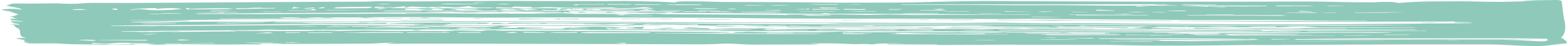
Workplace Equality and Respect



People survey tool

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# Acknowledgements

Our Watch acknowledges the Traditional Owners of the land across Australia on which we work and live. We pay our respects to Aboriginal and Torres Strait Islander peoples past and present, and we value Aboriginal and Torres Strait Islander histories, cultures, and knowledge.

Our Watch acknowledges the support of the Victorian Government and the Australian Government.

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# About this survey

This survey explores your opinions and perceptions on your workplace experiences and how gender influences and shapes employees’ working lives. The survey will ask you questions about your perspectives on gender equality and sexual harassment in the workplace. The survey will ask if you have experienced or witnessed sexual harassment in the workplace. The survey will also ask questions about your personal characteristics (i.e., your gender, age, role, and other characteristics). We encourage you to use this opportunity to provide us with genuine feedback.

Survey responses will be used to guide us in identifying our most critical areas of focus and will inform the development of strategies and activities to promote gender equality and prevent sexual harassment in our organisation.

This survey is completely anonymous – you will not be asked to provide your name or any other contact details at any stage. The results of the survey will be used to produce a de-identified report.

The survey will take approximately 15 to 20 minutes for you to complete. Participation in this survey is voluntary, and you can stop anytime. You must be 15 years and older to answer this survey.

**Important Note:** This survey is anonymous and confidential, and your workplace will not take steps to assess any individual incidents of alleged harassment or discrimination based on your responses. We strongly encourage staff to refer to internal policies and procedures related to reporting sexual harassment. Staff may also wish to seek independent advice from organisations such as the [Fair Work Commission](https://www.fwc.gov.au/) (1300 799 675, https://www.fwc.gov.au).

## Support and further information

If this survey raises any issues for you or someone you know, please call the 24/7 national sexual assault, domestic and family violence counselling service **1800RESPECT** (1800 737 732) or seek support from other services:

* [**Lifeline**](https://www.lifeline.org.au/)**:** 24/7 crisis support and suicide prevention   
  (13 11 14, https://www.lifeline.org.au)
* [**Beyond Blue**](https://beyondblue.org.au/)**:** 24/7 confidential counselling   
  (1300 22 4636, https://beyondblue.org.au)
* [**Mensline**](https://mensline.org.au/)**:** 24/7 confidential counselling and support for men   
  (1300 78 99 78, https://mensline.org.au)
* [**13YARN**](https://www.13yarn.org.au/)**:** 24/7 culturally safe crisis support for Aboriginal and Torres Strait Islander people (13 92 76, https://www.13yarn.org.au)
* [**QLife**](https://qlife.org.au/)**:** QLife provides anonymous and free LGBTI peer support and referral for people in Australia wanting to talk about sexuality, identity, gender, bodies, feelings or relationships (1800 184 52, https://qlife.org.au)
* [**National Disability Abuse and Neglect Hotline**](https://www.jobaccess.gov.au/service-providers/making-complaint-and-reporting-abuse-and-neglect)**:** The Hotline is for reporting abuse or neglect of people with disability (1800 880 052, https://www.jobaccess.gov.au/service-providers/making-complaint-and-reporting-abuse-and-neglect)

## Definition of sexual harassment

### Legal Definition

Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which, in the circumstances, a reasonable person, aware of those circumstances, would anticipate the possibility that the person would feel offended, humiliated or intimidated.

### Behavioural Definition

* unwelcome touching, hugging, cornering or kissing
* inappropriate staring or leering that made you feel intimidated
* sexual gestures, indecent exposure or inappropriate display of the body
* sexually suggestive comments or jokes that made you feel offended
* repeated or inappropriate invitations to go out on dates
* intrusive questions about your private life or physical appearance that made you feel offended
* inappropriate physical contact
* being followed, watched or someone loitering nearby
* requests or pressure for sex or other sexual acts
* actual or attempted rape or sexual assault
* indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine
* sexually explicit comments made in emails, SMS messages or on social media
* repeated or inappropriate sexual advances on email, social networking websites, internet chat rooms or other online platforms
* seeing or being sent sexually explicit images and videos, cartoons, drawings, photographs, or jokes that made you feel offended
* sharing or threatening to share intimate images or video of you without your consent (for example, images or video of you involving sexual activity or nudity)
* inappropriate commentary, images or film of you distributed on some form of social media without your consent
* any other unwelcome conduct of a sexual nature (including online or via some form of technology).

