...**

1	In a social area for employees – such as a break or lunch room
2	At a social event such as after-work drinks
3	At a conference, a work-related trip, or a retreat or off-site meeting
4	In a meeting with more than two people attending in person
5	In a one-on-one meeting in person
6	In a work-provided facility – such as a bathroom or change room
7	While you were at your work station at your organisation's premises
8	While you were working from home or working remotely
9	Somewhere else (SPECIFY) _____
98	Don't know
99	Refused

SINGLE RESPONSE

Q16. How many people were directly involved in subjecting you to this most recent incident?

1	Record
98	Don't know
99	Prefer not to say

IF ONE PERSON DIRECTLY INVOLVED (CODE 1 =1 AT Q16) ASK Q17

IF MORE THAN ONE PERSON DIRECTLY INVOLVED (CODE 1 >1 AT Q16) ASK Q21

IF DON'T KNOW OR PREFER NOT TO SAY (CODE 98 OR 99 AT Q16) ASK Q21

SINGLE RESPONSE

Q17. Was the harasser male, female or another gender?

1	Male
2	Female
3	Another gender
98	Don't know
99	Prefer not to say

SINGLE RESPONSE

Q18. About how old was the harasser?

1	15 -20 years
2	21-30 years
3	31-40 years
4	41-50 years
5	51-64 years
6	65+ years
98	Don't know
99	Prefer not to say

SINGLE RESPONSE

Q19. Was the harasser...

1	The head of your workplace or organisation – such as the CEO or business owner
2	Your direct manager or supervisor
3	Another manager or supervisor (who did not directly supervise you)
4	A co-worker who was more senior
5	A co-worker who was a peer or about the same level as you
6	A worker below your level
7	A client or customer

8	Someone else in your workplace
9	Someone associated with your workplace (e.g. trades people)
97	Anyone else (SPECIFY) _____
98	Don't know
99	Prefer not to say

SINGLE RESPONSE

Q20. Which of the following best describes the occupation group of this harasser?

1	Managers
2	Professionals
3	Technicians and Trade Workers
4	Community and Personal Services Workers
5	Clerical and Administrative Workers
6	Sales Workers
7	Machinery Operators and Drivers
8	Labourers
9	Someone associated with your workplace (e.g. trades people)
97	Some other occupation group (SPECIFY) _____
98	Don't know
99	Prefer not to say

IF SINGLE HARASSER (CODE 1 AT Q16) ASK Q26

MULTIPLE RESPONSE

Q21. Were any of the harassers...?

1	Males
2	Females
3	Another gender
98	Don't know
99	Prefer not to say

MULTIPLE RESPONSE

Q22. Were any of the harassers in the following age groups? If you are unsure, please make your best guess.

1	15 -20 years
2	21-30 years
3	31-40 years
4	41-50 years
5	51-64 years
6	65+ years
98	Don't know
99	Prefer not to say

MULTIPLE RESPONSE

Q23. What was the relationship of the various harassers to you? Were any of them...

1	The head of your workplace or organisation – such as the CEO or business owner
2	Your direct manager or supervisor
3	Another manager or supervisor (who did not directly supervise you)
4	A co-worker who was more senior
5	A co-worker who was a peer or about the same level as you
6	A client or customer
7	A worker below your level
8	Others in your workplace
9	Others associated with your workplace
97	Anyone else (SPECIFY) _____
98	Don't know
99	Prefer not to say

MULTIPLE RESPONSE

Q24. Which of the following best describes the occupation groups of the people who were harassing you?

1	Managers
2	Professionals
3	Technicians and Trade Workers
4	Community and Personal Services Workers
5	Clerical and Administrative Workers
6	Sales Workers
7	Machinery Operators and Drivers
8	Labourers
9	Someone associated with your workplace (e.g. trades people)
97	Some other occupation group (SPECIFY) _____
98	Don't know
99	Prefer not to say

SINGLE RESPONSE

Q25. Did it appear to you that one of the harassers led, encouraged, or directed the other harassers to engage in this behaviour?

1	Yes
2	No
98	Don't know
99	Prefer not to say

SINGLE RESPONSE**Q26. Did anyone else see this most recent incident of sexual harassment?**

1	Yes
2	No
98	Don't know
99	Prefer not to say

IF NO ONE ELSE SAW THE INCIDENT OR THEY DON'T KNOW, PREFER NOT TO SAY OR REFUSED (CODES 2 OR 3 OR 4 IN Q26) ASK TO Q31**SINGLE RESPONSE****Q27. How many people would you say saw it happen?**

1	Specify _____
98	Don't know
99	Prefer not to say

IF ONE PERSON SAW INCIDENT (CODE 1 AT Q27 = 1) GO TO Q27A.**IF MORE THAN ONE PERSON SAW INCIDENT (CODE 1 AT Q27 = 2 OR MORE+) GO TO Q28.****SINGLE RESPONSE****Q27a. Who was the person who saw it happen? Were they...**

1	The head of your workplace or organisation – such as the CEO or business owner
2	Your direct manager or supervisor at work
3	Another manager or supervisor at work
4	A co-worker who was more senior
5	A co-worker at the same level as you
6	A co-worker at the level below you
7	A client or customer
8	Someone else in your workplace
9	Someone else associated with your workplace
97	Anyone else (SPECIFY) _____
98	Don't know
99	Prefer not to say

IF MORE THAN ONE PERSON SAW INCIDENT (CODE 1 AT Q27 = 2+) ASK Q28.

MULTIPLE RESPONSE

Q28. Who were the people who saw it happen? Were any of them...

1	The head of your workplace or organisation – such as the CEO or business owner
2	Your direct manager or supervisor at work
3	Another manager or supervisor at work
4	A co-worker who was more senior
5	A co-worker at the same level as you
6	A co-worker at the level below you
7	A client or customer
8	Someone else in your workplace
9	Someone else associated with your workplace
97	Anyone else (SPECIFY) _____
98	Don't know
99	Prefer not to say

SINGLE RESPONSE

Q29. Did anyone who saw you being harassed try and intervene?

1	Yes
2	No
98	Don't know
99	Prefer not to say

MULTIPLE RESPONSE

Q30. Did anyone who saw the harassment do any of the following ...?

1	Talk to the harasser about the harassment
2	Report the harassment to your employer
3	Talk to you about the harassment
4	Offer advice to you
5	Show you sympathy or empathy
6	Share their own experience of harassment
7	Go with you to report the harassment
8	Offer to give a witness statement or other testimony
95	Take any other action
96	None of these (SINGLE)
98	Don't know
99	Prefer not to say

SINGLE RESPONSE

Q31. On a scale of 1 to 5, where 1 means not at all offended and 5 means extremely offended, overall how offended did the most recent incident make you feel?

Not at all offended				Extremely offended	Don't know
1	2	3	4	5	6

SINGLE RESPONSE

Q32. On a scale of 1 to 5, where 1 means not at all intimidated and 5 means extremely intimidated, overall how intimidated did the most recent incident make you feel?

Not at all intimidated				Extremely intimidated	Don't know
1	2	3	4	5	6

MULTIPLE RESPONSES**CAROUSEL**

Q33 Thinking about the consequences of the most recent incident (behaviour in Q8b), would you say:

A	It impacted negatively on your employment, career or work
B	It impacted negatively on your productivity at work
C	It had negative financial consequences for you
D	It impacted negatively on your career progression or professional development (e.g. being denied development opportunities, avoiding training opportunities, avoiding networking activities)
E	You had decreased job satisfaction
F	You had decreased commitment to your organisation
G	You resigned from the organisation where you worked
H	Your position was terminated in the organisation where you worked
I	You had an increased number of paid days off work
J	You had an increased number of unpaid days off work
K	It impacted negatively on your relationships with your partner, children, friends or family
L	It impacted negatively on your self-esteem and confidence
M	It impacted negatively on your health and general well-being
N	It impacted negatively on your mental or emotional health, or caused you stress
O	There were some other consequences or negative impacts from this harassment (SPECIFY) _____
P	There were no consequences for you

RESPONSE CATEGORIES

1	YES at the time of the incident
2	YES in the 6 months following the incident
3	YES in the 12 months following the incident
4	YES consequences are ongoing now
5	NO
98	Don't know
99	Prefer not to say

SINGLE RESPONSE

IF MOST RECENT INCIDENT IN Q34 IS "A" (UNWELCOME TOUCHING, HUGGING, CORNERING OR KISSING) SUPPRESS THE WORDS "UNWELCOME"

IF MOST RECENT INCIDENT IN Q34 IS "P" CHANGE DISPLAYED BEHAVIOR TEXT TO "SHARING OR THREATS TO SHARE IMAGES OR FILM OF THEM"

Q34. Are you aware if anyone else in your organisation experienced (behaviour in Q8b),) in a way that was unwelcome at work or related to work?

1	Yes
2	No
98	Don't know
99	Prefer not to say

IF NOT AWARE DOES NOT KNOW OR PREFERS NOT TO SAY THAT SOMEONE ELSE IN THEIR WORKPLACE EXPERIENCED THE SAME BEHAVIOUR (CODE 2 OR 98 OR 99 AT Q34 ASK Q37)

IF ONLY ONE PERSON DIRECTLY INVOLVED IN HARASSING THE RESPONDENT TO THE MOST RECENT INCIDENT (CODE 1 =1 AT Q16), ASK Q35

IF MORE THAN ONE PERSON DIRECTLY INVOLVED IN HARASSING THE RESPONDENT TO THE MOST RECENT INCIDENT (CODE 1 =2 OR MORE AT Q16), ASK Q36

SINGLE RESPONSE

Q35. And was the harasser the same person who harassed you?

