



## WORKPLACE SEXUAL HARASSMENT IN AUSTRALIA: PROJECT OVERVIEW

There is increasing recognition across Australia of the prevalence and impacts of workplace sexual harassment. Despite this recognition, there is widespread acknowledgement that responses remain inadequate. The Australian Human Rights Commission (2020: p.34) highlights that approaches 'have failed to prevent and reduce workplace sexual harassment'. Recognising the critical gap in current knowledge, this project used a national survey to examine the prevention of, and early interventions for, workplace sexual harassment.

### This project had four aims:

- 1.To examine opportunities to better identify, prevent and respond to workplace sexual harassment
- 2.To build the evidence base on victim-survivors' views on opportunities for early intervention and improved responses to workplace sexual harassment
- 3.To examine the impact of workplace culture and the role of bystanders on early intervention and responses to workplace sexual harassment
- 4.To generate new insights and workplace focused recommendations to support improved policy and practice.



### ABOUT THE SURVEY

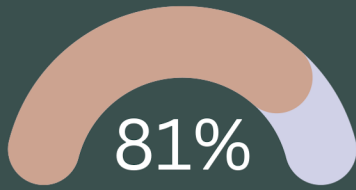
The study utilised a large-scale national survey. The survey was conducted in late 2022 and distributed via social media and a range of Australian organisations, including professional networks, universities, associations and unions. The survey was available in English, Arabic, Vietnamese, Punjabi, Nepali and simplified Chinese. 1,465 individuals responded to the survey, including 1,412 victim-survivors of workplace sexual harassment/people with lived experience. The survey included a series of closed and open text questions that provide insights into experiences of workplace sexual harassment, including the nature and impact of the harassment experienced, the response received, as well as opportunities for improved prevention and early intervention.



**Citation:** Helps, N., Fitz-Gibbon, K., Vasil, S. & Genat, A. (2023) Workplace sexual harassment in Australia: Project overview. Monash Gender and Family Violence Prevention Centre, Monash University, doi: [10.26180/22144592](https://doi.org/10.26180/22144592)



