

What to do as a bystander to stop gender-based violence



When you see it, your words and actions matter.

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 you can help

Doing nothing is the same as saying the behaviour is ok.

If you feel safe to do so, you can help by:

- ✓ defusing the situation, distracting someone, or calling out the behaviour directly
- ✓ asking the person if you can support them in any way, including seeking help.

If that's not safe to do, you can report the behaviour, keep a note of it, or check if someone needs support.

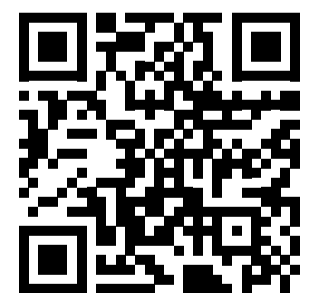
Key contact for reporting

Speak to the contact below to report an incident or discuss something if you're unsure.

If you witness something, speak up if you feel safe to do so. Otherwise, you can report it to the contact below.

Onsite contact for reporting:

Name:
Position:
Phone:
Email:



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