1	Yes
2	No
3	Don't know
4	Prefer not to say

IF ONLY ONE PERSON DIRECTLY INVOLVED IN HARASSING THE RESPONDENT TO THE MOST RECENT INCIDENT (CODE 1 =1 AT Q16), ASK Q37

SINGLE RESPONSE**Q36. And were any of these harassers the same people who harassed you?**

1	Yes
2	No
3	Don't know
4	Prefer not to say

SINGLE RESPONSE**Q37. Thinking about your workplace at the time of the most recent incident or behaviour, would you say that this type of behaviour was very rare, rare, occurred sometimes or was common?**

1	Very rare
2	Rare
3	Occurred sometimes
4	Common
98	Don't know
99	Prefer not to say

SINGLE RESPONSE**Q38. Did you make a formal report or complaint about the most recent incident or behaviour? This relates to a report or complaint and does not include informally telling other people about the incident or seeking support.**

1	Yes
2	No
98	Don't know
99	Prefer not to say

IF TOLD SOMEONE ABOUT INCIDENT INFORMALLY (CODE 2 AT Q38) ASK Q50**IF DID NOT MAKE A REPORT OR PREFERS NOT TO SAY (CODE 3 OR 99 AT Q38) ASK Q50****MULTIPLE RESPONSE****Q39. Who did you make a report or complaint about the incident to?**

1	The head of your workplace organisation such as the CEO or business owner
2	Your direct manager or supervisor at work
3	The Human Resources Department or equivalent
4	An Equity or Sexual Harassment Contact Officer
5	A co-worker
6	A union or employee representative
7	A lawyer or legal service
8	The Australian Human Rights Commission or a state or territory anti-discrimination agency
9	The Fair Work Ombudsman

10	Fair Work Commission
11	The Police
12	Workers' compensation body
13	Industrial relations body
97	Someone else (SPECIFY) _____
98	Don't know
99	Prefer not to say

SINGLE RESPONSE

Q40. What was the time period between when the incident happened and when you first reported it?

1	Same day or next working day
2	Less than 1 month (but not straight away)
3	1 to 3 months
4	4 to 6 months
5	More than 6 months
98	Don't know
98	Prefer not to say

SINGLE RESPONSE

Q41. Did a complaints process happen after you made the report or complaint about the incident? For example, there was a workplace investigation or official process that happened.

1	Yes
2	No
98	Don't know
98	Prefer not to say

MULTIPLE RESPONSES

RANDOMISE ORDER OF ITEMS 1 TO 14

Q42. Did any of the following occur as a result of your report or complaint?

1	Your employer apologised
2	Your employer paid you compensation because of the harassment.
3	The harassment stopped
4	You received positive feedback for making the complaint
5	Your shifts were changed
6	You were transferred to another work area
7	You resigned or felt you had no choice but to leave your job
9	You were dismissed or lost your job
10	You were demoted
11	You were disciplined
12	You were denied workplace opportunities, such as training or promotion

13	You were ostracised, victimised or ignored by colleagues
14	You were labelled a troublemaker
17	You signed a non-disclosure agreement as part of a settlement agreement
15	You experienced some other consequences (SPECIFY) _____
16	You experienced no consequences (SINGLE)
98	Don't know
99	Prefer not to say

MULTIPLE RESPONSES

RANDOMISE ORDER OF ITEMS 1 TO 8

VARIABLE TEXT BASED ON RESPONSE AT Q16. PIPE 'HARASSER' IF CODE 1 =1 AT Q16. PIPE 'HARASSERS' IF CODE 1 =2+ AT Q16.

Q43. Did any of the following happen to the {harasser / harassers} after you reported or communicated the incident?

1	They were disciplined or formally reprimanded
2	They received a formal warning
3	They were informally spoken to
4	They were transferred to another work area in the organisation
5	They had their shifts changed
6	They resigned
7	They were dismissed or sacked
8	They apologised to you
9	They paid you compensation
10	There were some other consequences for the harasser (SPECIFY) _____
11	There were no consequences for the harasser (SINGLE)
98	Don't know (SINGLE)
99	Prefer not to say (SINGLE)

SINGLE RESPONSE

Q44. Has your complaint been finalised yet?

1	Yes
2	No
98	Don't know
99	Prefer not to say

IF REPORT NOT FINALISED OR DOES NOT KNOW OR PREFERS NOT TO SAY (CODE 2 OR 98 OR 99 ON Q44), ASK Q47

MULTIPLE RESPONSE

ASK IF REPORT FINALISED (CODE 1 AT Q44)

Q45. How was your complaint finalised?

1	Between your organisation's head and you
2	Between your direct manager or supervisor and you
3	With another manager or supervisor at work
4	With your union's involvement
5	With the involvement of the Australian Human Rights Commission or state or territory anti-discrimination agency
6	By your legal representative / lawyer
7	In Court
8	Fair Work Commission
9	Workers' compensation body
10	Industrial relations body
97	In some other way (SPECIFY) _____
98	Don't know
98	Prefer not to say

SINGLE RESPONSE

Q46. How long did it take to finalise your complaint? Was it...

1	Same day or next working day
2	Less than 1 month (but not straight away)
3	1 to 3 months
4	4 to 6 months
5	7 to 12 months
6	More than 12 months
98	Don't know
99	Prefer not to say

MULTIPLE RESPONSES

Q47. Did any of the following happen at your organisation as a result of you reporting or communicating the incident or behaviour?

1	Your organisation developed a new policy or changed the existing policy on sexual harassment
2	Your employer changed a practice or procedure – for example, the complaints procedure
3	Your employer implemented training or education on sexual harassment
4	There were some other changes at your organisation after you reported or communicated the incident (SPECIFY) _____
5	There were no changes at the organisation after you reported or communicated the incident (SINGLE)
98	Don't know
99	Prefer not to say

SINGLE RESPONSE

Q48. On a scale of 1 to 5, where 1 means not at all satisfied and 5 means extremely satisfied, how would you rate the overall process of dealing with your complaint?

Not at all satisfied				Extremely satisfied	Don't know
1	2	3	4	5	6

SINGLE RESPONSE

Q49. Did your organisation ask you about your wellbeing or follow up with you after you made the report or complaint about the incident?

1	Yes
2	No
98	Don't know
98	Prefer not to say

IF MADE COMPLAINT (CODE 1 AT Q38) ASK Q51**MULTIPLE RESPONSE**

ASK IF TOLD SOMEONE ABOUT INCIDENT INFORMALLY OR DID NOT TELL ANYONE OR PREFERS NOT TO SAY (CODE 2 OR 98 OR 99 AT Q38)

Q50. People decide not to make a report or complaint for many different reasons. Why did you not make a report or complaint about the most recent incident of sexual harassment?

1	I wasn't aware of how the complaint process worked or who to report to
2	My family friends or co-workers advised me not to make a complaint
3	It was easier to keep quiet
4	I thought I would not be believed
5	I thought the complaint process would be embarrassing or difficult
6	I thought it would not change things or that nothing would be done
7	I was concerned about other people finding out what happened to me
8	I was worried it might affect my reputation or career opportunities
9	I thought people would think I was over-reacting
10	I didn't think it was serious enough
97	None of these (SINGLE)
98	Don't Know
99	Prefer not to say

ASK IF EXPERIENCED ANY WORK-RELATED SEXUALLY HARASSING BEHAVIOUR IN LAST 5 YEARS (CODE 1 AT Q6)

SINGLE RESPONSE

Q51. Apart from a formal report or complaint, did you seek any support or advice or tell anyone else about the most recent incident of sexual harassment?

1	Yes
2	No
99	Prefer not to say

IF DID NOT SEEK SUPPORT (CODE 2 OR 3 ON Q51), ASK Q53

IF SOUGHT SUPPORT (CODE 1 ON Q51), ASK Q52

MULTIPLE RESPONSE

Q52. Who did you seek support or advice from or tell about the incident?

1	Friends or family
2	The head of your workplace or organisation – such as the CEO or business owner
3	Your direct manager or supervisor at work
4	Another manager or supervisor at work
5	The Human Resources Manager or equivalent at work
6	An Equity or Sexual Harassment Contact Officer at work
7	A co-worker more senior than you
8	A co-worker or peer at the same level as you
9	A union or employee representative
10	A lawyer or legal service
11	Australian Human Rights Commission or a State or Territory anti- discrimination Agency
12	A counsellor or psychologist
13	A General Practitioner/ doctor/ nurse
14	The internet (including search engines such as Google and Yahoo)
15	A community-based or religious service
16	The Fair Work Ombudsman
17	The Police
18	A workers' compensation body
19	Fair Work Ombudsman, Fair Work Commission or a State-based industrial relations body
97	Somewhere else (SPECIFY) _____
98	Don't know
99	Prefer not to say

IF SOUGHT SUPPORT (CODE 1 ON Q51), ASK Q54:

MULTIPLE RESPONSE**DO NOT DISPLAY CODES 1, 2, 5 and 7 IF MADE COMPLAINT (CODE 1 AT Q38)****Q53. People decide not to seek support or tell anyone for many different reasons.****Which of the following were reasons why you did not seek support or advice or tell anyone about the most recent incident of sexual harassment?**

1	I thought I would not be believed
2	I thought it would be embarrassing or difficult
3	I thought it would not change things or that nothing would be done
4	I was concerned about other people finding out what happened to me
5	I was worried it might affect my reputation or career opportunities
6	I thought people might think I was over-reacting
7	I didn't think it was serious enough
97	None of these (SINGLE)
98	Don't Know
99	Prefer not to say

SINGLE RESPONSE**Q54. Now I would like you to think specifically about your workplace when the most recent incident or behaviour took place. How many people worked at your organisation at that time - in the total organisation, not just at your workplace?**

1	1 to 4
2	5 to 19
3	20 to 199
4	200 or more
98	Don't know
99	Refused

SINGLE**Q55. Did your organisation at that time contain**

1	Mainly men
2	Mainly women
3	Roughly equal numbers of men and women
98	Don't know
99	Refused

SINGLE RESPONSE

Q56. At the time of the most recent incident or behaviour, what industry was your organisation located in?

