

# Steps to prevent workplace sexual harassment

Positive duties under work health and safety laws require persons conducting a business or undertaking, such as employers, to eliminate or minimise the risk of sexual harassment at the workplace, so far as is reasonably practicable.

There are a number of steps you can take to manage the risk of sexual harassment and meet your WHS duties.

Here are some ideas to help you start doing what you reasonably can to prevent sexual harassment at your workplace.



## Steps to take:



**Create a safe physical and online work environment**



**Implement workplace policies**



**Create a positive and respectful workplace culture**



**Address unwanted or offensive behaviour early**



**Provide information and training on preventing sexual harassment**



**Quickly respond to reports of sexual harassment**



**Talk to your workers**



**Encourage workers to report any sexual harassment**



**Implement safe work systems and procedures**

You should provide support, informal, formal, anonymous and/or confidential reporting

**You must talk to your workers throughout each step of the risk management process.**

See the [Guide: Preventing workplace sexual harassment](#) for further information.

### Further advice and support services

Detailed guidance on how you prevent and respond to sexual harassment can be found at [www.swa.gov.au](http://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](#)