

Standing up to sexual harassment at work

69% of people said that they would be bothered if they heard a friend telling a sexist joke*.

This means that if you take action against sexism or disrespect, people around you will be glad you did. Standing up against sexual harassment and disrespect can be intimidating, but there are many ways to be an active bystander at work.

Lead the change.

Be an active bystander when you see workplace sexual harassment.

*Source: NCAS Survey 2021 ANROWS

What is an active bystander?

An active bystander is someone who takes action after witnessing or hearing about an incident of sexual harassment or discrimination.



Being an active bystander can involve taking action in the moment through your words or body language.

But it isn't only about responding to an incident when it happens. Being an active bystander can also include making a report afterwards or changing the culture or environment that allowed the discrimination to occur.

Always remember, it isn't about intervening physically or being hostile.

How you can be an active bystander at work

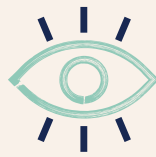


1. Speak

Challenge sexual harassment and discrimination.

- **Question sexist jokes** – 'I don't get what's funny?'
- **Focus on the behaviour** – 'That comment was out of line'
- **Purposely change the topic** – 'Seriously? Let's move on'
- **Ask them to stop** – 'Alright, that's enough'

Get started with Our Watch Workplace Equality and Respect tools & resources. Visit: www.ourwatch.org.au/workplace



2. Show

If you aren't comfortable speaking up, you can still stand up against harassment through your body language.

- Roll your eyes
- Shake your head
- Don't laugh along
- Walk away
- Stand between the person being disrespectful and the person being harassed



3. Support

Let the person experiencing harassment or discrimination know that you are there for them.

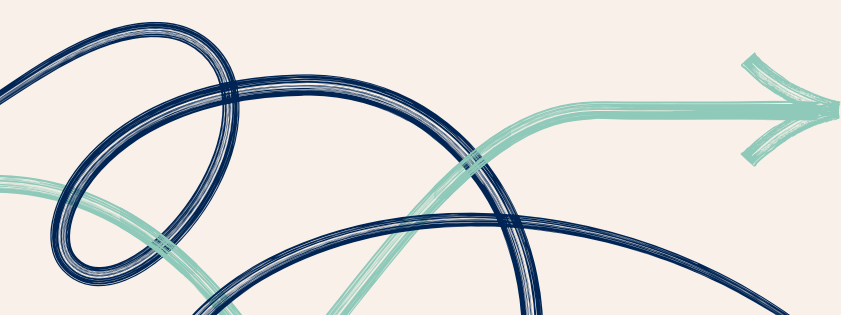
- Ask if they're OK in person or in a message
- Acknowledge what happened: 'Hey, I'm sorry. That wasn't ok'
- If someone else says something, back them up
- Support people who report sexism and disrespect to management or People & Culture



4. Report

It's important that your workplace's leadership team know about sexual harassment and discrimination occurring at work.

- Talk to your manager or People & Culture about what you saw
- Share your ideas for how you can improve workplace culture and safety
- If you don't feel comfortable talking to management, speak to a trusted colleague



Lead the change.
End workplace sexual harassment.

Our Watch
Preventing violence against women