A	Agriculture, Forestry and Fishing
B	Mining
C	Manufacturing
D	Electricity, Gas, Water and Waste Services
E	Construction
F	Wholesale Trade
G	Retail Trade
H	Accommodation and Food Services
I	Transport, Postal and Warehousing
J	Information, Media and Telecommunications
K	Financial and Insurance Services
L	Rental, Hiring and Real Estate Services
M	Professional, Scientific and Technical Services
N	Administrative and Support Services
O	Public Administration and Safety
P	Education and Training
Q	Health Care and Social Assistance
R	Arts and Recreation Services
S	Australian Defence Force
T	Personal Services
U	Other Services
97	Other (SPECIFY) _____
98	Don't know
99	Refused

IF ANY INDUSTRY CODE A TO R AT Q56, ASK Q57

IF INDUSTRY CODE S OR T OR U AT Q56 ASK Q58

IF OTHER OR DON'T KNOW OR PREFERS NOT TO SAY (CODE 97 OR 98 OR 99 AT Q56) ASK Q58

SINGLE

DISPLAY ACTIVITY FOR INDUSTRY IN Q56 AT Q57 USING LIST IN APPENDIX A

Q57. And which best describes the main activity at this location? Would it be...

SINGLE RESPONSE

Q58. What was your occupation at the time of the most recent incident or behaviour?

1	Managers
2	Professionals
3	Technicians and Trade Workers
4	Community and Personal Services Workers
5	Clerical and Administrative Workers
6	Sales Workers
7	Machinery Operators and Drivers
8	Labourers
97	Some other occupation group (SPECIFY) _____
99	Don't know
98	Prefer not to say

IF ANY OCCUPATION CODE 1 TO 8 AT Q58, ASK Q59

IF OTHER OR DON'T KNOW OR PREFERS NOT TO SAY (CODE 97 OR 98 OR 99 AT Q58) ASK Q60

SINGLE

DISPLAY ACTIVITY FOR OCCUPATION IN Q58 AT Q59 USING LIST IN APPENDIX B

Q58a. And which of these best describes your occupation at the time of the most recent incident or behaviour? Would it be...

MULTIPLE RESPONSE

ASK IF IN WORKPLACE IN LAST 5 YEARS (CODE 1 at Q3)

CAROUSEL

The next question is about any sexual harassment of another person that may have occurred at any of your workplaces over the last 5 years

Q59. Have you...

1	Observed or witnessed such sexual harassment yourself?
2	Heard about it directly from a person who was sexually harassed
3	Heard about it from people other than the person who was sexually harassed

RESPONSE CODES

1	Yes
2	No
98	Don't know
99	Prefer not to say

IF HAS NOT OBSERVED, WITNESSED OR HEARD ABOUT SEXUAL HARASSMENT (NO CODE 1 AT Q59) ASK Q65

SINGLE RESPONSE

IF WITNESSED OR HEARD ABOUT HARASSMENT (ANY CODE 1 AT Q593) ASK Q60

Q60. Now I would like you to think about the most recent incident of sexual harassment you witnessed or heard about at your workplace. Did you take any action in relation to the most recent incident of workplace sexual harassment that you witnessed or heard about?

1	Yes
2	No
99	Prefer not to say

IF DID NOT TAKE ANY ACTION OR PREFERS NOT TO SAY (CODE 2 OR 99 AT Q60) ASK Q63

SINGLE RESPONSE

ASK IF WITNESSED OR HEARD ABOUT SEXUAL HARASSMENT AND TOOK ACTION (CODE 1 AT Q60),

CAROUSEL

RANDOMISE CATEGORIES A TO H

Q61. Did you take any of the following actions after witnessing or hearing about this most recent incident of sexual harassment? Did you...

A	Speak with the harasser
B	Report the harassment to your employer
C	Talk with or listen to the victim about the incident
D	Offer advice to the victim
E	Express sympathy or empathy
F	Share your own experience of harassment
G	Offer to give a witness statement or other testimony
H	Go with them to report the harassment
I	Take any other action (SPECIFY) _____

RESPONSE CODES

1	Yes
2	No
98	Don't know
99	Prefer not to say

SINGLE RESPONSE

ASK IF WITNESSED OR HEARD ABOUT SEXUAL HARASSMENT AND TOOK ACTION (CODE 1 AT Q60),

CAROUSEL**RANDOMISE CATEGORIES A TO H**

IF YES AT ANY OF CODES A to J, MAKE CODE K = '2 NO'

Q62. Did you experience any of the following as a result you taking action in relation to this most recent incident of sexual harassment?

A	You received positive feedback
B	You were disciplined
C	You were transferred or had your shifts changed
D	You resigned
E	You were dismissed
F	The harassment stopped
G	You were demoted
H	You were ostracised, victimised, or ignored by colleagues
I	You were labelled a troublemaker
J	There were some other consequences for you (SPECIFY) _____
K	There were no consequences for you

RESPONSE CODES

1	Yes
2	No
98	Don't know
99	Prefer not to say

MULTIPLE RESPONSE

ASK IF WITNESSED OR HEARD ABOUT HARASSMENT BUT DID NOT TAKE ACTION (CODE 2 AT Q60)

RANDOMISE RESPONSE ITEMS 1 TO 8

Q63. People may decide not to take action after witnessing or hearing about sexual harassment for many different reasons. What were your reasons for not taking any action about the most recent incident of sexual harassment you witnessed?

1	I didn't want to make things worse for the person who was being sexually harassed
2	I was worried about the negative impact that taking action might have on me, such as my career or safety
3	I didn't think it was serious enough to intervene
4	I didn't think it was my responsibility
5	I knew that other people were supporting and assisting the person
6	I didn't know what to do
7	I didn't want to get involved
8	The person being sexually harassed asked me not to take any action
9	Any other reasons –please specify
98	Don't know
99	Prefer not to say

SINGLE RESPONSE

IF WITNESSED OR HEARD ABOUT SEXUAL HARASSMENT AND TOOK ACTION (CODE 1 AT Q60), ASK

Q64. At the time of the most recent incident or behaviour that you witnessed or heard about, was your organisation located in?

A	Agriculture, Forestry and Fishing
B	Mining
C	Manufacturing
D	Electricity, Gas, Water and Waste Services
E	Construction
F	Wholesale Trade
G	Retail Trade
H	Accommodation and Food Services
I	Transport, Postal and Warehousing
J	Information, Media and Telecommunications
K	Financial and Insurance Services
L	Rental, Hiring and Real Estate Services
M	Professional, Scientific and Technical Services
N	Administrative and Support Services
O	Public Administration and Safety
P	Education and Training
Q	Health Care and Social Assistance
R	Arts and Recreation Services
S	Australian Defence Force
T	Personal Services

U	Other Services
97	Other (SPECIFY) _____
98	Don't know
99	Refused

IF ANY INDUSTRY CODE A TO R AT Q64, ASK Q64A

IF INDUSTRY CODE S OR T OR U AT Q64 ASK Q65

IF OTHER OR DON'T KNOW OR PREFERS NOT TO SAY (CODE 97 OR 98 OR 99 AT Q64) ASK Q65

SINGLE

DISPLAY ACTIVITY FOR INDUSTRY IN Q64 AT Q64A USING LIST IN APPENDIX A

Q64a. And which best describes the main activity at this location? Would it be...

MULTIPLE RESPONSE

ASK ALL

CAROUSEL

RANDOMISE CODES A TO O

Q65. Now, just a few questions about your current situation. If you needed any information about sexual harassment, which of the following would you be likely to go to....

A	Friends or family
B	Social media
C	The Internet, including search engines such as Google or Yahoo
D	The head of your workplace or organisation
E	Your direct manager/supervisor
F	Another manager or supervisor at work
G	The Human Resources Manager or equivalent at work
H	The Equity or Sexual Harassment Contact Officer at work
I	A co-worker more senior than you
J	A co-worker or peer at the same level as you
K	A union or employee representative
L	A lawyer or legal service
M	The Australian Human Rights Commission or a state or territory anti-discrimination agency
O	A counsellor or psychologist
Q	A workers' compensation body
R	Fair Work Ombudsman, Fair Work Commission or a State-based industrial relations body
P	Other (SPECIFY) _____

RESPONSE CODES

1	Yes
2	No
98	Don't know
99	Prefer not to say

SINGLE

Q66. In recent times, the topic of sexual harassment in the workplace has been increasingly spoken about in the community and media. We are now asking a series of questions about your views of organisation's approaches and attitudes to sexual harassment. Do you agree, somewhat agree, neither agree nor disagree, somewhat disagree or disagree that ...

