

Lead the change. Create positive workplace cultures.

Every business has a responsibility and opportunity to prevent sexual harassment at work.

Our Watch's Workplace Equality and Respect tools and resources support you to drive positive change in your business, and in the broader community.

Get started today.

What is positive duty?

Workplaces have a positive duty to address the drivers of discrimination on the grounds of sex in a work context, **sexual harassment in connection with work**, sex-based harassment in connection with work, conduct creating a workplace environment that is hostile on the grounds of sex and related acts of victimisation.

Businesses and employers need to eliminate unlawful behaviours as far as possible rather than respond to them after they occur.

What does my workplace need to do?

Employers will have to demonstrate that they have taken all **reasonable** steps to ensure a workplace, including its culture, mitigates the risk of sexual harassment occurring.

Positive duty is:

- Focused on employers
- Ongoing
- Proactive
- Preventative
- Continuous assessment and evaluation

Employers are responsible for:

- Active measures focusing on prevention
- Workplace culture
- Demonstrating that they have taken all "reasonable steps" to mitigate risk of sexual harassment

**Lead the change.
Stop workplace
sexual harassment
before it starts.**