

What is the link between sexual harassment and gender inequality?

Everyone deserves to be safe, supported and respected at work.

This means that sexual harassment, disrespect, and discrimination have no place.

Our Watch will support you to stop workplace sexual harassment before it starts and create a workplace where everyone is respected, supported and successful.

Go to our [website](#) for more information and tools so you can lead the change.

Sexual harassment is recognised as a form of gendered violence by the Australian Human Rights Commission.

Gendered violence refers to harmful acts directed at an individual or a group of individuals based on their gender.

It is rooted in gender inequality, abuse of power and harmful attitudes and behaviours.

Gender inequality in workplaces.

Sexual harassment is not the only form of gender inequality in the workplace – from a lack of women in leadership positions to unequal access to parental leave, gender inequality can negatively impact employees and businesses in many ways.

What drives gender inequality in the workplace and how can employers take action?

Driver 1

In workplaces, excusing or minimising violence against women and sexual harassment or trying to justify why the violence occurred.

- Dismissing women's experiences of sexual harassment
- Sexually suggestive comments or jokes that intimidate or offend

Take action

Support your staff to be active bystanders who challenge attitudes, beliefs, systems and practices that justify, excuse, trivialise or downplay inappropriate workplace behaviours.

Lead the change.

Stop workplace sexual harassment before it starts.

References:

Respect@Work: Sexual Harassment National Inquiry Report (2020)

Our Watch – Workplace Equality and Respect: Understanding violence and sexual harassment

Our Watch – Media: 12 tips for media reporting on sexual harassment

Deloitte – The economic costs of sexual harassment in the workplace

Driver 2

Gender inequality in workplaces resulting in men dominating decision-making.

- Gender pay gaps
- Lack of women in leadership
- Lack of respect for women, including women from marginalised groups

Take action

Increase the representation of women (with diverse backgrounds and life experiences) in formal and informal decision-making roles.

Driver 3

Rigid gender stereotyping which limits the ways people can express themselves.

- Making assumptions that certain types of work are better suited for women (or men)
- Assumptions about caregiving roles impacting access to parental leave

Taking action example

Promote and support gender-equitable domestic and parenting practices through workplace initiatives.

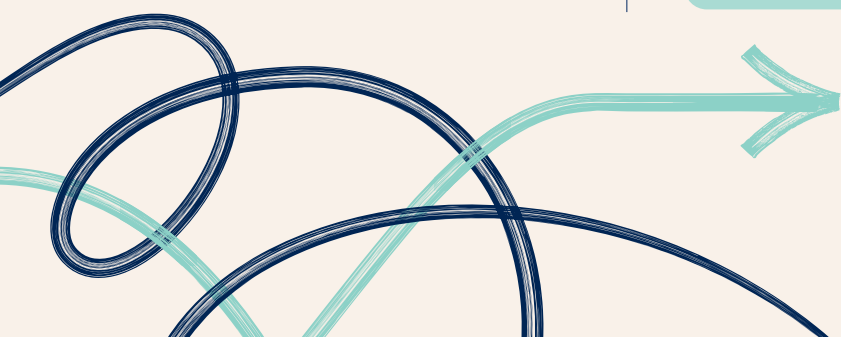
Driver 4

Masculine behaviour that emphasises aggression, dominance and control.

- Locker-room talk
- Unwanted touching, hugging, kissing or sexual gestures

Take action

Create male allyship initiatives that promote men modelling respectful and inclusive workplace behaviour.



**Lead the change.
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