

From Policy to Practice

Respect@Work

Legislative Changes

Safetrax

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Introduction

In 2018, Sex Commissioner Kate Jenkins declared a national inquiry into sexual harassment in Australian workplaces. Its findings were outlined in the national Respect@Work report (2020), which made 55 recommendations aimed at combatting workplace sexual harassment and other forms of sex-based discrimination.

These recommendations have been implemented through various legislative amendments, notably the Respect at Work Amendment Acts of 2021 and 2022, as well as being supported by changes to work health and safety legislation, including the recognition of sexual harassment as a psychosocial hazard.

To understand how to remain compliant, organisations must be familiar with each legislative change that has occurred in response to the Respect@Work recommendations. A concise summary of these legal changes, along with steps an organisation can take to comply with them, can be found in this report



The Respect at Work Act 2021

In 2021, the Australian Government implemented the Sex Discrimination and Fair Work (Respect at Work) Amendment Act 2021. This Act reflected various recommendations from the 2020 Respect@Work report.

Changes to the Sex Discrimination Act

Express prohibition on sex-based harassment

The Sex Discrimination Act 1984 (Sex Discrimination Act) was amended to include a new express prohibition on sex-based harassment, or harassment on the grounds of sex. Whilst it was recognised that sex-based harassment was already captured under existing prohibitions on sex discrimination and sexual harassment, this change sought to further emphasise its unlawfulness. Sex-based harassment, unlike sexual harassment, can include behaviours that are not of a sexual nature, such as sexist remarks.

Sex-based harassment may take the form of:

- Asking intrusive personal questions based on a person's sex.
- Making inappropriate comments and jokes to a person based on their sex.
- Displaying images or materials that are sexist, misogynistic or misandrist.
- Making sexist, misogynistic or misandrist remarks about a specific person.
- Requesting a person to engage in degrading conduct based on their sex.

Express prohibition on sex-based harassment

The 2021 amendment extended the scope of the Sex Discrimination Act to include interns, volunteers, and self-employed workers under its existing protections. It also extended the Act to apply to members of Parliament, their staff, judges (including High Court judges), and other public servants. This brought the Sex Discrimination Act in line with other Commonwealth anti-discrimination laws such as the Racial Discrimination Act 1975, the Disability Discrimination Act 1992, and the Age Discrimination Act 2004.

Further, the Sex Discrimination Act was altered to cover conduct in connection with a person being either an employer or employee. This means that conduct occurring outside of work hours can still be in breach of the prohibitions outlined in the Act, and addressing it is part of an employer's responsibility.

Finally, liability was extended to persons who cause, instruct, induce, aid, or permit someone else to commit acts of unlawful discrimination. This is known as accessory liability.

Introduction of victimisation as a civil offence under Sex Discrimination Act

Broadly, victimisation is any conduct causing non-consensual detriment to another person, where the perpetrator engages in the conduct because they believe that the other person has been, or proposes to be involved in, complaints handling procedures under anti-discrimination laws. The definition of victimisation includes threats, even if those threats are implied.

The 2021 amendment clarified that a person who is subject to victimisation can initiate civil action for unlawful discrimination. The Australian Human Rights Commission Act 1986 was also amended to make clear that victimisation under the Sex Discrimination Act can form the basis of an unlawful discrimination claim. This means that those who are subject to victimisation may seek civil remedies, in addition to the existing ability to pursue criminal proceedings for victimisation amounting to a crime.

Changes to Fair Work Act

New miscarriage leave entitlement

The amendment also introduced a new entitlement under the Fair Work Act 2009 (Fair Work Act) to compassionate leave for miscarriages, being the spontaneous loss of an embryo or foetus before a period of gestation of 20 weeks. This was partially in response to recommendations made by the Senate Select Committee on Stillbirth Research and Education in December 2018.

Introduction of stop sexual harassment orders

The Fair Work regime already had an anti-bullying regime in place, allowing victims of bullying to seek stop bullying orders if they had been bullied at work.