# People survey tool

Please complete each question by entering an X to indicate your response.

1. Our leaders (CEO, board members, senior executives) set the tone by modelling inclusive leadership and being respectful in all interactions.

|  |  |
| --- | --- |
| Strongly agree |  |
| Agree |  |
| Neutral |  |
| Disagree |  |
| Strongly disagree |  |
| Don’t know |  |
| Prefer not to say |  |

1. Our leaders (CEO, board members, senior executives) take responsibility for promoting gender equality as a leadership priority.

|  |  |
| --- | --- |
| Strongly agree |  |
| Agree |  |
| Neutral |  |
| Disagree |  |
| Strongly disagree |  |
| Don’t know |  |
| Prefer not to say |  |

1. Our leaders (CEO, board members, senior executives) take responsibility for preventing sexual harassment/other forms of gender-based violence as a leadership and workplace health and safety priority.

|  |  |
| --- | --- |
| Strongly agree |  |
| Agree |  |
| Neutral |  |
| Disagree |  |
| Strongly disagree |  |
| Don’t know |  |
| Prefer not to say |  |

1. Our organisation has strategies/programs/initiatives in place or being implemented to support and retain women and gender-diverse people in leadership roles (e.g., targets to increase representation in senior executive positions, mentoring, professional development, opportunities to act in leadership positions, skill and confidence-building opportunities).

|  |  |
| --- | --- |
| Strongly agree |  |
| Agree |  |
| Neutral |  |
| Disagree |  |
| Strongly disagree |  |
| Don’t know |  |
| Prefer not to say |  |

1. In my organisation:

*Note: In the following statements, ‘barrier to success’ means the person would be less likely to be promoted, given new career opportunities or leadership positions.*

|  | Strongly agree | Agree | Neutral | Disagree | Strongly disagree | Don’t know | Prefer not to say |
| --- | --- | --- | --- | --- | --- | --- | --- |
| identifying as a woman is a barrier to success |  |  |  |  |  |  |  |
| identifying as a man is a barrier to success |  |  |  |  |  |  |  |
| identifying as gender diverse is a barrier to success |  |  |  |  |  |  |  |

1. In my organisation:

|  | Strongly agree | Agree | Neutral | Disagree | Strongly disagree | Don’t know | Prefer not to say |
| --- | --- | --- | --- | --- | --- | --- | --- |
| those who identify as men are actively supported to take up flexible work arrangements |  |  |  |  |  |  |  |
| those who identify as men are actively supported to take up parental leave |  |  |  |  |  |  |  |
| those who identify as women are actively supported to take up flexible work arrangements |  |  |  |  |  |  |  |
| those who identify as women are actively supported to take up parental leave |  |  |  |  |  |  |  |
| those who identify as gender-diverse are actively supported to take up flexible work arrangements |  |  |  |  |  |  |  |
| those who identify as gender-diverse are actively supported to take up parental leave |  |  |  |  |  |  |  |
| working part-time / taking up flexible work arrangements does not exclude staff from leadership opportunities |  |  |  |  |  |  |  |
| taking up parental leave arrangements does not exclude staff from leadership opportunities |  |  |  |  |  |  |  |

1. I am confident that in my organisation, there are consequences (people are held accountable) for engaging in disrespectful behaviours (e.g., sexist, racist, harassing behaviours) and/or violence.

|  |  |
| --- | --- |
| Strongly agree |  |
| Agree |  |
| Neutral |  |
| Disagree |  |
| Strongly disagree |  |
| Don’t know |  |
| Prefer not to say |  |

1. My organisation has policies/guidelines on inclusive and respectful language.

|  |  |
| --- | --- |
| Strongly agree |  |
| Agree |  |
| Neutral |  |
| Disagree |  |
| Strongly disagree |  |
| Don’t know |  |
| Prefer not to say |  |