A	My organisation's leaders are committed to ensuring a safe work environment free from sexual harassment
B	My organisation's leaders or executive team openly talk about sexual harassment and its prevention
C	My line manager or direct supervisor shows leadership on preventing and responding to sexual harassment
D	Sexual harassment is regularly spoken about in my organisation's briefings and communications
E	My organisation has a policy on sexual harassment
F	My organisation prioritises gender equality and diversity in the workforce
G	I have attended training on sexual harassment at my organisation (or organised by my organisation)
H	My organisation provides workers with information on how to make a report or complaint about sexual harassment
I	My organisation provides support for workers' wellbeing during and after a sexual harassment complaint or report
J	My organisation shares general information about sexual harassment incidents and complaints with its workers
K	My organisation provides support for bystanders during and after a sexual harassment complaint or report

RESPONSE CODES

1	Agree
2	Somewhat agree
3	Neither agree nor disagree
4	Somewhat disagree
5	Disagree
98	Don't know
99	Prefer not to say

SINGLE

Q67a. Do you think that over the last TWELVE MONTHS, your organisation's approach to preventing and addressing sexual harassment has

1	Improved a lot
2	Improved a little
3	Neither improved or become worse
4	Become a little worse
5	Become a lot worse
98	Don't know
99	Prefer not to say

SINGLE RESPONSE

Q68. Do you think your organisation should be doing more in relation to preventing and addressing sexual harassment?

1	Yes
2	No
3	Don't know

SINGLE RESPONSE

Q69. Are you aware of the Australian Human Rights Commission's Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces (launched in 2020)?

1	Yes
2	No
3	Don't know

SINGLE RESPONSE

D6. What is your total annual HOUSEHOLD income from all sources before taxes? Would it be...

1	Less than \$15,000 per year
2	\$15,000 up to \$24,999 per year
3	\$25,000 up to \$34,999 per year
4	\$35,000 up to \$44,999 per year
5	\$45,000 up to \$54,999 per year
6	\$55,000 up to \$74,999 per year
7	\$75,000 up to \$99,999 per year
8	\$100,000 up to \$149,999 per year
9	\$150,000 up to \$199,999 per year

10	\$200,000 and over
98	Don't know
99	Refused

SINGLE RESPONSE

D7. Are you of Aboriginal and/or Torres Strait Islander descent?

1	Aboriginal
2	Torres Strait Islander
3	Both
4	No
98	Don't know
99	Prefer not to say

SINGLE RESPONSE

D8. What is the main language spoken at home?

1	English
2	Italian
3	Greek
4	Cantonese
5	Mandarin
6	Arabic
7	Vietnamese
8	Hindi
9	Punjabi
10	Spanish
11	Urdu
97	Other (SPECIFY) _____
98	Don't know
99	Prefer not to say

SINGLE RESPONSE

D9. What is your country of birth?

1	Australia
2	England
3	India
4	China (not including Taiwan or SARs)

5	New Zealand
6	Philippines
7	Vietnam
8	South Africa
9	Malaysia
10	Italy
97	Other (SPECIFY) _____
98	Don't know
99	Prefer not to say

SINGLE RESPONSE**D10. Do you have a disability?**

1	Yes
2	No
3	Prefer not to say

SINGLE RESPONSE

D11. The next questions are about your sexual orientation and intersex status. If you are not comfortable responding to these questions, please just tick Prefer not to say and you will not be asked any other questions about this topic

Any information you do provide here or elsewhere in the survey will be kept confidential and will not be used to identify you in any way. Which of the following best describes your sexual orientation...

1	Straight or heterosexual
2	Gay
3	Lesbian
4	Bisexual
5	Pansexual
6	Queer
7	Asexual or Aromantic
8	Undecided, not sure or questioning
9	Other (SPECIFY) _____
10	Prefer not to say

IF PREFERS NOT TO SAY (CODE 10AT D11) ASK D13

SINGLE RESPONSE

D12. Intersex is a term for people born with atypical sex characteristics. There are many different intersex traits or variations. Do you have an intersex variation?

1	Yes
2	No
98	Don't know
99	Prefer not to say

SINGLE RESPONSE

ASK ALL

D13. We may be conducting further research in the future. Can the Australian Human Rights Commission or its agents re-contact you in that case?

1	Yes
2	No

IF YES, RECORD CONTACT DETAILS

IF NO ASK SURVEY CLOSE

SINGLE

Thank you, could I please get some contact details. These details will be kept separate from your survey responses to ensure the confidentiality of your answers.

First name

Email address

Phone number

ASK ALL

SURVEY CLOSE

Ok, the interview is now finished. Thank you for your time and for your support. You made a valuable contribution to the success of this important study.

This research is carried out in compliance with the Privacy Act and Telecommunications and Research Calls Industry Standard, and the information you provided will be used only for research purposes.

We are conducting this research on behalf of the Australian Human Rights Commission. If you would like any more information about this project or Roy Morgan Research, you can phone us on 1800 667 248.

IF EXPERIENCED SEXUAL HARASSMENT (CODE 1 ON Q1 or Q2), OR IF WITNESSED SOMEONE ELSE BEING SEXUALLY HARASSED (CODE 1 ON Q59_1), ALSO DISPLAY:

Please note that your survey responses about any sexual harassment you may have experienced do not constitute a formal report of that sexual harassment. If you would like to make a formal report of sexual harassment, you may do so by contacting the police, the Australian Human Rights Commission, a state or territory anti-discrimination agency, Fair Work Commission or a union.

S6	If this survey brings up issues for you, there are people you can talk to. If you would like to contact a support service for people who have been victims of sexual assault or sexual harassment or speak to someone who can give you advice about these issues you can call 1800 RESPECT (1800 737 732). If you don't want to talk to someone you can access their website at www.1800respect.org.au .
S7	Would you like to see or have emailed to you a list of other organisations that can provide information and assistance with issues that may have been brought up by this survey. Would you like me to read or email this list?
1	Yes I want to see a list
2	Yes email me a list
3	No

IF REQUESTS THAT LIST IS SHOWN (1 in S7) SHOW NATIONAL AND RELEVANT STATE LIST (from D13/D3), AS S8

IF WANTS AN EMAILED LIST (CODE2 AT S7) ASK FOR EMAIL AT S7A AND EMAIL LIST TO THAT EMAIL

S7a. What email should we send this list to (SPECIFY) _____

List of support services

National List **1800RESPECT** offers confidential counselling and support, 24-hours a day, 7 days a week. Phone: 1800 737 732 | Website: www.1800respect.org.au

Lifeline offers 24-hour crisis support and suicide prevention.
Phone: 13 11 14 | Website: www.lifeline.org.au

National Sexual Assault, Domestic Family Violence Counselling Service
Phone: 1800 200 526

24 hour National Domestic Violence and Sexual Assault helpline
Phone: 1800 555 677 and quote 1800 200 526

Mensline offers free confidential counselling and support for men.
Phone: 1300 78 99 78 | Website: www.mensline.org.au

13YARN offers 24/7 culturally safe crisis support for Aboriginal and Torres Strait Islander people.
Phone: 13 92 76 | Website: www.13yarn.org.au

Relationships Australia state and territory organisations offer a range of support services.
Phone: 1300 364 277 | Website: www.relationships.org.au/contact/

ACT **Women’s Legal Centre**
Phone: 1800 634 669 | Website www.wlc.org.au

Domestic Violence Crisis Service
Phone: (02) 6280 0900 | Website www.dvcs.org.au

Canberra Rape Crisis Centre
Phone: (02) 6247 2525 | Website: www.crc.org.au

NSW **Law Access NSW**
Phone: 1300 888 529 | Website: www.lawaccess.nsw.gov.au

Domestic Violence Line
Phone: 1800 656 463

NSW Sexual Violence Helpline
Phone: 1800 424 017

VIC **Family Violence Crisis Service**
Phone: Melb (03) 9373 0123 or Rural 1800 015 188

Sexual Assault Crisis Line
Phone: 1800 806 292 | Website: www.sacl.com.au

SA	<p>Working Women’s Centres provide information, advocacy, support and advice to women on work-related issues. Phone: (08) 8410 6499 Website: www.wwcsa.org.au</p> <p>Domestic Violence Crisis Line Phone: 1800 800 098</p> <p>Yarrow Place Rape and Sexual Assault Service Phone: 1800 817 421 Website: www.wchn.sa.gov.au/our-network/yarrow-place</p>
NT	<p>Working Women’s Centres provide information, advocacy, support and advice to women on work-related issues. Phone: 1800 817 055 Website: www.ntwwc.com.au</p> <p>Domestic Violence Crisis Line Phone: 1800 019 116</p> <p>Sexual Assault Referral Centre Phone: Darwin (08) 8922 6472 or Alice Springs (08) 8955 4500 Website: www.nt.gov.au/wellbeing/hospitals-health-services/sexual-assault-referral-centres</p>
QLD	<p>Working Women’s Centres provide information, advocacy, support and advice to women on work-related issues. Phone: 1800 621 458 Website: www.brq.org.au</p> <p>Domestic Violence Helpline Phone: 1800 811 811 Website: www.dvconnect.org</p> <p>Sexual Assault Helpline Phone: 1800 010 120 Website: www.dvconnect.org/sexual-assault-helpline/</p>
WA	<p>Women’s Legal Service WA Phone: 1800 625 122 Website: www.wlswa.org.au/contact</p> <p>Women’s Domestic Violence Helpline Phone: 1800 007 339</p> <p>Sexual Assault Resource Centre Phone: 1800 199 888</p>
TAS	<p>Launceston Community Legal Centre Phone: (03) 6334 1577 Website: www.lclc.net.au/contact.html</p> <p>Safe at Home Family Violence Response and Referral Line Phone: 1800 633 937 Website: www.safefromviolence.tas.gov.au</p> <p>Sexual Assault Support Service Phone: 1800 697 877 or (03) 6231 1811 Website: www.sass.org.au</p> <p>Laurel House Sexual Assault Support Phone: Northern (03) 6334 2740 or Nth West (03) 6431 9711</p>