The 2021 amendment extended the anti-bullying regime to cover sexual harassment, allowing workers to seek stop sexual harassment orders. Like the already established anti-bullying regime, before making an order to stop sexual harassment the Fair Work Commission (FWC) must be satisfied that the sexual harassment has occurred and there is a risk that the worker will continue to be sexually harassed at work by the individual(s).

Unlike for stop bullying orders, where bullying must have happened repeatedly, the sexual harassment only needs to have occurred once for a stop sexual harassment order to be issued.

Designation of sexual harassment as a valid reason for dismissal

Under certain circumstances, the Fair Work Act protects workers from unfair dismissals, allowing workers who have been unfairly dismissed to seek remedies such as compensation or re-reinstatement by their employer.

An unfair dismissal is one that is:

- harsh, unjust, or unreasonable; and
- not consistent with the Small Business Fair Dismissal Code; and
- not a case of genuine redundancy.

Part of determining whether a dismissal is harsh, unjust, or unreasonable depends on whether there has been a valid reason for dismissal. The 2021 amendment clarified that sexual harassment is a valid reason for dismissal.



The Respect at Work Act 2022

In 2022, the Australian Government passed the Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act 2022. This implemented a further 7 of the Respect@Work report's 55 recommendations aimed at combatting workplace sexual harassment and other forms of sex-based discrimination.

Changes to the Sex Discrimination Act

Hostile workplace environments

The Respect at Work Act 2022 introduced a new offence into the Sex Discrimination Act, making it unlawful to subject another person to a workplace that is hostile on the ground of sex. This can happen at a workplace where only the victim, only the perpetrator, or both parties work.

Conduct will breach this provision if a reasonable person would have anticipated the possibility of the conduct resulting in the workplace environment being offensive, intimidating or humiliating to a person of the victim's sex, by reason of:

- The victim's sex;
- A characteristic that typically applies to the victim's sex; or
- A characteristic that is generally imputed to people of the victim's sex.

When determining whether the conduct was unlawful, the court will consider several factors. These include the seriousness of the conduct, whether it was continuous or repetitive, and the role, influence or authority of the person engaging in the conduct.

What if the conduct was based on multiple reasons, not all of them discriminatory?

Engaging in conduct that could be offensive, humiliating, or intimidating based partly on a person's sex or associated characteristics is an offence. It does not matter if that person's sex was only a minor reason, or was not the dominant reason, for the behaviour. In fact, a person can be subjected to a hostile work environment even if they are not the direct target of the behaviour, such as being exposed to sexist language in the workplace.

Employers' duty to eliminate sex discrimination

The 2022 amendment also imposes a new duty on employers to take reasonable and proportionate measures to eliminate sex-related discriminatory conduct. Under existing laws, employers could be held vicariously liable for sexual harassment and discrimination, where they failed to take all reasonable steps to prevent the behaviour from occurring. This is still the case.

However, employers are now under an even greater duty under the Sex Discrimination Act – they must adopt proactive measures to prevent sexual harassment and sex-based discrimination. Employers and other persons conducting a business or undertaking (PCBUs) now have a positive duty to take reasonable and proportionate steps to prevent:

- Sexual harassment and sex-based harassment;
- Sex-based discrimination;
- Conduct that subjects a person to a hostile work environment based on sex; and
- Acts of victimisation relating to complaints, proceedings, or allegations of any of the above.

Employers must take steps to prevent this conduct from themselves, their employees, or their agents. When a court is determining whether this positive duty has been complied with, they will consider:

- The size, nature and circumstances of the employer's business or undertaking;
- The employer's resources, whether financial or otherwise;
- The practicability and the cost of measures to eliminate the discriminatory conduct; and
- Any other relevant matter.

Reduction of the threshold for sexual harassment

Previously, the offence of harassment on the ground of sex under section 28AA of the Sex Discrimination Act required conduct to be of a “seriously demeaning” nature. The 2022 amendment removed the word “seriously,” from section 28AA, effectively reducing the threshold for conduct to be considered harassment on the ground of sex, as it now needs only to be of a demeaning nature.