1. Our policy for violence and harassment creates a safe workplace for all people, especially women and people with diverse gender identities.

|  |  |
| --- | --- |
| Strongly agree |  |
| Agree |  |
| Neutral |  |
| Disagree |  |
| Strongly disagree |  |
| Don’t know |  |
| Prefer not to say |  |

1. I feel that talking about gender-based violence (sexual harassment, domestic and family violence) in the workplace is important and appropriate.

|  |  |
| --- | --- |
| Strongly agree |  |
| Agree |  |
| Neutral |  |
| Disagree |  |
| Strongly disagree |  |
| Don’t know |  |
| Prefer not to say |  |

1. I feel confident in raising issues about gender inequality without fear of adverse consequences.

|  |  |
| --- | --- |
| Strongly agree |  |
| Agree |  |
| Neutral |  |
| Disagree |  |
| Strongly disagree |  |
| Don’t know |  |
| Prefer not to say |  |

1. The language and images used in communication materials (website, brochures, emails, social media etc.) do not stereotype men, women, and people of diverse gender identities.

|  |  |
| --- | --- |
| Strongly agree |  |
| Agree |  |
| Neutral |  |
| Disagree |  |
| Strongly disagree |  |
| Don’t know |  |
| Prefer not to say |  |

1. Our workplace promotes a culture of respect and inclusion for all people, regardless of gender identity or expression.

|  |  |
| --- | --- |
| Strongly agree |  |
| Agree |  |
| Neutral |  |
| Disagree |  |
| Strongly disagree |  |
| Don’t know |  |
| Prefer not to say |  |

1. Our workplace policies are consistently applied to protect and support staff who report incidents of discrimination.

|  |  |
| --- | --- |
| Strongly agree |  |
| Agree |  |
| Neutral |  |
| Disagree |  |
| Strongly disagree |  |
| Don’t know |  |
| Prefer not to say |  |

1. Our workplace policies are consistently applied to support staff who experience domestic and family violence (e.g., family violence leave).

|  |  |
| --- | --- |
| Strongly agree |  |
| Agree |  |
| Neutral |  |
| Disagree |  |
| Strongly disagree |  |
| Don’t know |  |
| Prefer not to say |  |

1. Our workplace policies are consistently applied to support staff who experience sexual harassment.

|  |  |
| --- | --- |
| Strongly agree |  |
| Agree |  |
| Neutral |  |
| Disagree |  |
| Strongly disagree |  |
| Don’t know |  |
| Prefer not to say |  |

1. I have a good understanding of the procedures involved in making a complaint about sexual harassment in my workplace.

|  |  |
| --- | --- |
| Strongly agree |  |
| Agree |  |
| Neutral |  |
| Disagree |  |
| Strongly disagree |  |
| Don’t know |  |
| Prefer not to say |  |

1. I feel confident to report a complaint of sexual harassment in the workplace to my organisation.

|  |  |
| --- | --- |
| Strongly agree |  |
| Agree |  |
| Neutral |  |
| Disagree |  |
| Strongly disagree |  |
| Don’t know |  |
| Prefer not to say |  |

1. I feel confident that if I made a complaint about sexual harassment in the workplace, it would be promptly responded to in a sensitive and timely manner.

|  |  |
| --- | --- |
| Strongly agree |  |
| Agree |  |
| Neutral |  |
| Disagree |  |
| Strongly disagree |  |
| Don’t know |  |
| Prefer not to say |  |

1. I feel confident that if I needed to access support for domestic/family violence, my request would be responded to in a sensitive and timely manner.

|  |  |
| --- | --- |
| Strongly agree |  |
| Agree |  |
| Neutral |  |
| Disagree |  |
| Strongly disagree |  |
| Don’t know |  |
| Prefer not to say |  |

1. My workplace regularly listens to and acts on feedback from our people about their experiences and perspectives on gender equality, sexual harassment, and other forms of gender-based violence.

|  |  |
| --- | --- |
| Strongly agree |  |
| Agree |  |
| Neutral |  |
| Disagree |  |
| Strongly disagree |  |
| Don’t know |  |
| Prefer not to say |  |

