

How common is sexual harassment in the workplace?

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

This means that sexual harassment, disrespect, and discrimination have no place.

Our Watch will support you to stop workplace sexual harassment before it starts and create a workplace where everyone is respected, supported and successful.

Go to our website for more information and tools so you can lead the change.

In the last five years ...

1 in 3 people experienced workplace sexual harassment.

Women (41%) were more likely than **men (26%)** to have experienced workplace sexual harassment.

The most common forms of sexual harassment were:

- sexually suggestive comments or jokes
- Intrusive questions about private life or physical appearance

For employees who experienced sexual harassment in the last five 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

When discussing the most recent incident of sexual harassment, employees said...

- **64%** were harassed by a single harasser
- **79%** indicated one or more of their harassers were male
- where the most recent incident involved a single harasser, **54%** indicated that the harasser was aged 40 or older
- victims said that the harasser was most commonly a co-worker employed at the same level (**27%** for single harassers, and **35%** for multiple harassers).

Lead the change.

Stop workplace sexual harassment before it starts.

References:

Respect@Work: Sexual Harassment National Inquiry Report (2020)

Time for Respect: Fifth national survey on sexual harassment in Australian workplaces, Australian Human Rights Commission, 2022

How does sexual harassment impact workplaces?

Sexual harassment has negative impacts on an employee's:

- health and wellbeing
- ability to perform their role day-to-day
- career progression
- finances

Sexual harassment has negative impacts on an organisation's:

- productivity
- staff turnover
- workplace culture
- resources associated with responding to complaints, litigation and workers' compensation
- reputation

3.8b

Workplace sexual harassment is estimated to have cost the Australian economy **\$3.8 billion** in 2018.

4 days

Each case of sexual harassment represents around **4 working days** of lost output.

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

**Our
Watch**
Preventing violence
against women