Changes to the Australian Human Rights Commission (AHRC) Act

Investigative and enforcement powers related to employers’ positive duty

The Respect at Work Act 2022 also conferred additional functions on the Australian Human Rights Commission (AHRC) regarding employers’ positive duty to prevent discrimination. Importantly, the AHRC’s enforcement powers commence 12 months after the Act was passed – being the 12th of December 2023. This gives organisations time to prepare and take proactive measures before any enforcement action is taken.

The AHRC may conduct enquiries into a person’s compliance with the positive duty in relation to sex discrimination if there is a reasonable suspicion of non-compliance. When making an inquiry of this kind, the AHRC must give the person being investigated notice and a chance to make submissions.

What if a person is not found to be complying?

If an AHRC investigation finds that an employer is not complying with their positive duty to prevent sex-based discrimination, the non-compliant employer must be notified and given reasons for the finding. The AHRC may provide a non-compliant employer with any recommendations to prevent the repetition or continuation of a failure to comply.

Compliance notices

A non-compliant employer might also be issued with a compliance notice. A compliance notice must outline what the employer must do (or avoid doing) to address the failure, providing a reasonable timeframe in which to achieve this. This notice might also require an employer to provide evidence of steps they are taking to address the failure. If an employer fails to do what is required by the notice, they could be subject to court orders.

Requesting review of compliance notices

Employers who find themselves issued with a compliance notice should make themselves aware of the various avenues for review that may be available to them.

For example, employers may exercise their right to request the President of the AHRC to reconsider the compliance notice. This needs to be in writing and set out the reasons for the request. It also needs to be made within 21 days after the day the compliance notice was initially given to the employer.

Another avenue for review of a compliance notice is through the courts. An employer may apply to the Federal Court or the Federal Circuit and Family Court of Australia for review of the notice, on the grounds that the notice is incorrect in stating that they are non-compliant, or the notice itself does not comply with legislative requirements. This needs to be done within 21 days after the day the compliance notice was initially given to the employer, or, if the employer initially sought review by the President, then 21 days after they were given notice of the President's decision.

Enforceable undertakings

The AHRC can issue enforceable undertakings against employers in relation to their positive duty to prevent sex-based discrimination. These undertakings are an agreement between the employer and the AHRC containing obligations related to the duty, usually issued after the employer has been found to be in breach.

Enforceable undertakings can be published on the AHRC website and are accessible to the public.

AHRC powers regarding systemic unlawful discrimination

The Respect at Work Act 2022 also empowered the AHRC to conduct enquiries into systemic unlawful discrimination and to publish reports on these enquiries. Systemic unlawful discrimination is unlawful discrimination that affects a class or group of persons; and is continuous, repetitive or forms a pattern.

Again, where the Commission does conduct an inquiry of this kind, the person being investigated must be given an opportunity to make submissions about the matter.

Representative applications and complaint timeframes

Representative applications (or class actions) allow for representative bodies such as unions to bring cases on behalf of other people.

Before the Respect at Work Act 2022, an application under anti-discrimination laws needed to be made by an affected individual. Now, the AHRC Act allows representative applications to be made on behalf of individuals who have been affected by discrimination.

Further, the AHRC Act was changed to allow a greater timeframe for those wishing to make a complaint of unlawful discrimination. Before the amendment, the AHRC could terminate a complaint if it was made 6 months after the alleged discriminatory conduct had taken place. Now, the AHRC is only authorised to terminate a complaint if it is made 24 months after any alleged discrimination.

Changes to the Workplace Gender Equality Act

The Workplace Gender Equality Act 2012 (Workplace Gender Equality Act) requires 'relevant employers' to report on each of the 6 gender equality indicators outlined in the Act. One indicator that must be reported on is "sexual harassment, harassment on the ground of sex or discrimination."