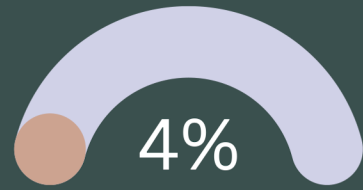
## WORKPLACE SEXUAL HARASSMENT IN AUSTRALIA: PARTICIPANT SAMPLE



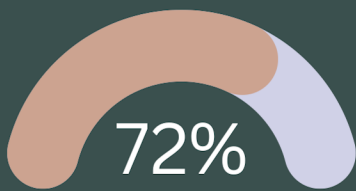
Identify as  
female



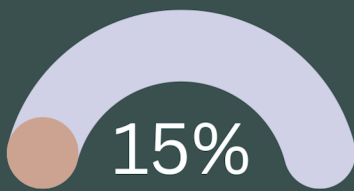
Identify as  
male



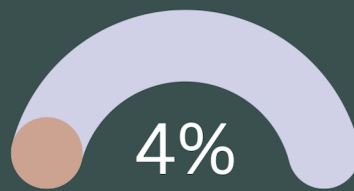
Identify as  
non-binary



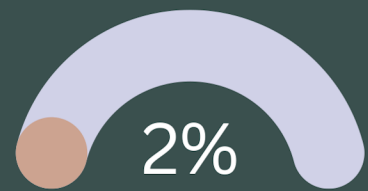
Identify as  
heterosexual



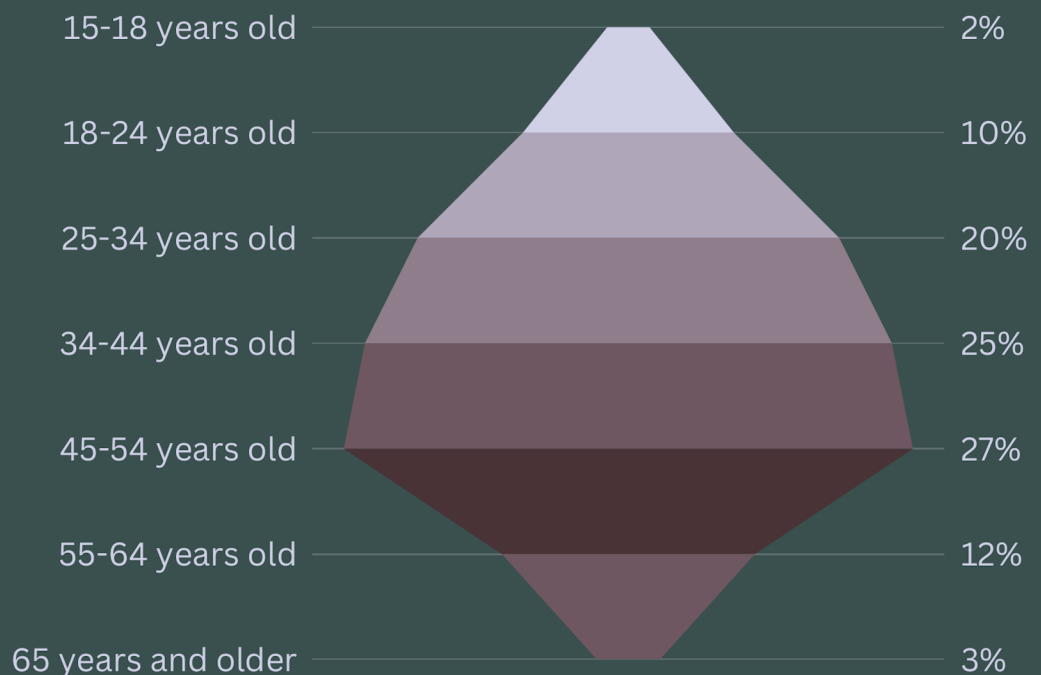
Identify as  
bisexual



Identify as  
lesbian



Identify as  
gay



### HIGHEST LEVEL OF EDUCATION COMPLETED:



High school



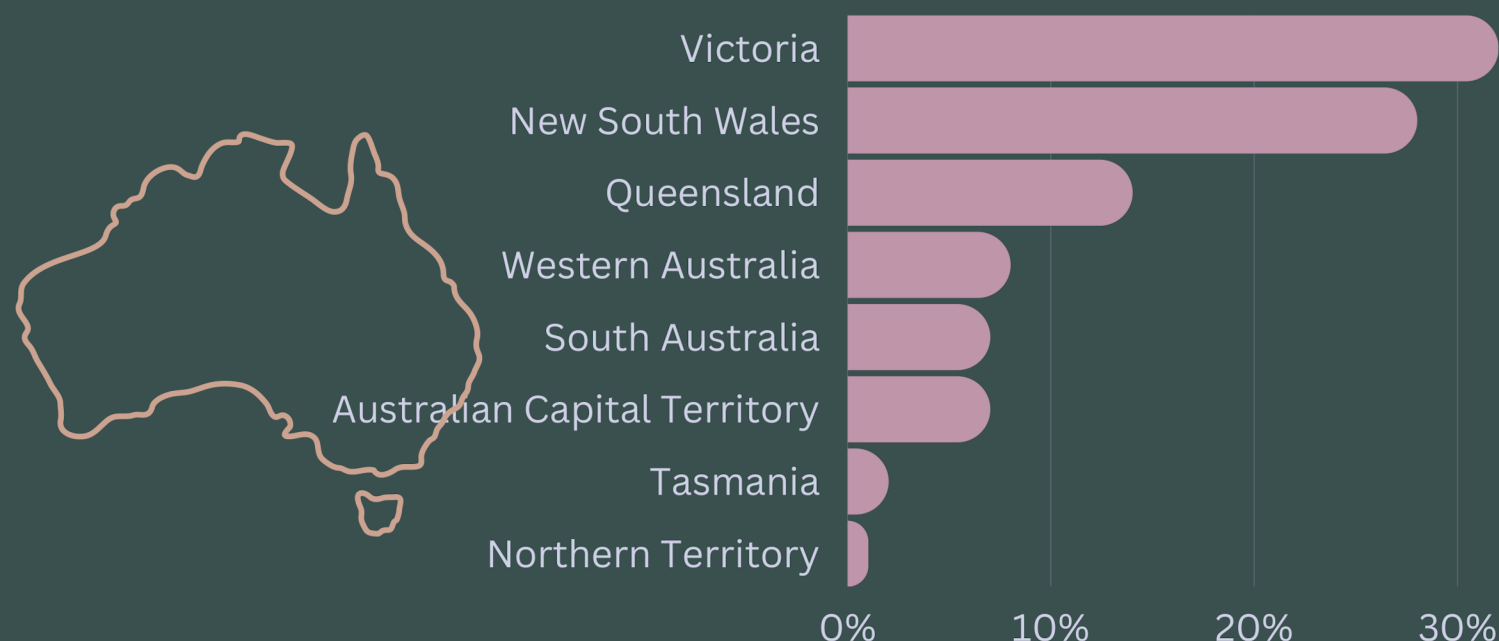
Bachelor  
Degree



Postgraduate  
Degree



## SURVEY RESPONDENTS WERE BASED IN:



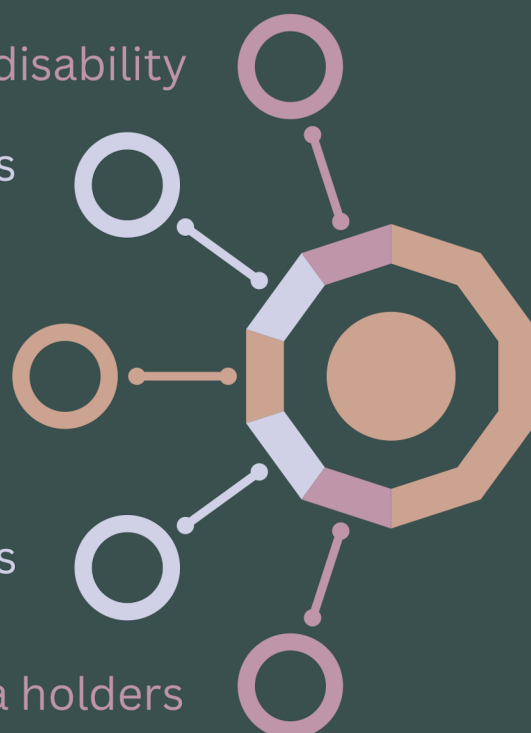
15% identify as a person with disability

90% are Australian citizens

4% are Aboriginal and/or  
Torres Strait Islander

5% are permanent residents

3% are temporary visa holders



## THE TOP 4 INDUSTRIES REPRESENTED WERE:

Education and training 14%

Accommodation and food services 12%

Health care & social assistance 11%

Retail Trade 11%



NOTE: The results presented in this snapshot are based on the number of survey responses received for each survey question. The survey design permitted participants to skip over any questions. As such the total number of responses for each question may not reflect the full sample.