List of agencies for information on making a complaint about sexual harassment

National List	<p>You can contact any of the following services for free, confidential advice related to workplace sexual harassment:</p> <p>The Australian Human Rights Commission's free and confidential National Information Service can provide information and referrals in relation to workplace sexual harassment. Phone: 1300 656 419 Email: infoservice@humanrights.gov.au Website: www.humanrights.gov.au</p> <p>Your local Community Legal Centre can provide options for free legal help. To find your local centre: www.clcs.org.au/findlegalhelp</p> <p>The Fair Work Commission can provide information about your workplace rights and can issue a stop sexual harassment order. Phone: 1300 799 675 Website: www.fwc.gov.au</p> <p>The Australian Unions Support Centre provides free and confidential assistance about workplace issues. Phone: 1300 486 466 Email: help@actu.org.au Website: www.support.australianunions.org.au</p> <p>The Fair Work Ombudsman can provide employees and employers with general information about protections from sexual harassment, prevention and managing sexual harassment in the workplace. Phone: 13 13 94 Website: www.fairwork.gov.au</p>
ACT	<p>The ACT Human Rights Commission Phone: (02) 6205 222 Email: human.rights@act.gov.au Website: www.hrc.act.gov.au</p>
NSW	<p>NSW Anti-Discrimination Board Phone: 1800 670 812 Email: complaintsadb@justice.nsw.gov.au Website: www.antidiscrimination.nsw.gov.au</p>
VIC	<p>Victorian Human Rights and Equal Opportunity Commission Phone: 1300 292 153 Email: enquiries@veohrc.vic.gov.au Website: www.humanrights.vic.gov.au</p>
SA	<p>SA Office of the Commissioner for Equal Opportunity Phone: (08) 7322 7070 Email: OCEO@sa.gov.au Website: www.eoc.sa.gov.au</p>
NT	<p>Northern Territory Anti-Discrimination Commission Phone: 1800 813 846 Email: antidiscrimination@nt.gov.au Website: www.adc.nt.gov.au</p>

QLD	Queensland Human Rights Commission Phone: 1300 130 670 Email: enquiries@qhrc.qld.gov.au Website: www.qhrc.qld.gov.au
WA	WA Equal Opportunity Commission Phone: 1800 198 149 Email: eoc@eoc.wa.gov.au Website: www.wa.gov.au/organisation/equal-opportunity-commission
TAS	Equal Opportunity Tasmania Phone: 1300 305 062 Email: office@equalopportunity.tas.gov.au Website: www.equalopportunity.tas.gov.au

APPENDIX A, FOR USE AT Q57

A Agriculture, Forestry and Fishing

- 001 Agriculture
- 002 Aquaculture
- 003 Forestry and Logging
- 004 Fishing, Hunting and Trapping
- 051 Forestry Support Services
- 052 Agriculture and Fishing Support Services

B Mining

- 006 Coal Mining
- 007 Oil and Gas Extraction
- 008 Metal Ore Mining
- 009 Non-Metallic Mineral Mining and Quarrying
- 010 Exploration and Other Mining Support Services

C Manufacturing

- 011 Food Product Manufacturing
- 012 Beverage and Tobacco Product Manufacturing
- 013 Textile, Leather, Clothing and Footwear Manufacturing
- 014 Wood Product Manufacturing
- 015 Pulp, Paper and Converted Paper Product Manufacturing
- 016 Printing (including the Reproduction of Recorded Media)
- 017 Petroleum and Coal Product Manufacturing
- 018 Basic Chemical and Chemical Product Manufacturing
- 019 Polymer Product and Rubber Product Manufacturing
- 020 Non-Metallic Mineral Product Manufacturing
- 021 Primary Metal and Metal Product Manufacturing
- 022 Fabricated Metal Product Manufacturing
- 023 Transport Equipment Manufacturing
- 024 Machinery and Equipment Manufacturing
- 025 Furniture and Other Manufacturing

D Electricity, Gas, Water and Waste Services

- 026 Electricity Supply
- 027 Gas Supply
- 028 Water Supply, Sewerage and Drainage Services
- 029 Waste Collection, Treatment and Disposal Services

E Construction

- 030 Building Construction
- 031 Heavy and Civil Engineering Construction
- 032 Construction Services

F Wholesale Trade

- 033 Basic Material Wholesaling
- 034 Machinery and Equipment Wholesaling
- 035 Motor Vehicle and Motor Vehicle Parts Wholesaling
- 036 Grocery, Liquor and Tobacco Product Wholesaling
- 037 Other Goods Wholesaling
- 038 Commission-Based Wholesaling

G Retail Trade

- 391 Motor Vehicle Retailing
- 392 Motor Vehicle Parts and Tyre Retailing
- 400 Fuel Retailing
- 411 Supermarket and Grocery Stores
- 412 Specialised Food Retailing
- 421 Furniture, Floor Coverings, Houseware and Textile Goods Retailing
- 422 Electrical and Electronic Goods Retailing
- 423 Hardware, Building and Garden Supplies Retailing
- 424 Recreational Goods Retailing
- 425 Clothing, Footwear and Personal Accessory Retailing
- 426 Department Stores
- 427 Pharmaceutical and Other Store-Based Retailing
- 431 Non-Store Retailing
- 432 Retail Commission-Based Buying and/or Selling

H Accommodation and Food Services

- 440 Accommodation
- 451 Cafes, Restaurants and Takeaway Food Services
- 452 Pubs, Taverns and Bars
- 453 Clubs (Hospitality)

I Transport, Postal and Warehousing

- 046 Road Transport
- 047 Rail Transport
- 048 Water Transport
- 049 Air and Space Transport

-
- 050 Other Transport
 - 051 Postal and Courier Pick-up and Delivery Services
 - 052 Transport Support Services
 - 053 Warehousing and Storage Services

J Information Media and Telecommunications

- 541 Newspaper, Periodical, Book and Directory Publishing
- 542 Software Publishing
- 551 Motion Picture and Video Activities
- 552 Sound Recording and Music Publishing
- 561 Radio Broadcasting
- 562 Television Broadcasting
- 570 Internet Publishing and Broadcasting
- 580 Telecommunications Services
- 591 Internet Service Providers and Web Search Portals
- 592 Data Processing, Web Hosting and Electronic Information Storage Services
- 601 Libraries and Archives
- 602 Other Information Services

K Financial and Insurance Services

- 062 Finance
- 063 Insurance and Superannuation Funds
- 064 Auxiliary Finance and Insurance Services

L Rental, Hiring and Real Estate Services

- 066 Rental and Hiring Services (except Real Estate)
- 067 Property Operators and Real Estate Services

M Professional, Scientific and Technical Services

- 691 Scientific Research Services
- 692 Architectural, Engineering and Technical Services
- 693 Legal and Accounting Services
- 694 Advertising Services
- 695 Market Research and Statistical Services
- 696 Management and Related Consulting Services
- 697 Veterinary Services
- 699 Other Professional, Scientific and Technical Services
- 700 Computer System Design and Related Services

N Administrative and Support Services

- 072 Administrative Services
- 073 Building Cleaning, Pest Control and Other Support Services

O Public Administration and Safety

- 075 Public Administration
- 076 Defence
- 077 Public Order, Safety and Regulatory Services

P Education and Training

- 080 Preschool and School Education
- 081 Tertiary Education
- 082 Adult, Community and Other Education

Q Health Care and Social Assistance

- 084 Hospitals
- 085 Medical and Other Health Care Services
- 086 Residential Care Services
- 087 Social Assistance Services

R Arts and Recreation Services

- 089 Heritage Activities
- 090 Creative and Performing Arts Activities
- 091 Sports and Recreation Activities
- 092 Gambling Activities

097 OTHER

098 DON'T KNOW

099 PREFER NOT TO SAY

APPENDIX B FOR USE AT Q59

1 Managers

- 111 Chief Executives, General Managers and Legislators
- 121 Farmers and Farm Managers
- 131 Advertising, Public Relations and Sales Managers
- 132 Business Administration Managers
- 133 Construction, Distribution and Production Managers
- 134 Education, Health and Welfare Services Managers
- 135 ICT Managers
- 139 Miscellaneous Specialist Managers
- 141 Accommodation and Hospitality Managers
- 142 Retail Managers
- 149 Miscellaneous Hospitality, Retail and Service Managers

2 Professionals

- 211 Arts Professionals
- 212 Media Professionals
- 221 Accountants, Auditors and Company Secretaries
- 222 Financial Brokers and Dealers, and Investment Advisers
- 223 Human Resource and Training Professionals
- 224 Information and Organisation Professionals
- 225 Sales, Marketing and Public Relations Professionals
- 231 Air and Marine Transport Professionals
- 232 Architects, Designers, Planners and Surveyors
- 233 Engineering Professionals
- 234 Natural and Physical Science Professionals
- 241 School Teachers
- 242 Tertiary Education Teachers
- 249 Miscellaneous Education Professionals
- 251 Health Diagnostic and Promotion Professionals
- 252 Health Therapy Professionals
- 253 Medical Practitioners
- 254 Midwifery and Nursing Professionals
- 261 Business and Systems Analysts, and Programmers
- 262 Database and Systems Administrators, and ICT Security Specialists
- 263 ICT Network and Support Professionals
- 271 Legal Professionals
- 272 Social and Welfare Professionals

