

Lead the change.

End workplace sexual harassment.

The issue of workplace sexual harassment in Australia

Sexual harassment in Australia

77%

of Australians aged 15 or older has experienced sexual harassment in their lifetime.

89% of women

64% of men

Forms of sexual harassment

The most common forms of workplace sexual harassment experienced in the last 5 years were:



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%)

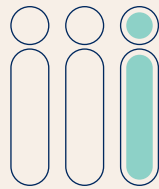


Unwelcome touching, hugging, cornering, or kissing (19%)



Inappropriate physical contact (19%)

Workplace sexual harassment



1 in 3

people has experienced **workplace sexual harassment** in the last 5 years

41% of women

26% of men

For employees who experienced sexual harassment in the last 5 years:

49%

had been harassed **multiple times in the same workplace**

49%

of those people said it had been **ongoing for 12 months or longer**

52%

were harassed at **their workstation or where they worked**

There was a higher risk of experiencing sexual harassment in male dominated industries, because of the:



- gender ratio
- over-representation of men in senior leadership roles,
- nature of the work being considered 'non-traditional' for women, and
- masculine workplace culture



Over 1 in 3

(38%) of the most recent experiences of workplace sexual harassment occurred at their



1 in 4

incidents (23%) occurred in a social area for employees



1 in 6

incidents (15%) occurred at a work social event

Perpetrators

Of these experiences, **77% of harassers were men**



91%
of women



55%
of men



9%
of women



44%
of men

were harassed by men

were harassed by women

References

https://humanrights.gov.au/sites/default/files/infographics_1-9_24nov2022-2_1_0.pdf

https://assets.ourwatch.org.au/assets/Workplace-resources/LeadtheChange_Fact-Sheet_Sexual-Harass-Impact.pdf

OurWatch Preventing violence against women

Sexual harassment across different groups

In the last 5 years, some groups of people **have experienced sexual harassment more frequently** than the total population (33%).

18-29

46%
of people aged
between 18-29



46%
of **LGBTQIA+**
people



70%
of people with an
intersex variation



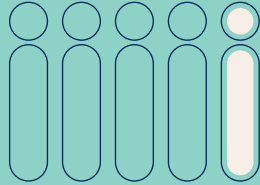
48%
of people with
disabilities



56%
of **Aboriginal and Torres Strait
Islander** people (**59% were women**)

Reporting

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



REASONS PEOPLE DIDN'T REPORT

42% thought it **wasn't serious enough**

19% thought the **complaint process would be difficult or embarrassing**

14% had concerns for their **reputation or career**

28% thought it **would not change things** or that **nothing would be done**

31% thought people would **think they were overreacting**

28% thought it **was easier to keep quiet**

Impact

2/3 of people (67%) who were sexually harassed in the workplace **experienced negative mental health impacts**. From their most recent experience of workplace sexual harassment, many individuals also suffered:

- **decreased job satisfaction** (62%)
- **lower self-esteem and confidence** (57%)
- **decreased commitment** to their organisation (53%)
- **negative impact on their employment, career or work** (51%)
- **reduced productivity** at work (50%)
- **negative impact on their health and general well-being** (46%)

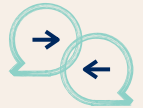


Bystander action



- 48%** of people **witnessed or heard about sexual harassment** of another person at work
- 35%** One third of these people **took action to prevent or reduce harm**
- 61%** of people **who took action** after witnessing or hearing about workplace sexual harassment **said the harassment stopped as a result**

Workplace response



- Only 1/3 of workers** (37%) in Australia think their workplace is doing enough.
- 2 in 5 cases saw no changes** in the workplace **after a formal report or complaint** of workplace sexual harassment was made. This was more common for complaints lodged by women, than by men (45% compared to 30% for men)

Cost



- Workplace sexual harassment** is estimated to have cost the Australian economy **\$2.8 billion** in 2018
- Each case** of sexual harassment represents around **4 working days of lost output**

If you see sexual harassment in your workplace...



Call it out

If it's safe to do so and you feel comfortable to, **intervene directly to 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.