

# Lead the change. Prevent workplace sexual harassment.

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

Our Watch is calling on you to lead  
the change and stop workplace  
sexual harassment before it starts.

We are here to support you with  
expert tools and resources.

**Go to our website** to find out more.

## What is sexual harassment?

Sexual harassment is unwelcome conduct of a sexual nature that makes someone feel offended, humiliated or intimidated. It is recognised as a form of gendered violence.

## What is violence against women?

Violence against women is any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women.

**The social norms, structures, attitudes and practices that drive sexual harassment are the same drivers of violence against women.**

## What is primary prevention of violence against women?

'Primary prevention' means addressing the drivers of violence against women by promoting gender equality. The aim of primary prevention is to stop violence before it starts.

**Primary prevention initiatives work with whole populations – not just people who have used, or are at risk of using, violence.**

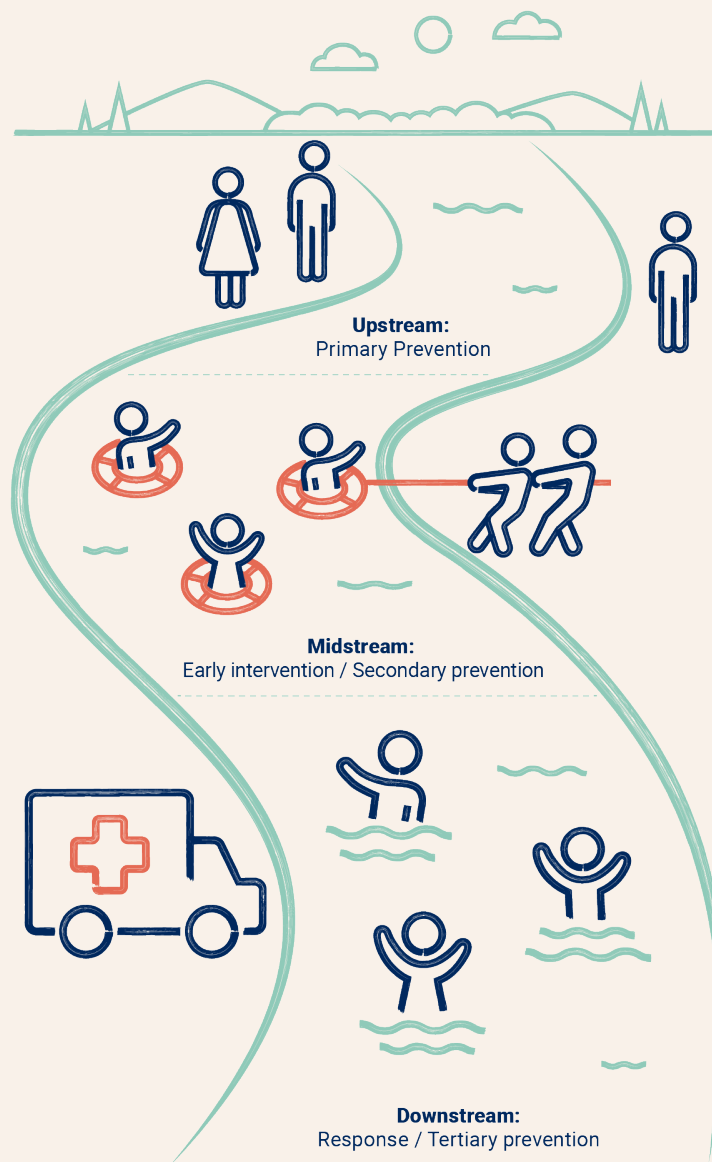
Examples of primary prevention initiatives include:

- an action plan for your workplace to recruit and retain women in leadership positions
- promoting gender-equitable parental leave policies
- training staff to be active bystanders who challenge attitudes, beliefs, systems and practices that downplay inappropriate workplace behaviours.

## How do we end sexual harassment and violence against women in Australian workplaces?

Violence against women is preventable. An Australia free from violence requires a variety of approaches to not only respond to violence when it happens, but to stop it before it starts.

This requires us to take action in every part of our community, including workplaces.



### Primary prevention:

Delivers whole-of-population initiatives that address the drivers of violence against women.

- In workplaces, this can look like training all staff to understand what causes violence against women, and what they can do to take action.

### Early intervention/Secondary prevention:

Aims to change the trajectory for individuals at higher-than-average risk of perpetrating or experiencing violence.

- In workplaces, this can look like providing support options to people who are concerned about their own behaviour, such as the **Men's Referral Service**.

### Response/Tertiary prevention:

Supports victim-survivors and holds perpetrators to account, aiming to prevent the recurrence of violence.

- In workplaces, this can look like providing domestic violence leave for victim-survivors.

### Recovery:

Ongoing process that enables victim-survivors to find safety, health, wellbeing, resilience and to thrive in all areas of life.

- In workplaces, this can look like EAP programs that support victim-survivors through counselling.

Ready to lead the change in your workplace?  
**Take a stand with Our Watch.**

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

**Our  
Watch**  
Preventing violence  
against women