3 Technicians and Trades Workers

- 311 Agricultural, Medical and Science Technicians
- 312 Building and Engineering Technicians
- 313 ICT and Telecommunications Technicians
- 321 Automotive Electricians and Mechanics
- 322 Fabrication Engineering Trades Workers
- 323 Mechanical Engineering Trades Workers
- 324 Panelbeaters, and Vehicle Body Builders, Trimmers and Painters
- 331 Bricklayers, and Carpenters and Joiners
- 332 Floor Finishers and Painting Trades Workers
- 333 Glaziers, Plasterers and Tilers
- 334 Plumbers
- 341 Electricians
- 342 Electronics and Telecommunications Trades Workers
- 351 Food Trades Workers
- 361 Animal Attendants and Trainers, and Veterinary Nurses
- 362 Horticultural Trades Workers
- 363 Primary Production Supervisors and Specialists
- 391 Hairdressers
- 392 Printing Trades Workers
- 393 Textile, Clothing and Footwear Trades Workers
- 394 Wood Trades Workers
- 399 Miscellaneous Technicians and Trades Workers

4 Community and Personal Service Workers

- 411 Health and Welfare Support Workers
- 421 Child Carers
- 422 Education Aides
- 423 Personal Carers and Assistants
- 431 Hospitality Workers
- 441 Defence Force Members, Fire Fighters and Police
- 442 Prison and Security Officers
- 451 Personal Service and Travel Workers
- 452 Sports and Fitness Workers

5 Clerical and Administrative Workers

- 511 Contract, Program and Project Administrators
- 512 Office and Practice Managers
- 521 Personal Assistants and Secretaries

-
- 531 General Clerks
 - 532 Keyboard Operators
 - 541 Call or Contact Centre Information Clerks
 - 542 Receptionists
 - 551 Accounting Clerks and Bookkeepers
 - 552 Financial and Insurance Clerks
 - 561 Clerical and Office Support Workers
 - 591 Logistics Clerks
 - 599 Miscellaneous Clerical and Administrative Workers

6 Sales Workers

- 611 Insurance Agents and Sales Representatives
- 612 Real Estate Sales Agents
- 621 Sales Assistants and Salespersons
- 631 Checkout Operators and Office Cashiers
- 639 Miscellaneous Sales Support Workers

7 Machinery Operators and Drivers

- 711 Machine Operators
- 712 Stationary Plant Operators
- 721 Mobile Plant Operators
- 731 Automobile, Bus and Rail Drivers
- 732 Delivery Drivers
- 733 Truck Drivers
- 741 Storepersons

8 Labourers

- 811 Cleaners and Laundry Workers
- 821 Construction and Mining Labourers
- 831 Food Process Workers
- 832 Packers and Product Assemblers
- 839 Miscellaneous Factory Process Workers
- 842 Farm Workers
- 843 Forestry and Garden Workers
- 851 Food Preparation Assistants
- 891 Freight Handlers and Shelf Fillers
- 899 Miscellaneous Labourers

097 OTHER

098 DON'T KNOW

099 PREFER NOT TO SAY

Participant Information Statement

What is this study about?

You are invited to take part in a research study about **sexual harassment in the workplace**.

This Participant Information Statement tells you about the research study. Knowing what is involved will help you decide if you want to take part in the research. Please read this statement carefully. If you have questions about anything that you don't understand or want to know more about the study, you can contact the Australian Human Rights Commission using the contact details provided below in this statement.

Participation in this research study is voluntary.

By giving your consent to take part in this study you are telling us that you:

- ✓ Understand what you have read.
- ✓ Agree to take part in the research study as outlined below.
- ✓ Agree to the use of your personal information as described.

You can download a copy of this Participant Information Statement to keep.

(1) Who is running the study?

The study is being carried out by Roy Morgan Research on behalf of the Australian Human Rights Commission.

This study is being funded by the Attorney-General's Department.

(2) What will the study involve for me?

If you decide to take part in the research study, we will ask you to complete an online Questionnaire.

The questionnaire will ask you questions about your personal characteristics (i.e. your gender and age) and whether you have experienced sexual harassment in the workplace. It should take approximately 10-15 minutes to complete. There are no costs associated with participating in this research study.

If you have experienced sexual harassment in the workplace, we will ask you some questions about this experience.

If you experience feelings of distress as a result of participation in this study you are free to stop at any time and/or come back to complete your answers later.

(3) Who can I contact for help if I find participation in this study stressful or upsetting?

You can stop or withdraw from the survey at any time. If you feel distressed or upset during or after the survey, you can seek support from the following organisations.

List of support services

National List	<p>1800RESPECT offers confidential counselling and support, 24-hours a day, 7 days a week. Phone: 1800 737 732 Website: www.1800respect.org.au</p> <p>Lifeline offers 24-hour crisis support and suicide prevention. Phone: 13 11 14 Website: www.lifeline.org.au</p> <p>National Sexual Assault, Domestic Family Violence Counselling Service Phone: 1800 200 526</p> <p>24 hour National Domestic Violence and Sexual Assault helpline Phone: 1800 555 677 and quote 1800 200 526</p> <p>Mensline offers free confidential counselling and support for men. Phone: 1300 78 99 78 Website: www.mensline.org.au</p> <p>13YARN offers 24/7 culturally safe crisis support for Aboriginal and Torres Strait Islander people. Phone: 13 92 76 Website: www.13yarn.org.au</p> <p>Relationships Australia state and territory organisations offer a range of support services. Phone: 1300 364 277 Website: www.relationships.org.au/contact/</p>
ACT	<p>Women’s Legal Centre Phone: 1800 634 669 Website www.wlc.org.au</p> <p>Domestic Violence Crisis Service Phone: (02) 6280 0900 Website www.dvcs.org.au</p> <p>Canberra Rape Crisis Centre Phone: (02) 6247 2525 Website: www.crcc.org.au</p>
NSW	<p>Law Access NSW Phone: 1300 888 529 Website: www.lawaccess.nsw.gov.au</p> <p>Domestic Violence Line Phone: 1800 656 463</p> <p>NSW Sexual Violence Helpline Phone: 1800 424 017</p>
VIC	<p>Family Violence Crisis Service Phone: Melb (03) 9373 0123 or Rural 1800 015 188</p> <p>Sexual Assault Crisis Line Phone: 1800 806 292 Website: www.sacl.com.au</p>

SA	<p>Working Women's Centres provide information, advocacy, support and advice to women on work-related issues. Phone: (08) 8410 6499 Website: www.wwcsa.org.au</p> <p>Domestic Violence Crisis Line Phone: 1800 800 098</p> <p>Yarrow Place Rape and Sexual Assault Service Phone: 1800 817 421 Website: www.wchn.sa.gov.au/our-network/yarrow-place</p>
NT	<p>Working Women's Centres provide information, advocacy, support and advice to women on work-related issues. Phone: 1800 817 055 Website: www.ntwwc.com.au</p> <p>Domestic Violence Crisis Line Phone: 1800 019 116</p> <p>Sexual Assault Referral Centre Phone: Darwin (08) 8922 6472 or Alice Springs (08) 8955 4500 Website: www.nt.gov.au/wellbeing/hospitals-health-services/sexual-assault-referral-centres</p>
QLD	<p>Working Women's Centres provide information, advocacy, support and advice to women on work-related issues. Phone: 1800 621 458 Website: www.brq.org.au</p> <p>Domestic Violence Helpline Phone: 1800 811 811 Website: www.dvconnect.org</p> <p>Sexual Assault Helpline Phone: 1800 010 120 Website: www.dvconnect.org/sexual-assault-helpline/</p>
WA	<p>Women's Legal Service WA Phone: 1800 625 122 Website: www.wlswa.org.au/contact</p> <p>Women's Domestic Violence Helpline Phone: 1800 007 339</p> <p>Sexual Assault Resource Centre Phone: 1800 199 888</p>
TAS	<p>Launceston Community Legal Centre Phone: (03) 6334 1577 Website: www.lclc.net.au/contact.html</p> <p>Safe at Home Family Violence Response and Referral Line Phone: 1800 633 937 Website: www.safefromviolence.tas.gov.au</p> <p>Sexual Assault Support Service Phone: 1800 697 877 or (03) 6231 1811 Website: www.sass.org.au</p> <p>Laurel House Sexual Assault Support Phone: Northern (03) 6334 2740 or Nth West (03) 6431 9711</p>

(4) Who can I contact to make a complaint about sexual harassment at work?

If you would like information about making a complaint of sexual harassment, you can contact the following organisations listed below. The Australian Human Rights Commission or your state/territory anti-discrimination commission can investigate reports about human rights breaches and discrimination, including workplace sexual harassment.

List of agencies for information on making a complaint about sexual harassment

National List You can contact any of the following services for free, confidential advice related to workplace sexual harassment:

The **Australian Human Rights Commission's** free and confidential National Information Service can provide information and referrals in relation to workplace sexual harassment.

Phone: 1300 656 419 | Email: infoservice@humanrights.gov.au

Website: www.humanrights.gov.au

Your local **Community Legal Centre** can provide options for free legal help.

To find your local centre: www.clcs.org.au/findlegalhelp

The **Fair Work Commission** can provide information about your workplace rights and can issue a stop sexual harassment order.

Phone: 1300 799 675 | Website: www.fwc.gov.au

The **Australian Unions Support Centre** provides free and confidential assistance about workplace issues.

