

WHAT IS SEXUAL HARASSMENT?

Workplace sexual harassment is unwelcome sexual behaviour that occurs at work.

Some examples of workplace sexual harassment include:

- Being touched, hugged, kissed or cornered without consent.
- Someone making unwanted requests for sex.
- Being sent sexual messages by email, text or on social media (even if outside of work hours).
- Someone making sexually suggestive comments or jokes.
- Someone repeatedly asking you to go on a date.
- Someone asking intrusive questions about your private life or body.
- Someone inappropriately staring at you or following you.



WHO CAN HELP?

These Northern Territory specialist gendered services provide free advice to women about sexual harassment.

Central Australian Women's Legal Service (CAWLS)

P: (08) 8952 4055

E: enquiries@cawls.com.au

W: www.cawls.org.au

Free Call: 1800 684 055

Katherine Women's Information and Legal Service (KWILS)

P: (08) 89721712

E: info@kwils.com.au

W: www.kwils.com.au

Free Call: 1800 620 108

Top End Women's Legal Service (TWILS)

P: (08) 8982 3000

E: admin@tewls.org.au

W: www.tewls.org.au

Free Call: 1800 234 441

NT Working Women's Centre

Darwin: (08) 8981 0655

Alice Springs: (08) 8952 5255

E: admin@ntwwc.com.au

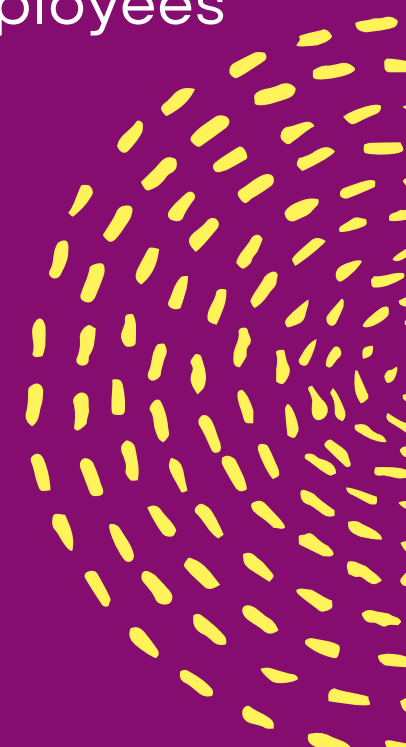
W: www.ntwwc.com.au

Free Call: 1800 817 055

SEXUAL HARASSMENT

in the workplace

Information for
Northern Territory
employees



FREE CALL: 1800 684 055 |
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IMPORTANT INFORMATION

- One incident/event is enough to be sexual harassment. You don't need to wait for more than one incident to report sexual harassment.
- It can still be sexual harassment even if the perpetrator isn't aware they are acting in a sexual way or thinks that their behaviour is a joke.
- incidents that occur outside the work site/office or outside work hours can still be workplace sexual harassment (e.g events that occur at a work function).



WHY TALK ABOUT SEXUAL HARASSMENT?

Sexual harassment in the workplace is against the law.

DID YOU KNOW?



1 in 3 Employees have experienced workplace sexual harassment in the last 5 years.



Less than 1 in 5 employees who experienced sexual harassment make a formal report or complaint.



Women, people with disability, young people, Aboriginal and Torres Strait Islander people and LGBTQI+ people are more likely to experience workplace sexual harassment.



Sexual harassment negatively impacts not only an employee's job satisfaction, but their self-esteem, their confidence and their overall health & wellbeing.

Fortunately, there are a range of legal and non-legal options available to employees if they have been sexually harassed in their workplace.

WHAT CAN YOU DO?

If you believe that you are being sexually harassed at work you can...

- Keep a record of any incidents that occur (in writing, if possible).
- Tell the person to STOP the unwanted behaviour. But ONLY if you feel safe to do so
- Make a complaint to your Manager/HR department. In writing if possible and keep a copy of your complaint.

GET LEGAL ADVICE

There are a number of different legal options for someone who has been sexually harassed at work:

- Making a complaint to the Australian Human Rights Commission.
- Making a complaint to the Northern Territory Anti-Discrimination Commission.
- Applying to the Fair Work Commission to deal with the sexual harassment .