

## INFORMATION SHEET

# Sexual harassment at work

### What is sexual harassment?

Sexual harassment includes any unwanted or inappropriate sexual behaviour. It does not need to be repeated, meaning it can happen once and still not be okay.

Sexual harassment can be many things, including:



Touching, hugging or kissing that you didn't ask for



Staring at someone or at parts of their body



Sexual comments or jokes



Insults based on someone's gender or sex



Sexual images, emails or text messages



Inappropriate questions about a person's private life or body

Sexual harassment is harmful and should not be ignored. Your employer should provide you with information and support on how to respond if you are sexually harassed, what you should do if you see it and how to report it at your workplace. You deserve to feel safe at work and cannot get in trouble for reporting it. If you do, you should contact the Fair Work Ombudsman.

### The role of WorkSafe Mines Safety

WorkSafe receives and responds to notifications and complaints about workplace sexual harassment. If you reported an incident to your employer, WorkSafe may be notified. If your employer does not stop issues of workplace sexual harassment, you can make a complaint to WorkSafe.

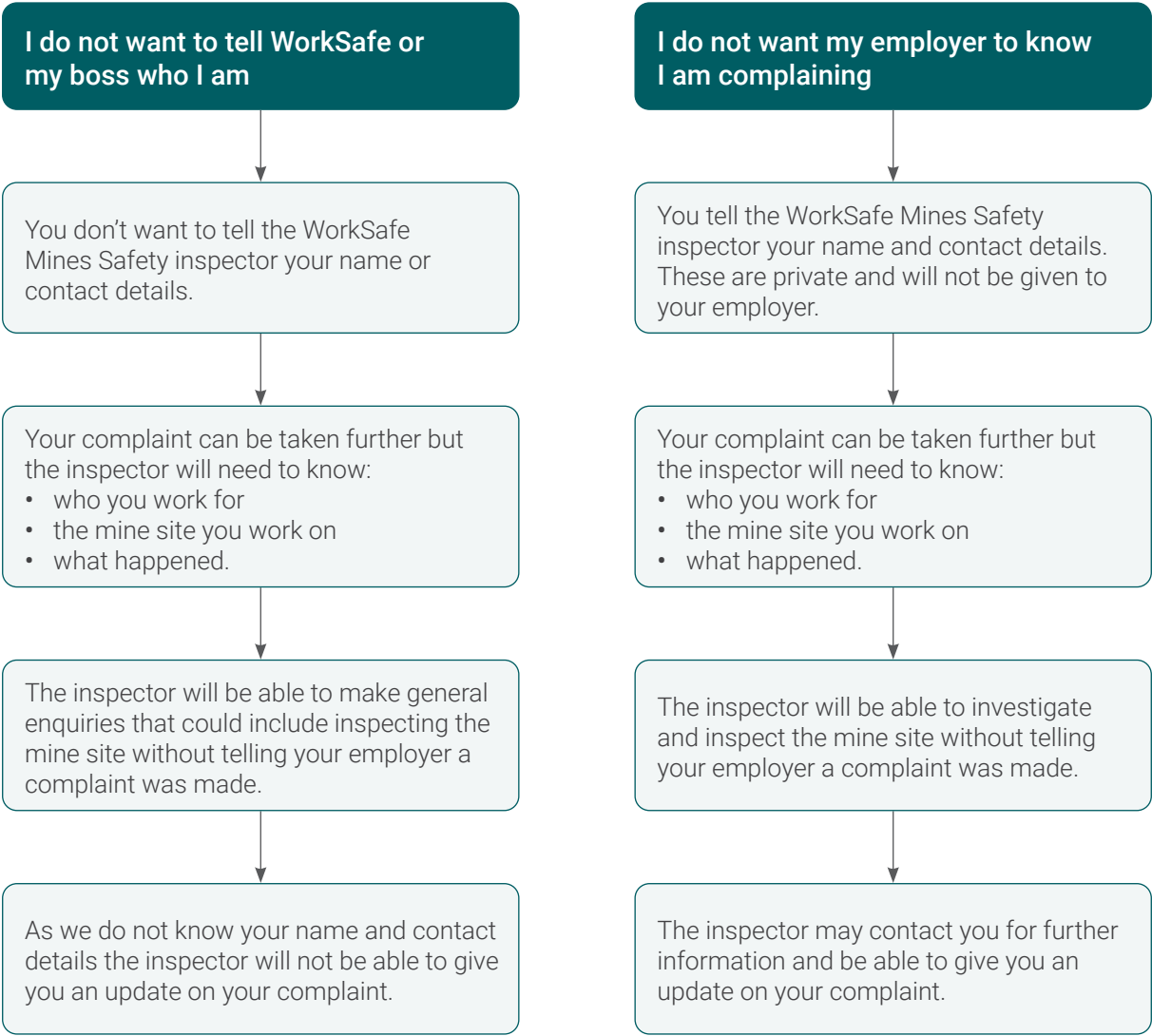
You can contact WorkSafe Mines Safety or make a complaint by:

- Calling **1300 307 877** (during business hours)
- Calling **1800 678 198** (outside business hours – where urgent)
- Emailing [wscallcentre@demirs.wa.gov.au](mailto:wscallcentre@demirs.wa.gov.au)

# Will my employer know I complained?

You don't need to tell us who you are when making a complaint against your employer if you don't feel comfortable. WorkSafe is still able to investigate what happened if we do not know who you are, but we will be limited to what we can do.

WorkSafe respects a person's choice in terms of reporting the incident to their employer, the police, or to WorkSafe.



## Organisations that can help you

If you see a worker in imminent danger or there is a threat to your safety, call WA Police on 000.

Organisation	What can they do	How to contact them
The Mining Industry Respect Infoline	They can provide you with information, support, and other resources if you have been affected by sexual harassment at work in the mining industry or on a mine site.	Phone <b>1800 929 250</b>
Lifeline	24-hour crisis support and suicide prevention.	Phone: <b>13 11 14</b> <a href="http://www.lifeline.org.au">www.lifeline.org.au</a>
Sexual Assault Resource Centre (SARC)	Provides crisis services to people who have experienced a recent sexual assault (rape) in the last two weeks and counselling for sexual assault or abuse experienced recently or in the past.	Phone: (08) <b>6458 1828</b> <b>24-hour crisis line</b> <b>1800 199 888</b> (free call from landlines) <a href="http://www.kemh.health.wa.gov.au/other-services/sarc">www.kemh.health.wa.gov.au/other-services/sarc</a>
Fair Work Commission (FWC)	The FWC may be able to help if you were fired after reporting sexual harassment, among other things.	Phone: <b>1300 799 675</b> <a href="http://www.fwc.gov.au">www.fwc.gov.au</a>