

Employer responsibilities to prevent gender-based violence



All workers have the right to a workplace free from gender-based violence, and employers must do all they reasonably can to prevent it.

What does it look like on site?

Any behaviour that targets someone because of their gender, sex, sexual orientation or gender identity.



Physical violence and aggression



Sexual harassment, like unwanted touching or sexual remarks



Crude jokes or slurs



Comments about someone's body or clothes



Sharing private photos or stories








Isolating or talking down to someone because of gender






Why it matters

This kind of behaviour isn't just wrong – it's a **workplace hazard and may be against the law**. It can cause real harm, just like any other risk on site.

It can lead to:

-  Mental health injuries like anxiety, depression and PTSD
-  Loss of focus which increases the risk of physical incidents
-  Breakdown of team trust, making it harder to work safely
-  Long-term damage to a person's wellbeing and career
-  Serious fines, penalties or losing your job

How to handle complaints

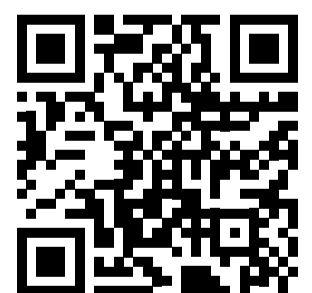
-  Lead by example - set the tone for respect
-  Act immediately on reports
-  Keep personal information confidential
-  Provide trauma-informed support to affected workers
-  Follow WHS procedures

Your responsibility as an employer

As an employer you have a legal duty under the WHS laws to eliminate or minimise all WHS risks in the workplace, as much as you reasonably can.

This includes gender-based violence.

The best way to start doing this is to consult with your workers, to find out what is happening on site and what controls they think may be needed. See the Model Code of Practice: Managing psychosocial hazards at work and the Model Code of Practice: Sexual and gender-based harassment for practical guidance on managing these hazards.



Scan the QR code to access workplace gender-based violence resources swa.gov.au/gendered-violence