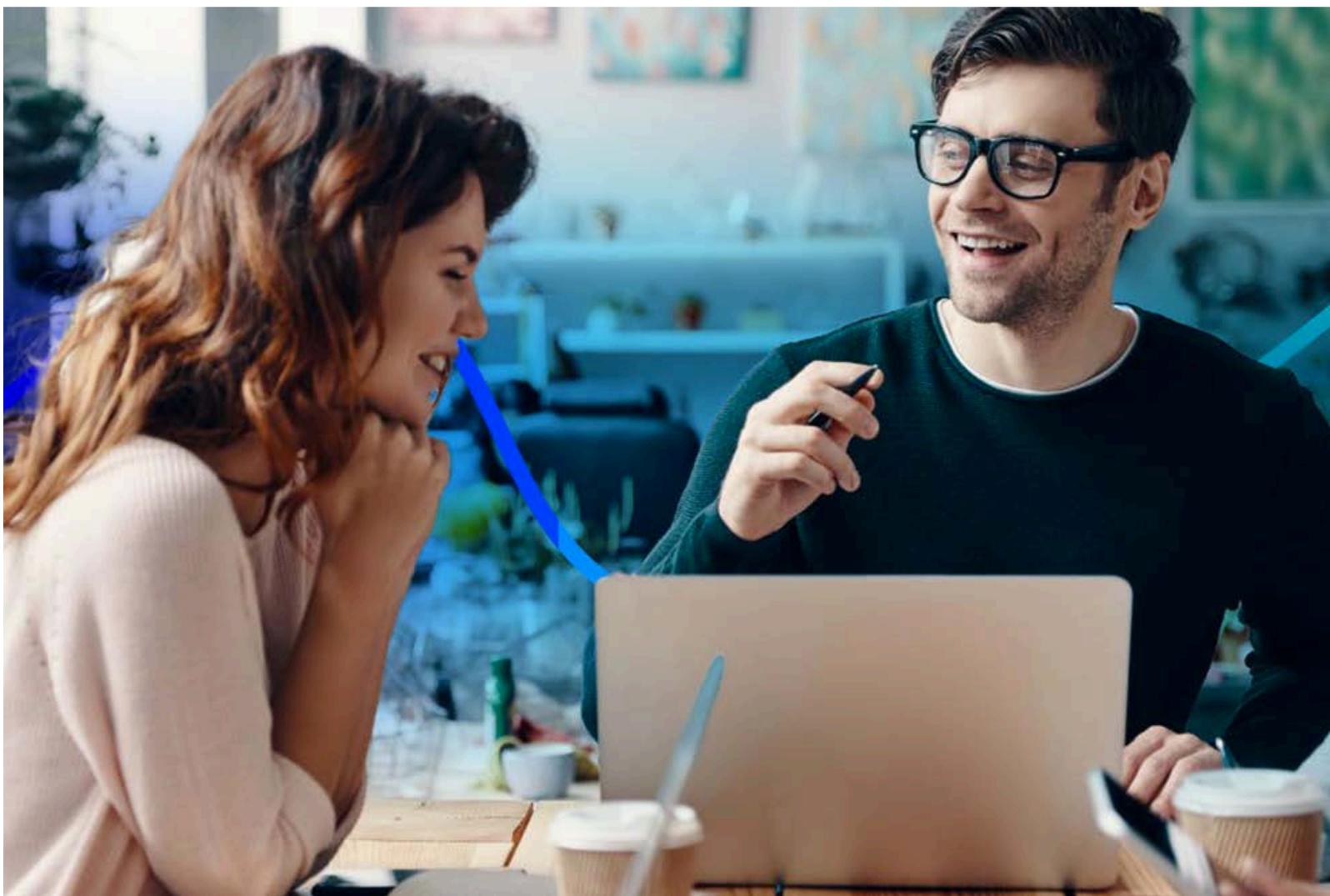
Before the Respect at Work Act 2022, relevant employers did not include Commonwealth public sector organisations – these were exempt from the reporting requirement.