1. I have attended training on sexual harassment organised by my organisation.

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Don’t know |  |
| Prefer not to say |  |

1. Do you think that over the last twelve months, your organisation's approach to preventing and addressing sexual harassment has:

|  |  |
| --- | --- |
| Improved a lot |  |
| Improved a little |  |
| Neither improved nor become worse. |  |
| Become a little worse. |  |
| Become a lot worse |  |
| Don’t know |  |
| Prefer not to say |  |

1. Do you think your organisation should be doing more to prevent and address sexual harassment?

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Don’t know |  |
| Prefer not to say |  |

## Experience of sexual harassment

Please complete each question by entering an X to indicate your response.   
If a question asks you to select all that apply, please put an X against all relevant responses.

1. Which of these behaviours have you experienced or witnessed in your workplace in the past 12 months? Select all that apply.

|  |  |
| --- | --- |
| Unwelcome touching, hugging, cornering, or kissing. |  |
| Inappropriate staring or leering. |  |
| Sexual gestures, indecent exposure, or inappropriate display  of the body. |  |
| Sexually suggestive comments or jokes. |  |
| Repeated or inappropriate invitations to go out on dates. |  |
| Intrusive questions about your private life or physical appearance. |  |
| Inappropriate physical contact. |  |
| Being followed, watched, or someone loitering nearby. |  |
| Requests or pressure for sex or other sexual acts. |  |
| Sexually explicit comments made in emails, SMS messages  or on social media. |  |
| Seeing or being sent sexually explicit images and videos, cartoons, drawings, photographs, or jokes. |  |
| Any other unwelcome conduct of a sexual nature. |  |
| Your gender or the gender of another person in your workplace  being referred to in insulting or offensive terms. |  |
| I have not experienced or witnessed any of these behaviours  in my workplace. |  |
| Prefer not to say. |  |

1. When this behaviour/s described above occurred, were you or the person experiencing harassment? (Select all that apply).

|  |  |
| --- | --- |
| In a social area for employees – such as a break or lunch room |  |
| At a social event such as after-work drinks |  |
| At a conference, a work-related trip, a retreat or an off-site meeting |  |
| In a meeting with more than two people attending in person |  |
| In a one-on-one meeting in person |  |
| In a work-provided facility – such as a bathroom or changing room |  |
| While at the workstation at your organisation’s premises |  |
| While working from home or working remotely |  |
| Somewhere else |  |
| Don’t know |  |
| Prefer not to say |  |

1. If you experienced or witnessed any of the behaviours described above (question 25) (whether it was just once or multiple times), what do you think it was motivated by? (Select all that apply)

|  |  |
| --- | --- |
| Age |  |
| Gender |  |
| Sexual orientation |  |
| Gender identity |  |
| Race or ethnicity |  |
| Religion |  |
| Disability |  |
| Other |  |
| Don’t know |  |
| Prefer not to say |  |

If you selected ‘Other’, please describe.

|  |
| --- |
|  |

1. If you experienced or witnessed any of the behaviours described above (question 25), has it resulted in any negative consequence? (Select all that apply)

|  |  |
| --- | --- |
| Not being able to get to work on time. |  |
| Feeling uncomfortable in the workplace. |  |
| Difficulty concentrating or performing tasks |  |
| Avoiding socializing with people at work. |  |
| Fearing going to work. |  |
| Fear of stalking, harassment, or assault at work (in person or by email/telephone/text, etc. |  |
| Be given sick leave. |  |
| Harmed access to training and/or career progression. |  |
| Considering leaving work. |  |
| Leaving the job. |  |
| Depression or adverse psychological consequences. |  |
| Problem socializing with friends or family. |  |
| Lack of financial independence |  |
| Others |  |

If you selected ‘Others’, please describe.

|  |
| --- |
|  |

1. If you experienced or witnessed any of the behaviours described above (question 25), what was the position of the person perpetuating these behaviours? Please, select the most representative option. (Only one answer can be selected).