Phone: 1300 486 466 | Email: help@actu.org.au

Website: www.australianunions.org.au/contact-australian-unions

The Fair Work Ombudsman can provide employees and employers with general information about protections from sexual harassment, prevention and managing sexual harassment in the workplace.

Phone: 13 13 94 | Website: fairwork.gov.au

ACT

The ACT Human Rights Commission

Phone: (02) 6205 222 | Email: human.rights@act.gov.au

Website: www.hrc.act.gov.au

NSW

NSW Anti-Discrimination Board

Phone: 1800 670 812 | Email: complaintsadb@justice.nsw.gov.au

Website: www.antidiscrimination.nsw.gov.au

VIC	Victorian Human Rights and Equal Opportunity Commission Phone: 1300 292 153 Email: enquiries@veohrc.vic.gov.au Website: www.humanrights.vic.gov.au
SA	SA Office of the Commissioner for Equal Opportunity Phone: (08) 7322 7070 Email: OCEO@sa.gov.au Website: www.eoc.sa.gov.au
NT	Northern Territory Anti-Discrimination Commission Phone: 1800 813 846 Email: antidiscrimination@nt.gov.au Website: www.adc.nt.gov.au
QLD	Queensland Human Rights Commission Phone: 1300 130 670 Email: enquiries@qhrc.qld.gov.au Website: www.qhrc.qld.gov.au
WA	WA Equal Opportunity Commission Phone: 1800 198 149 Email: eoc@eoc.wa.gov.au Website: www.wa.gov.au/organisation/equal-opportunity-commission
TAS	Equal Opportunity Tasmania Phone: 1300 305 062 Email: office@equalopportunity.tas.gov.au Website: www.equalopportunity.tas.gov.au

(5) How much of my time will the study take?

The survey will take around 10-15 minutes to complete.

(6) Who can take part in the study?

People aged 15 years and older who have been in the workforce.

(7) Do I have to be in the study? Can I withdraw from the study once I've started?

Being in this study is completely voluntary and you do not have to take part.

You are free to stop the questionnaire at any time.

Submitting your completed questionnaire is an indication of your consent to participate in the study. You can withdraw your responses any time before you have submitted the questionnaire. Once you have submitted it, your responses cannot be withdrawn because they are anonymous and therefore we will not be able to tell which answers are yours.

(8) Are there any risks or costs associated with being in the study?

Aside from giving up 10-15 minutes of your time, we do not expect that there will be any risks or costs associated with taking part in this study.

(9) Are there any benefits associated with being in the study?

We hope to use information we get from this research study to improve efforts to prevent and respond to sexual harassment which occurs in Australian workplaces.

(10) What will happen to information about me that is collected during the study?

By providing your consent, you are agreeing to us collecting personal information about you for the purposes of this research study. Your information will only be used for the purposes outlined in this Participant Information Statement.

This survey is completely anonymous – you will not be asked to provide your name or any other contact details at any stage.

The answers collected from all participants will be combined to inform the Commission's research and produce a public report on the results of the survey. No identifying personal information will be included in the report. The anonymised data will be made available on the Australian government data.gov.au website and may also be used by the Commission and others in future research projects.

The Australian Human Rights Commission and Roy Morgan Research may be required to report instances of child abuse or neglect, threats of self-harm and/or threats to harm others to relevant government agencies. If instances like this are contained within your responses, it may affect the confidentiality of the information you provide.

The information provided by you will be stored in an electronic format by Roy Morgan Research and by the Australian Human Rights Commission. Information will be stored in accordance with the *Archives Act 1983* (Cth), the *Privacy Act 1988* (Cth) and the *Australian Human Rights Commission Act 1986* (Cth).

(11) Can I tell other people about the study?

Yes, you are welcome to tell other people about the study.

(12) What if I would like further information about the study?

If you would like to know more at any stage during the study, please feel free to contact [insert contact details]

(13) Will I be told the results of the study?

The Australian Human Rights Commission intends to publish a report on the results of this research study in late 2022. All information will be published in a way that will not identify you.

This report will be publicly and freely available via the Australian Human Rights Commission's website.

(14) What if I have a complaint or any concerns about the study?

Research involving humans in Australia is reviewed by an independent group of people called a Human Research Ethics Committee (HREC). The ethical aspects of this study have been approved by the University of Sydney Human Research Ethics Committee. As part of this process, we have agreed to carry out the study according to the National Statement on Ethical Conduct in Human Research (2007). This statement has been developed to protect people who agree to take part in research studies.

If you are concerned about the way this study is being conducted or you wish to make a complaint to someone independent from the study, please contact the university using the details outlined below. Please quote the study title and project number 2022/389.

University of Sydney Ethics Office:

Telephone: +61 2 9036 9161

Email: human.ethics@sydney.edu.au

Appendix C: Comparison of survey instruments used over time

The following table provides a brief overview of the survey instruments used over time. This includes top level changes only, and does not go into detail regarding specific changes to wording of questions over time.

Table 9: Comparison of survey instruments used over time

	2003	2008	2012	2018	2022
Sample size	1,005 individuals	2,005 individuals	2,002 individuals	10,27 individuals	10,157 individuals
Age of sample	Individuals aged 18 to 64	Same as 2003	Individuals aged 15 to 65	Individuals aged 15 years or	Same as 2018
Telephone interviews (CATI)	✓	✓	✓	✓	✓
Online survey	✗	✗	✗	✓	✓
Survey weighting	Representative of the Australian population in terms of sex, age and area of residence	Same as 2003	Same as 2003	Same as 2003	Same as 2003
Definition of sexual harassment used to measure lifetime prevalence & incidence of workplace sexual harassment over the last 5 years	Legal Definition only	Same as 2003	Combined Legal Definition & Behavioural Definition	Behavioural Definition	Same as 2018

	2003	2008	2012	2018	2022
Questions added over time	N/A	New questions to measure the incidence of specific behaviours that are likely to be forms of sexual harassment.	New questions which measured the consequences of sexual harassment for people harassed, the presence of repeat and multiple harassers in the workplace, and the consequences for bystanders who took action after witnessing or learning about sexual harassment.	A slightly modified list of behaviours constituting sexual harassment, including some questions related to technology-facilitated sexual harassment.	A slightly modified list of behaviours constituting sexual harassment, including some questions related to technology-facilitated sexual harassment; New questions seeking respondents' views on their organisation's approaches to preventing and responding to workplace sexual harassment.

Appendix D: Comparison of sexual harassment behaviours used over time

Table 10: Comparison of sexual harassment behaviours used over time

2003	2008	2012	2018	2022
Unwelcome touching, hugging, cornering or kissing	Same as 2003	Same as 2003	Same as 2003	Same as 2003
Staring or leering	Inappropriate staring or leering that made you feel intimidated	Same as 2008	Same as 2008	Same as 2008
Suggestive comments or jokes	Sexually suggestive comments or jokes that made you feel offended	Same as 2008	Same as 2008	Same as 2008
Sexually explicit pictures or posters	Sexually explicit pictures, posters or gifts that made you feel offended	Same as 2008	Same as 2008	Seeing or being sent sexually explicit images and videos, cartoons, drawings, photographs, or jokes that made you feel offended
Unwanted invitations to go out on dates	Repeated or inappropriate invitations to go out on dates	Same as 2008	Same as 2008	Same as 2008
Intrusive questions about your private life or body	Intrusive questions about your private life or physical appearance that made you feel offended	Same as 2008	Same as 2008	Same as 2008
Sexually explicit emails or SMS messages	Same as 2003	Same as 2003	Sexually explicit comments made in emails, SMS messages or on social media	Same as 2018
Sexually explicit physical contact	Inappropriate physical contact	Same as 2008	Same as 2008	Same as 2008
Unnecessary familiarity, such as deliberately brushing up against you	Not used	Not used	Not used	Not used
Insults or taunts based on your sex	Not used	Not used	Not used	Not used

2003	2008	2012	2018	2022
Not used	Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	Same as 2008	Repeated or inappropriate advances on email, social networking websites or internet chat rooms	Repeated or inappropriate sexual advances on email, social networking websites, internet chat rooms or other online platforms
Not used	Not used	Sexual gestures, indecent exposure or inappropriate display of the body	Same as 2012	Same as 2012
Not used	Not used	Not used	Being followed, watched or someone loitering nearby	Same as 2018
Not used	Not used	Not used	Sharing or threatening to share intimate images or film of you without your consent	Sharing or threatening to share intimate images or video of you without your consent (e.g. images or video of you involving sexual activity or nudity)
Not used	Not used	Not used	Not used	Inappropriate commentary, images or film of you distributed on some form of social media without your consent
Not used	Not used	Not used	Indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine	Same as 2018
Requests or pressure for sex	Requests or pressure for sex or other sexual acts	Same as 2008	Same as 2008	Same as 2008
Actual or attempted rape or assault	Same as 2003	Actual or attempted rape or sexual assault	Same as 2012	Same as 2012
Something else	Any other unwelcome conduct of a sexual nature	Same as 2008	Any other unwelcome conduct of a sexual nature that occurred online or via some form of technology	Any other unwelcome conduct of a sexual nature (including online or some form of technology)

Appendix E: Examples of industry-based reviews and initiatives

The following is a non-exhaustive selection of industry-based surveys, reviews, awareness raising campaigns and policy developments undertaken to better understand and address workplace sexual harassment across a range of industries, since 2018.

(a) Information Media and Telecommunications

- **Australian Cinematographers Society**

A Wider Lens: Australian camera workforce development and diversity.

