

RESPECT AT WORK

“**WORKPLACE SEXUAL HARASSMENT IS NOT INEVITABLE. IT IS NOT ACCEPTABLE. IT IS PREVENTABLE.**”



Kate Jenkins,
Sex Discrimination Commissioner (2016-2023),
Australian Human Rights Commission



BOSSSES ARE NOW RESPONSIBLE FOR PREVENTING SEXUAL HARASSMENT IN THE WORKPLACE.

It isn't enough to deal with the perpetrator(s) after the harassment has occurred.

Employers now have a duty to **eliminate** the risk of it happening.

This is referred to as **“Positive Duties”**.

In 2020, Kate Jenkins released the **Respect@Work** report, after a **national** inquiry into sexual harassment in Australian workplaces.

The findings were **disturbing** – but for many people, **unsurprising**.

It found that the system for addressing workplace sexual harassment is complex and confusing for survivors.

SO WHO IS MOST AT RISK?

Australian Human Rights Commission, Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces (2018)

young people (30 years old and below)

LGBTQIA+ workers

Aboriginal or Torres Strait Islander people

People living with a disability

Workers from culturally and linguistically diverse (CALD) backgrounds

Migrant workers or workers holding temporary visas

People in insecure working arrangements e.g. casual workers

UNITED
WORKERS UNION

TURN OVER





HARASSMENT AND BULLYING ARE RAMPANT IN HOSPITALITY. MOST OF THIS GOES UNREPORTED DUE TO A CULTURE OF SILENCE THAT EXISTS TO PROTECT PERPETRATORS AND UNDERMINE VICTIMS.

Harry Nowak

UWU Member & Hospitality Worker

ELIMINATING RISKS

There are many ways bosses can ensure safe workplaces, e.g....

- Address power imbalances
- Eliminate insecure and precarious work arrangements
- Ensure union access and representation
- Mandatory and accessible WHS education



www.uwu.org.au/join

JOIN YOUR UNION

The fight for safe and respectful work environments is union business.

The report and changes in legislation are significant, and we will continue these important steps in addressing sexual harassment in the workplace.

When we fight together as a collective, we can create change.

