



Australian
Human Rights
Commission

Working
without
fear:

RESULTS OF THE SEXUAL HARASSMENT
NATIONAL TELEPHONE SURVEY · 2012

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Working without fear:

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national telephone survey

Australian Human Rights Commission 2012

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Foreword



Elizabeth Broderick
Sex Discrimination
Commissioner
Australian Human Rights
Commission

I am pleased to present *Working without Fear: Results of the 2012 Sexual Harassment National Telephone Survey*, which outlines the findings of the Australian Human Rights Commission's latest survey on the prevalence, nature and reporting of sexual harassment in Australian workplaces. This is the third such survey undertaken by the Commission and, importantly, it provides the only national and trend data on sexual harassment in Australian workplaces.

Sexual harassment is unwelcome conduct of a sexual nature that a reasonable person would anticipate could make the person harassed feel offended, humiliated or intimidated. It is unlawful in Australia.

Yet, the survey shows, once again, that sexual harassment is widespread in Australian workplaces. Just over one in five people (21%) over the age of 15 years experienced sexual harassment in the workplace in the past five years. Sexual harassment is a particular problem for women. A quarter of women (25%) experienced sexual harassment in the workplace during this period, 90% of whom said they were harassed by a man. But sexual harassment is not confined to women as targets: one in six men (16%) experienced sexual harassment in the workplace in the past five years.

One of the most concerning findings of the 2012 National Survey is that progress in addressing workplace sexual harassment has stalled in this country. Another concerning finding is that there have been limited advances in improving awareness and rates of reporting.

This has happened in spite of stronger legislative protections against sexual harassment and the steps taken by many Australian workplaces to prevent and address sexual harassment.

It is time to renew our commitment to eradicating sexual harassment from all our workplaces. It is also time for all of us – employers, employees, unions, employer associations and other concerned individuals – to take a stand, to play a part in ensuring that sexual harassment has no place in Australian workplaces. Women and men must be able to work without fear. After all, being safe at work is a basic human right.

As previous waves of the survey have identified, eradicating sexual harassment will require measures to ensure that employees have a solid understanding of sexual harassment and their rights and obligations in the workplace. It will also require employers and unions to create workplaces where employees are supported to make complaints and feel confident that employers will deal with their complaints effectively and efficiently.

We also need to look at new and innovative approaches to addressing sexual harassment. One such approach – explored in a recent Commission report entitled *Encourage. Support. Act! Bystander Approaches to Sexual Harassment in the Workplace* – is to enlist the help of bystanders (ie individuals who witness sexual harassment in the workplace or are informed about it later). This has been one area where I have heard many positive stories about the impact of standing up against sexual harassment.

The 2012 National Survey shows that 13% of the Australian population aged 15 years and older are bystanders and a majority (51%) of bystanders have taken action to prevent and reduce the harm of workplace sexual harassment. Given that bystander intervention is a potentially invaluable component of sexual harassment prevention in the workplace, it is important that bystanders are supported and empowered to take action. This will require a substantial shift in organisational culture. We need to send a clear message that sexual harassment ruins lives, divides teams and damages the effectiveness of organisations.

The results of the 2012 National Survey will improve understanding of sexual harassment in Australia. However, by itself, the National Survey is not enough. Eradicating sexual harassment from our workplaces and ensuring that women and men can work without fear will also require everyone to play a part. Together we can prevent and reduce the harm of sexual harassment and take immediate and effective action when it occurs.

A handwritten signature in black ink that reads "E. Broderick". The signature is written in a cursive, flowing style.

Elizabeth Broderick
Sex Discrimination Commissioner
Australian Human Rights Commission

October 2012

Abbreviations

2003 National Survey	Human Rights and Equal Opportunity Commission, <i>20 Years On: The Challenges Continue...; Sexual Harassment in the Australian Workplace</i> (2004)
2008 National Survey	Australian Human Rights Commission, <i>Sexual Harassment: Serious Business; Results of the 2008 Sexual Harassment National Telephone Survey</i> (2008)
2012 National Survey	Australian Human Rights Commission, <i>Working without Fear: Results of the 2012 Sexual Harassment National Telephone Survey</i> (2012)
ADF	Australian Defence Force
ADF Survey	Australian Defence Force Survey
CATI	Computer Assisted Telephone Interview
CAWI	Computer Assisted Web Interview
CAWI Survey	Computer Assisted Web Interview Survey
Commission	Australian Human Rights Commission
Defence Review	Review into the Treatment of Women in the Australian Defence Force Academy and Australian Defence Force
RDD	Random Digit Dialling
SSD	Single Source Database

Chapter 1:

Executive summary

The Australian Human Rights Commission (Commission) conducted a national telephone survey between May and August 2012 to investigate the prevalence, nature and reporting of sexual harassment in Australian workplaces over the past five years (2012 National Survey). This report outlines the findings of that survey and compares and contrasts the findings with previous surveys conducted by the Commission in 2003 (2003 National Survey)¹ and 2008 (2008 National Survey).²

A number of positive stories have emerged from the 2012 National Survey.

For instance, where formal reports and complaints of sexual harassment in the workplace were made, they were resolved quickly (in less than one month) in most cases and with high or extremely high levels of satisfaction amongst the majority of complainants. In addition, a majority of individuals who have witnessed or subsequently learned about sexual harassment in their workplace (ie bystanders) have taken action to prevent or reduce the harm of the harassment. In taking such action, they have helped to ensure safe work environments for themselves and their colleagues.