|  |  |
| --- | --- |
| The head of your workplace or organisation – such as the CEO or business owner |  |
| Direct manager or supervisor |  |
| Another manager or supervisor |  |
| A more senior co-worker |  |
| A co-worker who was a peer or about the same level |  |
| A client or customer |  |
| A worker below level |  |
| Others in your workplace |  |
| Others associated with your workplace |  |
| Don’t know |  |
| Prefer not to say |  |

1. If you experienced or witnessed any of the behaviours described above (question 25), how do you think the person perpetuating these behaviours identifies? (Only one answer can be selected).

|  |  |
| --- | --- |
| Male |  |
| Female |  |
| Gender-diverse |  |
| Don’t know |  |
| Prefer not to say |  |

If you selected ‘Gender-diverse’, please specify if you wish to.

|  |
| --- |
|  |

1. What was your reaction or the reaction of the person experiencing any of the behaviours described above (question 25)? Please, select the most representative answers. (Select all that apply).

|  |  |
| --- | --- |
| Not tell anyone. |  |
| Not report for fear of being questioned or criticised. |  |
| Tell a co-worker. |  |
| Inform the superior or management. |  |
| Submit a formal complaint to a specific unit in the workplace. |  |
| Submit an anonymous complaint to a particular unit in the workplace. |  |
| Tell a friend or family member. |  |
| Tell a professional (e.g., a psychologist or social worker). |  |
| Report to a trade union. |  |
| Report to the police. |  |
| I do not know. |  |
| Other |  |
| Prefer not to say. |  |

If you selected ‘Other’, please describe.

|  |
| --- |
|  |

## Reporting

1. If you experienced any of the behaviours listed in question 25, did you make a formal report or complaint about the most recent incident or behaviour? This relates to a report or complaint within the workplace and does not include informally telling other people about the incident or seeking support.

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer not to say |  |

1. **(If no was selected in response to question 32, then)** People decide not to make a report or complaint for many different reasons. Why did you not report or complain about the most recent incident of sexual harassment?

|  |  |
| --- | --- |
| I wasn’t aware of how the complaint process worked or whom to report to. |  |
| My family, friends or co-workers advised me not to make a complaint. |  |
| It was easier to keep quiet. |  |
| I thought I would not be believed. |  |
| I thought the complaint process would be embarrassing or difficult. |  |
| I thought it would not change things or that nothing would be done. |  |
| I was concerned about other people finding out what had happened to me. |  |
| I was worried it might affect my reputation or career opportunities. |  |
| I thought people would think I was over-reacting. |  |
| I didn’t think it was serious enough. |  |
| None of these. |  |
| Don’t know. |  |
| Prefer not to say. |  |

**(If yes was selected in response to question 32, then)** Were you satisfied with the outcome?

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer not to say |  |

1. If you experienced any of the behaviours listed in question 25, did you informally tell other people about the incident or seek support?

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer not to say |  |

|  |
| --- |
| **Important note:** This survey is confidential, and your workplace will not take steps to assess any individual incidents of alleged harassment or discrimination based on your responses. We strongly encourage staff to refer to internal policies and procedures related to reporting sexual harassment. Staff may also wish to seek independent advice from organisations such as the Fair Work Commission. |

## About you

Please take the time to tell us some information about yourself. We are interested in knowing the range of people participating in this survey. This will allow us to compare how different groups responded to the study, for example, men, women, gender-diverse people, junior and more senior staff and so on.

1. Do you identify as:

|  |  |
| --- | --- |
| Male |  |
| Female |  |
| Gender-diverse |  |
| Don’t know |  |
| Prefer not to say |  |

If you selected ‘Gender-diverse’, please specify if you wish to.

|  |
| --- |
|  |

1. Do you identify as:

|  |  |
| --- | --- |
| Straight or heterosexual |  |
| Gay |  |
| Lesbian |  |
| Bisexual |  |
| Pansexual |  |
| Queer |  |
| Asexual or Aromantic |  |
| Undecided, not sure or questioning |  |
| Other |  |
| Prefer not to say |  |

If you selected ‘Other’, please specify.

|  |
| --- |
|  |

1. How old are you?

|  |  |
| --- | --- |
| 15–24 |  |
| 25–34 |  |
| 35–44 |  |
| 45–54 |  |
| 55+ |  |
| Prefer not to say |  |