In 2020, the Australian Cinematographers Society commissioned a team of researchers led by Deakin University to conduct a comprehensive study on workforce development and diversity for camera professionals working in the Australian film and television industry. The report includes a section on workplace sexual harassment in the Film and Television industry. The report seeks to add to the evidentiary knowledge base that informs both policy and practice in advancing a world-class, globally competitive, equitable, diverse, and inclusive screen industry in Australia.¹

- **Screen Australia**

Australian Screen Industry Code of Practice: Discrimination, Harassment, Sexual Harassment and Bullying ('Screen Industry Code of Practice').

In 2019, the Screen industry introduced the Screen Industry Code of Practice to apply to projects that received Screen Australia production funding. The industry-led initiative seeks to raise awareness of what constitutes workplace sexual harassment and sets out legal responsibilities regarding sexual harassment and other forms of harassment and discrimination.²

(b) Arts and Recreation Services

- **Live Performance Australia**

The Australian Live Performance Industry Code of Practice to Prevent Workplace Discrimination, Harassment, Sexual Harassment and Bullying.

In 2018, Live Performance Australia developed an industry-wide code of practice to support the Live Performance industry to prevent sexual harassment, workplace discrimination, bullying and other harassment. The Code of Practice emphasises their commitment to providing safe, respectful and inclusive workplaces.³

- **Australian Contemporary Music Industry**

The Raising Their Voices Report.

In 2022, the Australian Contemporary Music Industry published the Raising Their Voices report, following a review into sexual harm, sexual harassment, bullying and systemic discrimination in the music industry. The report sets out a suite of recommendations to support the industry to better prevent and respond to sexual harm, sexual harassment, bullying, and systemic discrimination.⁴

(c) Retail Trade

- **The Shop Distributive and Allied Employees Association (SDA)**

Everyone's business: Survey on sexual harassment of members of the Shop, Distributive and Allied Employee's Association.

In 2019, the SDA, in partnership with the Australian Human Rights Commission, conducted a comprehensive survey of its members to investigate the prevalence, nature and reporting of sexual harassment. The SDA's members are employed in the Retail, Fast Food and Warehouse sectors. The survey provided a comprehensive view into the unique and systemic drivers which underpin workplace sexual harassment for these particular sectors.⁵

- **Bakers Delight Holdings**

Preventing sexual harassment in retail franchises.

In 2022, the Victorian Equal Opportunity & Human Rights Commission conducted an investigation into Bakers Delight Holdings' compliance with its positive duty to prevent sexual harassment, and the subsequent report, *Preventing sexual harassment in retail franchises*, outlined the specific risk factors associated with the retail franchise. Bakers Delight Holdings has since taken action towards compliance with its positive duty.⁶

(d) Mining

- **The Minerals Council of Australia (MCA)**

Industry Code on Eliminating Sexual Harassment and Respect@Work Industry Toolkit.

The Australian minerals industry is taking action to eliminate workplace sexual harassment in its response to the Respect@Work Report. In July 2021, the MCA published its National Industry Code on eliminating sexual harassment which provides clear expectations for members to establish prevention and response measures to address sexual harassment; and in December 2021 published a toolkit to support the industry's implementation of the code.⁷

- **Rio Tinto**

Report into workplace culture at Rio Tinto.

In 2022, Rio Tinto engaged Elizabeth Broderick & Co to conduct a review into workplace culture, including to identify workplace bullying, sexual harassment, racism, and other forms of discrimination. The report proposes a Framework for Action, with recommendations to support Rio Tinto's approach to creating sustainable change and improving workplace culture.⁸

- **Parliamentary Inquiry - FIFO mining industry**

Enough is Enough: Sexual harassment against women in the FIFO mining industry.

On 23 June 2022, the Community Development and Justice Standing Committee of the Legislative Assembly of Western Australia tabled its report, 'Enough is Enough', in the Western Australian parliament, reporting on its inquiry into sexual harassment against women in the FIFO mining industry. The report highlights the experiences of sexual harassment and the unique drivers associated with the FIFO mining industry. The report provides a suite of recommendations, as supported by the WA Commissioner for Equal Opportunity, to prevent workplace sexual harassment, including shifting the onus on employers to take all necessary steps to prevent the behaviour from happening.⁹

(e) Public Sector

- **Commonwealth parliamentary workplaces**

Set the Standard: Report on the Independent Review into Commonwealth Parliamentary Workplaces.

In 2021, the Tasmanian Government appointed the Tasmanian Anti-Discrimination Commissioner to undertake an Independent Review into Parliamentary Practices and Procedures to Support Workplace Culture, with a specific focus on the occurrence of discrimination, sexual harassment and bullying. The resulting report, released in August 2022, made recommendations to promote a more positive and respectful culture in Tasmanian Ministerial and Parliamentary Services workplaces. It also called for leaders to step up and uphold standards of respect and accountability.¹⁰

Between 2019 and 2022, various reviews into inappropriate workplace behaviour, including sexual harassment, have also been conducted at a state level, including:

- **Tasmanian Parliament**

Motion for Respect: Report into workplace culture in the Tasmanian ministerial and parliamentary services.

In 2021, the Tasmanian Government appointed the Tasmanian Anti-Discrimination Commissioner to undertake an Independent Review into Parliamentary Practices and Procedures to Support Workplace Culture, with a specific focus on the occurrence of discrimination, sexual harassment and bullying. The resulting report, released in August 2022, made recommendations to promote a more positive and respectful culture in Tasmanian Ministerial and Parliamentary Services workplaces. It also called for leaders to step up and uphold standards of respect and accountability.¹¹

- **New South Wales Parliament**

Leading for Change: Independent Review of Bullying, Sexual Harassment and Sexual Misconduct in NSW Parliamentary Workplaces.

The New South Wales Parliament, in response to a growing call for Parliamentary workplaces to be exemplars of respectful behaviour, commissioned Elizabeth Broderick & Co to conduct a review to examine culture and provide advice to the Parliamentary Executive Group on the nature and prevalence of harmful behaviours including bullying, sexual harassment and sexual misconduct within Parliamentary workplaces and, where deficient, to make recommendations for further strengthening. The resulting report 'Leading for Change: Independent Review of Bullying, Sexual Harassment and Sexual Misconduct in NSW Parliamentary Workplaces 2022' set out a Framework for Action to build on and strengthen existing strategies to create a safe and inclusive workplace culture.¹²

- **South Australian Parliament**

Review of Harassment in the South Australian Parliament Workplace.

In 2021, the South Australian Equal Opportunity Commission presented a report on harassment in the South Australian parliamentary workplace to the Houses of the South Australian Parliament. The report outlined fundamental gaps in policy, training and complaints practices and recommended actions aimed at the prevention, and appropriate handling, of sexual and discriminatory harassment in the parliamentary workplace.¹³

- **Victorian Public Service**

Sexual Harassment in the Victorian Public Service.

In 2019, the Victorian Auditor-General's Office conducted an audit under the Equal Opportunity Act 2010 (Vic) to examine the effectiveness of the steps taken by the Victorian Public Service to eliminate sexual harassment in the workplace. The resulting assurance report included both recommendations for all Victorian Public Sector departments, and recommendations targeted to individual departments, all of which were accepted.¹⁴

(f) Legal Sector

- **The Victorian Legal Services Board and Commissioner (VLSB+C)**

Investigation into sexual harassment in the Victorian legal profession.

In 2019, the VLSB+C undertook two surveys on sexual harassment in Victoria's legal profession. One survey was designed to build an understanding of the prevalence and characteristics of sexual harassment in Victoria's legal workplaces. The other was designed to gather information about the existing training, policies and procedures in place to address sexual harassment. The report, published in 2020, outlines the findings of these surveys.¹⁵

- **Court Services Victoria**

The review of sexual harassment in Victorian Courts & VCAT.

In 2020, a review of sexual harassment in Victorian courts was initiated by the Attorney-General of Victoria and the Chief Justice of the Supreme Court of Victoria. Led by Dr Helen Szoke AO, the review considered prevention and response measures and the final report included a suite of recommendations for reform. A dedicated Sexual Harassment and Respect team has since been established to implement the recommendations from the report.¹⁶

- **South Australian Legal Profession**

Review of harassment in the South Australian legal profession.

In 2020, the Attorney-General appointed the South Australian Commissioner for Equal Opportunity to undertake a review into the prevalence of harassment, including sexual harassment, in the legal profession. The review also considered the adequacy of policies and processes for making complaints of sexual harassment. The final report makes 16 recommendations aimed at supporting the development of safe and inclusive workplaces in the legal profession.¹⁷

- **The Law Council of Australia**

National Action Plan to Reduce Sexual Harassment in the Legal Profession (NAP).

In 2020, the Law Council of Australia released its NAP in an effort to bring together the determination of the Law Council's state and territory constituent bodies to address sexual harassment across the legal profession. The NAP maps a path forward to support the cultural change required to effectively address sexual harassment in the legal profession. The subsequent National Model Framework to Address Sexual Harassment was developed in 2021.¹⁸

(g) Sporting sector

- **Gymnastics Australia**

Change the routine: Report on the independent review into Gymnastics in Australia.

In 2020, Gymnastics Australia engaged the Commission to conduct an independent review of culture and practice at all levels of the sport of gymnastics in Australia. The review led to a comprehensive understanding of the culture of the sport, including systemic risk factors for child abuse and neglect, misconduct, bullying, abuse, sexual harassment, and assault towards athletes. The Commission made 5 key findings and 12 subsequent recommendations.¹⁹

Appendix E: Endnotes

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Further Information

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