However, Commonwealth public sector employers are now required to report on the gender equality indicators. The definition of relevant employer was amended by the Respect at Work Act 2022 to mean:

- a registered higher education provider that is an employer; or
- a person, body, or association (whether incorporated or not), that employs 100 or more employees in Australia; or
- a Commonwealth company that employs 100 or more employees in Australia; or
- a Commonwealth entity that employs 100 or more employees in Australia

Changes to Age, Disability and Racial Discrimination Acts

The Respect at Work Act 2022 further clarified that acts of victimisation can not only be a criminal offence, but can also form the basis of a civil claim under age, disability and racial discrimination legislation at a Commonwealth level. Importantly, both the Sex Discrimination Act and the AHRC Act were already amended to reflect this possibility in the 2021 amendment.



Work Health and Safety amendments

In June 2022, SafeWork published changes to the Model Work Health and Safety (Model WHS) laws. One of the most notable changes was the imposition of a new duty on persons conducting a business or undertaking (PCBUs) to manage psychosocial risks. A psychosocial risk is defined under these laws as a risk to the health or safety of a worker or other person arising from a psychosocial hazard.

Following this, each Australian state and territory implemented changes to their own occupational/work health and safety legislation, with identical or similar wording to the duty outlined in the Model WHS laws.

Relevant to the Respect@Work legislative amendments, SafeWork's Model Code of Practice: Managing psychosocial hazards at work identifies sexual harassment and sex-based harassment as psychosocial hazards.

This means that employers who do not manage the risks of sexual harassment taking place in the workplace may be in breach of work health and safety laws, as well as anti-discrimination laws.

Next steps - what action can be taken by an organisation?

The multitude of legislative changes brought about in response to the Respect@Work inquiry can initially appear overwhelming for organisations attempting to ensure compliance across a broad range of laws.

This information sheet provides a concise summary of some of the legal changes implemented in response to the inquiry, and their impact on different pieces of national legislation, outlining practical steps that organisations can take to better ensure that they comply with these new legal requirements.

Summary of Changes

Below is a summary of the Respect@Work amendments discussed in the article, and how they impact different pieces of national legislation.

The Respect@Work Act 2021

Sex Discrimination Act 1984

- Introduced an express prohibition on sex-based harassment
- Expanded the scope of the Act to cover additional groups, such as members of parliament and judges
- Extended prohibitions to conduct in connection with work
- Introduced accessorial liability for those involved in breaches of the Act
- Clarified that victimisation is a civil offence in addition to a potential criminal offence (also clarified under the Australian Human Rights Commission Act)

Fair Work Act 2009

- Added a new entitlement to compassionate leave for miscarriages
- Enabled the issuing of stop sexual harassment orders by the Fair Work Commission
- Designated sexual harassment as a valid reason for dismissal

The Respect@Work Act 2022

Sex Discrimination Act 1984

- Introduced offence of subjecting someone to a hostile work environment on the grounds of sex.
- Introduced employer duty to eliminate sex-related discriminatory conduct.
- Reduced the threshold to establish harassment on the ground of sex.

Australian Human Rights Commission Act 1986

- Conferred broad enquiry and enforcement powers on the Australian Human Rights Commission (AHRC) relating to employers' positive duty to prevent discrimination.
- Empowered the AHRC to conduct enquiries into systemic unlawful discrimination and to publish reports on these enquiries.
- Allowed for representative applications (or class actions) to be made on behalf of persons who have been affected by discrimination.
- Extended the timeframe for making a complaint of unlawful discrimination.

Workplace Gender Equality Act 2012

- Required Commonwealth public sector organisations to report under the Workplace Gender Equality Act.

Age Discrimination Act 2004, Disability Discrimination Act 1992, and Racial Discrimination Act 1975

- Made clear that victimising conduct can be the basis of a civil claim for unlawful discrimination, as well as a criminal complaint.

Work Health and Safety amendments

Model WHS laws, state and territory work/occupational health and safety laws

- Imposed a duty to manage psychosocial risks on persons conducting a business or undertaking

What can organisations do?

