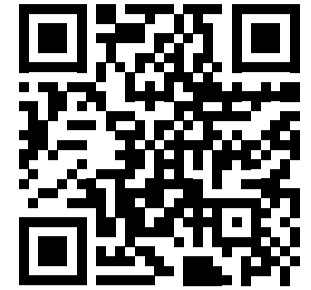


# Keeping our worksite safe from gender-based violence

**1 in 3** workers experienced sexual harassment in the last 5 years



Scan the QR code to access workplace gender-based violence resources  
[swa.gov.au/gendered-violence](https://swa.gov.au/gendered-violence)



## 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

## What to say or do:

Whether it happens to you or someone else:

**Speak up:** "Cut it out mate"

**Report it** to your supervisor, HR, Health and Safety Representative or anonymously

**Support your mates.** Don't laugh or join in.






**Don't share or spread** private images or rumours.



## 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

## Supervisors and leaders must:

- Lead by example - set the tone for respect
- Act immediately on reports
- Support affected workers
- Follow WHS procedures

## NEED HELP?

The Police Assistance Line operates 24 hours a day, 7 days a week.

**Phone:** 131 444 (in case of emergencies, please call 000)

## Onsite contact for reporting:

Name: \_\_\_\_\_  
 Position: \_\_\_\_\_  
 Phone: \_\_\_\_\_  
 Email: \_\_\_\_\_