

# What is workplace sexual harassment?

Sexual harassment is unwelcome conduct of a sexual nature which makes a person feel offended, humiliated or intimidated, where that reaction is reasonable in the circumstances.

Sexual harassment can happen at a worker's usual workplace or in other places where they work, such as a client's home. It can also happen during a work-related activity such as a work trip, conference or an event.



**Sexual harassment can take many forms and be overt, covert or subtle. It may include:**



**unwelcome touching or physical contact**



**unwanted invitations to go on dates or requests for sex**



**suggestive comments or jokes**



**sexually explicit emails, text messages or online interactions, such as social media posts**



**sexually offensive pictures**

**There are positive duties in work health and safety laws to prevent sexual harassment. Sexual harassment is unlawful. Everyone in your workplace needs to understand and meet your workplace policies and the behaviours expected of them.**

Everyone should have information and training on what sexual harassment is, what to do if they are sexually harassed or if they witness someone else being harassed, and how to report it.

#### **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](#)