It is now clear under work health and safety and anti-discrimination law that employers are expected to take positive steps to prevent sexual harassment and other forms of sex-based discrimination in connection with work. Below are steps that can be taken to foster a more inclusive, safe, and legally compliant workplace in response to these changes.

Each step is accompanied by corresponding training courses, which may be considered by organisations wishing to comprehensively address each issue through the education of managers and other employees.

1 Diversifying hiring practices

The Respect@Work Inquiry found that power imbalances and a lack of clear commitment to diversity and inclusion can contribute to increased sexual harassment and gendered discrimination. Ensuring that interview questions, job advertisements and other hiring materials do not reflect or perpetuate bias is key to overcoming these issues. Flexible work arrangements and other adjustments should be supported at all levels of an organisation, including in senior management roles.



Relevant training courses

Equal Employment Opportunity Training Course for Managers

Equal Employment Opportunity Training Course for Managers teaches managers about their obligations around workers' entitlements, including responding to requests for flexible work arrangements and reasonable adjustments in the workplace.

Unconscious Bias Awareness Training

Unconscious Bias Awareness Training provides an understanding of what unconscious bias is and how it can lead to discrimination within a workplace, including strategies for noticing and addressing our own ingrained biases.

Preventing Sexual Harassment in the Workplace for Leaders

Preventing Sexual Harassment in the Workplace for Leaders includes clear, easy-to-implement suggestions, helping organisations to increase workforce diversity and inclusion via recruiting and other strategies.

Diversity and Inclusion Training Course

Diversity and Inclusion Training Course is aimed at teaching workers about various forms of diversity (such as gender diversity) and how these can be supported in a workplace, as well as how to respond to inappropriate behaviour.

2 Entrenching accountability at all levels

Certain forms of gender-based harassment and discrimination are more prevalent in situations of power imbalance, and thus accountability must begin from the top, with senior management being held responsible for any of their own behaviours that may contribute to an unsafe work environment. Senior staff should also be specifically trained in prevention from a leadership perspective. Where leaders fail to take adequate prevention measures or engage in discriminatory behaviours themselves, they should face disciplinary action up to and including termination of employment.



Relevant training courses

Preventing Sexual Harassment in the Workplace for Leaders

Preventing Sexual Harassment in the Workplace for Leaders teaches managers and other senior staff about their obligations to prevent sexual harassment and other forms of sex-based discrimination, providing examples of what behaviours constitute unlawful harassment. In particular, the course discusses the role of power imbalances in increasing the risks of sexual harassment, including a self-assessment section to prompt thought amongst leaders within an organisation.

Work Health and Safety Courses (WHS Training)

Work Health and Safety Courses (WHS Training) teaches managers about their duties under work health and safety legislation to ensure the safety of workers and others. As Victoria operates under different legislation, Occupational Health and Safety (OHS) Training Courses provide the same information for Victorian managers.

3 Promoting understanding through training

A lack of understanding about what constitutes harassment and discrimination, their impacts and prevention strategies can result in severe organisational challenges. In fact, the national Respect@Work framework has identified a lack of understanding as a key driver of further harassment and discrimination in a workplace. Implementing organisation-wide training on harassment, discrimination, their impacts, and prevention strategies, can help to combat this and ensure that all workers are aware of what behaviours are tolerated in the organisation.



Relevant training courses

Discrimination Prevention Training Course

Discrimination Prevention Training Course teaches workers about what sex discrimination is, what it can look like in a workplace, and its impacts. The course addresses various anti-discrimination laws in Australia, including the Sex Discrimination Act.

Anti-Bullying and Anti-Harassment Training Course

Anti-Bullying and Anti-Harassment Training Course teaches workers about behaviours that constitute workplace bullying and sexual harassment, outlining grievance handling procedures for complaints

Preventing Sexual Harassment (Respect@Work) Training Course

Preventing Sexual Harassment (Respect@Work) Training Course takes workers on a deep-dive into their duties under Respect@Work laws, including the duty not to create a hostile work environment, providing a more nuanced understanding of sexually harassing behaviours.

