

Sexual harassment – Your work health & safety duties

Persons conducting a business or undertaking must do all they reasonably can to prevent sexual harassment.

Sexual harassment is a known cause of physical and psychological harm.

Persons conducting a business or undertaking, such as employers, have a work health and safety duty to eliminate or minimise the risk of sexual harassment at the workplace, so far as is reasonably practicable.



You have a duty to manage the risk of sexual harassment just as you do for any other work health and safety risk. This means:



identifying how, where and when sexual harassment might happen



working out how you will address sexual harassment if it does happen



assessing the likelihood that a worker may experience sexual harassment and how it may affect them

(e.g. their physical or mental health)



checking that your control measures are working and whether there is anything more you can do



implementing the most effective control measures to prevent sexual harassment from happening

You must do all of these things in consultation with your workers and health and safety representatives if you have them.

See the infographic [Steps to prevent workplace sexual harassment](#) for some ideas about how you can manage work health and safety risks.

Further advice and support services

Detailed guidance on how you prevent and respond to sexual harassment can be found at www.swa.gov.au.

If you need help, please contact your [work health and safety regulator](#).

Further information and advice can be obtained from:

- 1800Respect
1800 737 732
- [Sexual assault support services](#)