1. What is your religion?

|  |  |
| --- | --- |
| Catholic |  |
| Anglican (Church of England) |  |
| Uniting Church |  |
| Islam |  |
| Buddhism |  |
| Presbyterian |  |
| Hinduism |  |
| Greek Orthodox |  |
| Baptist |  |
| Other |  |
| No religion |  |
| Prefer not to say |  |

If you selected ‘Other’, please specify.

|  |
| --- |
|  |

1. If you are a manager or supervise other people in this organisation, which of the following best describes your position?

|  |  |
| --- | --- |
| Executive manager |  |
| Senior manager |  |
| Middle manager |  |
| Line manager |  |
| Supervisor |  |
| Team leader |  |
| Not applicable |  |
| Prefer not to say |  |

1. What is the basis of your employment?

|  |  |
| --- | --- |
| Full-time |  |
| Part-time |  |
| Casual |  |
| Other |  |
| Prefer not to say |  |

If you selected ‘Other’, please specify.

|  |
| --- |
|  |

1. Is your current role:

|  |  |
| --- | --- |
| Permanent/Ongoing |  |
| Fixed-term contract |  |
| Secondment |  |
| Other |  |
| Prefer not to say |  |

If you selected ‘Other’, please specify.

|  |
| --- |
|  |

1. How long have you been employed in this organisation?

|  |  |
| --- | --- |
| Less than 12 months |  |
| More than one year but less than three years |  |
| 3–4 years |  |
| 5–9 years |  |
| 10–14 years |  |
| 15–19 years |  |
| 20+ years |  |
| Prefer not to say |  |

1. Are you the parent or guardian of any child of any age? (Include your children, stepchildren, adopted children, foster children, grandchildren, or others for whom you are responsible and act as a parent.)

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer not to say |  |

1. Do you have dependent children living with you?

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer not to say |  |

1. Do you have other caring responsibilities (e.g., caring for family members etc.)?

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer not to say |  |

1. Were you born in Australia?

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer not to say |  |

1. Is English the primary language you speak at home?

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer not to say |  |

1. Do you identify as:

|  |  |
| --- | --- |
| Aboriginal |  |
| Torres Strait Islander |  |
| Both |  |
| Neither |  |
| Prefer not to say |  |

1. Do you live with a disability?

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer not to say |  |

# Support and further information

Thank you for participating in this anonymous survey. We appreciate your feedback.

If this survey raises any issues for you or someone you know, please call the 24/7 national sexual assault, domestic and family violence counselling service **1800RESPECT** (1800 737 732) or seek support from other services:

* [**Lifeline**](https://www.lifeline.org.au/)**:** 24/7 crisis support and suicide prevention   
  (13 11 14, https://www.lifeline.org.au)
* [**Beyond Blue**](https://beyondblue.org.au/)**:** 24/7 confidential counselling   
  (1300 22 4636, https://beyondblue.org.au)
* [**Mensline**](https://mensline.org.au/)**:** 24/7 confidential counselling and support for men   
  (1300 78 99 78, https://mensline.org.au)
* [**13YARN**](https://www.13yarn.org.au/)**:** 24/7 culturally safe crisis support for Aboriginal and Torres Strait Islander people (13 92 76, https://www.13yarn.org.au)
* [**QLife**](https://qlife.org.au/)**:** QLife provides anonymous and free LGBTI peer support and referral for people in Australia wanting to talk about sexuality, identity, gender, bodies, feelings or relationships (1800 184 52, https://qlife.org.au)
* [**National Disability Abuse and Neglect Hotline**](https://www.jobaccess.gov.au/service-providers/making-complaint-and-reporting-abuse-and-neglect)**:** The Hotline is for reporting abuse or neglect of people with disability (1800 880 052, https://www.jobaccess.gov.au/service-providers/making-complaint-and-reporting-abuse-and-neglect)

**Reminder:** This survey is anonymous and confidential, and your workplace will not take steps to assess any individual incidents of alleged harassment or discrimination based on your responses. We strongly encourage staff to refer to internal policies and procedures related to reporting sexual harassment. Staff may also wish to seek independent advice from organisations such as the [Fair Work Commission](https://www.fwc.gov.au/) (1300 799 675, https://www.fwc.gov.au).