Appropriate Behaviour at Work Functions Training Course

Appropriate Behaviour at Work Functions Training Course responds to the Respect at Work 2021 amendment extending prohibitions to conduct “in connection with work,” teaching all workers about what behaviours are not tolerated at work events.

4 Conducting risk assessments and implementing control measures

Organisations should conduct regular risk assessments to identify areas where risks of discrimination or sexual harassment may be more prevalent. This reflects current work health and safety obligations to manage psychosocial hazards, rather than focusing on physical workplace safety risks alone. Where risks of sexual harassment are identified, organisations should respond immediately, with the implementation of effective control measures and strategies. Any response strategy should be made in consultation with workers, allowing for greater input from those most likely to be affected.



Relevant training courses

Psychosocial Hazards Training Course for Managers

Psychosocial Hazards Training Course for Managers provides managers with steps that can be taken to eliminate and minimise psychosocial risks in the workplace, including examples of common psychosocial hazards and how they can be tackled.

Occupational Health and Safety (OHS) Training Courses

Occupational Health and Safety (OHS) Training Courses (for Victorian managers and workers) and Work Health and Safety Courses (WHS Training) (for managers and workers in all other jurisdictions) provide information about incident prevention, defences to work health and safety prosecutions, and incident notification.

5 Encouraging use of reporting channels

It is critical to ensure that reporting channels are clear, communicated to every person within an organisation, and followed diligently. Every member of an organisation should be aware of the various avenues of reporting available, including formal and informal options. The organisation must enforce a strict, zero-tolerance approach to victimisation through policy distribution and training. Human Resources personnel and other leaders must be trained in privacy and confidentiality obligations and a trauma-informed approach to receiving reports.



Relevant training courses

Anti-Bullying and Anti-Harassment Training Course

Anti-Bullying and Anti-Harassment Training Course provides workers with an understanding of how to report discriminatory or harassing behaviour, formal and informal resolutions, and what constitutes victimisation under anti-discrimination laws.

Preventing Sexual Harassment in the Workplace for Leaders

Preventing Sexual Harassment in the Workplace for Leaders teaches leaders about the do's and don'ts of a trauma-informed response to complaints handling, and types of reporting options (formal/informal).

Equal Employment Opportunity Training Course for Managers

Equal Employment Opportunity Training Course for Managers delves into reasons why workers may hesitate to make reports, and how leaders can help overcome these.

6 Providing support to affected workers

An organisation's legal responsibilities surrounding sexual harassment and discrimination extend beyond addressing perpetrator conduct. Workers who have reported experiencing forms of gender-based harassment or discrimination should be allowed representative support (such as union involvement during the reporting process) and be given access to internal and/or external counselling services. Use of non-disclosure clauses in settlement agreements should be carefully considered, acknowledging potential harms resulting from such contractual restrictions.



Relevant training courses

Resilience and Mental Health Training Course

Resilience and Mental Health Training Course teaches workers about stress, how to recognise it, and how to implement effective stress-reduction strategies to improve mental health and wellbeing.

Preventing Sexual Harassment in the Workplace for Leaders

Preventing Sexual Harassment in the Workplace for Leaders teaches leaders about the use of non-disclosure clauses in settlement agreements, and how to support workers making reports of sexual harassment.

7 Regularly measuring outcomes

The Respect@Work Act broadened workplace gender equality reporting obligations, bringing Commonwealth entities in line with other entities already subject to WGEA requirements. In addition to ensuring strict compliance with any applicable gender equality reporting obligations, organisations should regularly measure outcomes of any strategies in place to prevent discrimination or harassment, analysing their effectiveness and adjusting processes where necessary. Relevant personnel should be made aware that sexual harassment, harassment on the ground of sex and discrimination are reportable gender equality indicators under the Workplace Gender Equality Act 2012.



