

Lead the change.

End workplace sexual harassment.

Workplace sexual harassment in Australia's information, media and telecommunications industry

Workforce

The Australian information, media and telecommunications workforce composition is

59% men

40% women

Women represented:
18% of CEOs
36% of managers

The **proportion of women on boards** in Australian retail

17% of boards had **no women**

6% of boards were **women-dominated**

21% of board chairs were **women**

3% of boards had **no men**

55% of boards were **male-dominated**

79% of board chairs were **men**

19% had **gender balanced** boards

Workplace sexual harassment incidents



In the last 5 years in Australia

77% of incidents were perpetrated by a man

The information, media and telecommunications industry had the **highest workplace sexual harassment incident rate of all industries**



64%

The national average was **33%**



This was **20%** higher than any other industry



75% of women



55% of men

were sexually harassed

Sexual harassment was overrepresented in this industry **3% of incidents nationally** and **1% of the Australian workforce**



31% of workplace sexual harassment incidents were witnessed by another person

Gender Pay Gap



The gender pay gap was **19.5%** =

\$29,361

Cost



The estimated **productivity cost** of workplace sexual harassment was

\$154.3 m

If you see sexual harassment at work...



Call it out

If it's safe to do so and you feel comfortable to intervene, **directly address unacceptable behaviour on the spot.**



Report it

Reporting initiates formal processes, supports the victim, and signals to leadership the need to address harassment in the workplace.