

Your rights as a worker to be safe from 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

What to do if your complaint isn't taken seriously

You can report gender-based violence to any of the organisations below. More information on how to report and where to get support is available on their websites.

- WHS regulator
- Fair Work Commission
- Australian Human Rights Commission
- Your union

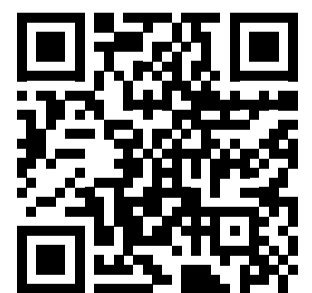
Key contact for reporting

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