Relevant training courses

Preventing Sexual Harassment in the Workplace for Leaders

Preventing Sexual Harassment in the Workplace for Leaders teaches leaders about the use of non-disclosure clauses in settlement agreements, and how to support workers making reports of sexual harassment.

8 Making the physical environment safer

SafeWork has identified factors in the physical setup of a workplace that may increase the risk of sexual harassment occurring. These include small spaces lacking supervision, and restricted areas making it challenging for workers to maintain personal space. Any risk assessment should identify these factors and they should be addressed to the extent possible. Practical solutions include installing communication methods for workers, increased lighting, and use of glass screens to enable better visibility in a workplace.



Relevant training courses

Occupational Health and Safety (OHS) or Work Health and Safety Courses (WHS Training) Training Courses

Occupational Health and Safety (OHS) Training Courses (for Victorian managers and workers) and Work Health and Safety Courses (WHS Training) (for managers and workers in all other jurisdictions) provide key information about physical workplace safety, notification of incidents, and emergency situations.

Psychosocial Hazards Training Course for Managers

Psychosocial Hazards Training Course for Managers specifically addresses physical workplace factors that may constitute psychosocial hazards, with example scenarios and ways to manage these.

Psychosocial Hazards Training Course for Employees

Psychosocial Hazards Training Course for Employees teaches employees how to speak up about workplace factors that might be harming their psychological health.

9 Actively fostering a safe and respectful workplace culture

The duty to prevent sexual harassment and discrimination extends beyond overt acts of discrimination and harassment. The Respect@Work inquiry found that many subtle forms of gender-based discrimination can contribute to a culture tolerant of abuse. For example, exclusion based on gender, use of gendered language and stereotypes, and inappropriate jokes can all lead to an unsafe culture and may amount to a hostile work environment under the Respect@Work reforms. Leaders should make sure that a zero-tolerance approach to sexist language and jokes, as well as sexually explicit materials is enforced, and that all workers understand why this is important.



Relevant training courses

[Preventing Sexual Harassment \(Respect@Work\) Training Course](#)

Preventing Sexual Harassment (Respect@Work) Training Course addresses misconceptions about sexual harassment and sex discrimination, showing learners how it can manifest in subtle ways. It also teaches learners about the harmful effects of stereotyping, sexist jokes and language, and how bystanders can take action if inappropriate behaviours do occur.

[Preventing Sexual Harassment in the Workplace for Leaders](#)

Preventing Sexual Harassment in the Workplace for Leaders exhibits how behaviours that may be overlooked by managers, such as sexist language, can contribute to an unsafe and discriminatory working environment.

[Diversity and Inclusion Training Course](#)

Diversity and Inclusion Training Course teaches learners about diverse and inclusive terminology, including respecting gender pronouns.

[Unconscious Bias Awareness Training](#)

Unconscious Bias Awareness Training prompts learners to reflect on how they may be acting from a place of bias or using harmful stereotypes, as well as how to respectfully bring awareness to others who might be doing so in the workplace.

Take action

Start implementing reasonable measures today

Organisations in Australia must ensure they are compliant with Australian regulations, with a particular focus on the Respect@Work legislation. Implementing effective policies and procedures, providing training and resources, creating a safe and supportive culture, and responding effectively to incidents of sexual harassment are key priorities for employers. It is essential that organisations take these steps to prevent sexual harassment in the workplace, to reduce risk of financial and reputational damage, as well as harm to employees.

How we can help

At Safetrac, we offer a range of compliance solutions to help organisations implement reasonable measures across sexual harassment prevention in the workplace. We provide legally updated training courses that staff can do online across key subjects such as Respect@Work, Diversity & Inclusion, Anti-Bullying and Anti-Harassment, Work Health Safety, and more. Our courses also come in flexible formats with many designed for both field-based staff and office-based.

We're a trusted compliance training provider for organisations ranging from medium-sized and growing businesses to those listed on the ASX. Many of which are using our Compliance LMS to house all existing training and surveys, rollout updated policies with refresher training, track staff policy acknowledgements and report on progress, all in one place. Get in touch with our team today.

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