

What is gender-based violence?

Gender-based violence usually starts with disrespect but can escalate when no one does anything about it.

I was always excluded from some work conversations because it was 'chat for the blokes'

I was constantly being asked questions about my sex life

I was told I should get a 'girl's job'

I was locked in a toilet on-site because my co-workers thought it was funny



Disrespect

- Rude comments
- Insensitive actions
- Gossip/rumours
- Belittling comments
- Making fun of someone's cultural background
- Sexist or racist comments even when the speaker says "I'm not racist/sexist, but..."
- Crude jokes
- Pranks
- Intentionally making work harder for others
- Inappropriate banter
- Leaving someone out



Abusive or inappropriate behaviour

- Hostile shouting
- Sexual harassment
- Intimidation and threats
- Discriminatory comments and actions
- Swearing at others
- Hazing that involves humiliation or pain
- Bullying
- Sharing private images or personal information without consent



Physical violence and aggression

- Physical assault
- Sexual assault
- Throwing objects at someone
- Violent outbursts (e.g. hitting a wall)
- Unwanted or inappropriate touching

Tackle bad behaviour before things get worse

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

See the Model Code of Practice: Managing psychosocial hazards at work and the Model Code of Practice: Sexual and gender-based harassment which provide practical guidance on managing psychosocial hazards in the workplace, including harmful behaviours.

Onsite contact for reporting:

Name: _____

Position: _____

Phone: _____

Email: _____