Overall, however, the 2012 National Survey shows that sexual harassment is a persistent and pervasive problem in Australian workplaces. It also shows that limited progress has been made since the Commission conducted its 2008 National Survey. It is particularly concerning that there has been little reduction in the prevalence of sexual harassment since the 2008 National Survey.

Although sexual harassment affects a diverse range of individuals across a broad spectrum of occupations, workplaces and industries, the 2012 National Survey shows that targets of sexual harassment are most likely to be women and less than 40 years of age. Consistent with previous surveys, the 2012 National Survey also shows that the harassers are most likely to be male co-workers, though women were at least five times more likely than men to have been harassed by a boss or employer. Men harassing women accounted for more than half (56%) of all sexual harassment, while male harassment of men accounted for nearly a quarter (23%) of sexual harassment.

It is also concerning that there has been a significant increase in the number of people who have experienced negative consequences (eg victimisation) as a result of making a formal report or complaint of sexual harassment. Furthermore, understanding and reporting of sexual harassment remain low.

1.1 2012 National Survey key findings

Prevalence

Sexual harassment is an ongoing and common occurrence, particularly in workplaces

- Just over one in five (21%) people in Australia has been sexually harassed since the age of 15, based on the legal definition of sexual harassment, a slight increase since 2008 (20%). A majority (68%) of those people were harassed in the workplace.
- Just over one in five (21%) people aged 15 years and older has experienced sexual harassment in the workplace in the past five years, based on the legal and behavioural definitions of sexual harassment.

Sexual harassment continues to affect more women than men

- One-third of women (33%) have been sexually harassed since the age of 15, compared to fewer than one in ten (9%) men (based on the legal definition). This is consistent with the findings from the 2008 National Survey (women: 32%; men: 8%).
- A quarter of women (25%) and one in six men (16%) aged 15 years and older have experienced sexual harassment in the workplace in the past five years (based on the legal and behavioural definitions).

Awareness of sexual harassment remains limited

- Almost one in five (18%) respondents indicated that they had not been sexually harassed based on the legal definition, but went on to report experiencing behaviours that are likely to constitute unlawful sexual harassment. This is slightly lower than in 2008 (22%).

A number of bystanders are affected by sexual harassment in the workplace

- Thirteen per cent (13%) of the Australian population aged 15 years and older has witnessed sexual harassment in the workplace firsthand or been informed about it subsequently.

Nature and characteristics

Sexual harassment consists of a broad range of behaviours and occurs through a range of different mediums

- The most common types of behaviours reported were sexually suggestive comments or offensive jokes (55%), intrusive questions (50%) and inappropriate staring or leering (31%).

Most sexual harassment was perpetrated by men against women

- Nearly four out of five (79%) harassers were men, a slight decrease from 2008 (81%).
- Most women (90%) said that their harasser was male.

Men were more likely than women to perpetrate and be targets of same-sex sexual harassment

- Twenty-nine per cent (29%) of sexual harassment was perpetrated by a person who is the same sex as the target. The majority of perpetrators of same-sex sexual harassment were men, with men comprising four in five (79%) perpetrators and women comprising only one in five (21%) perpetrators.
- Being harassed by someone of the same sex is much more common for men (61%) than for women (10%).

Young adults were most affected by sexual harassment

- Women and men aged 18 to 24 years were most likely to be sexually harassed (21%).

Harassers were most likely to be a co-worker of the person harassed

- Harassers were most likely to be a co-worker (52%) of the person harassed, followed by their boss or employer (11%) and their supervisor or manager (11%).

Prevention and response

The majority of people sexually harassed do not report it or seek support or advice

- Only one in five (20%) respondents who were sexually harassed made a formal report or complaint, a slight increase in the rate of reporting from 2008 (16%).
- One-third (29%) of respondents who were sexually harassed sought support or advice, almost the same as in 2008 (30%).

Reporting can be an effective and efficient way to stop sexual harassment and get other positive outcomes

- Almost half (45%) of respondents indicated that the sexual harassment stopped after they made a formal report or complaint.
- The vast majority (74%) of respondents who made a formal report or complaint about sexual harassment were satisfied or extremely satisfied with the complaint process.
- The overwhelming proportion (78%) of complaints were finalised in less than one month.

More people experienced negative consequences as a result of reporting sexual harassment

- Nearly one-third (29%) of respondents who reported sexual harassment indicated that their complaint had a negative impact on them (eg victimisation, demotion). This is an increase from 2008 (22%) and 2003 (16%).

A majority of bystanders took action to prevent or reduce the harm of sexual harassment

- Just over half (51%) of respondents took action after witnessing or learning about the sexual harassment of another person in their workplace.

1.2 Strategies for the future

There have been a number of important developments in Australia since the first sexual harassment national telephone survey was conducted by the Commission in 2003, including amendments in 2011 to the *Sex Discrimination Act 1984* (Cth) to strengthen legal protections against sexual harassment. In addition, many workplaces have taken proactive steps to prevent and address sexual harassment, including by developing and implementing sexual harassment policies, procedures and employee training.

Whilst these developments are important and welcomed by the Commission, the findings of the 2012 National Survey are clear: real and meaningful change resulting in workplaces that are safe and free from harassment requires more than legislative change. It also requires leadership and a genuine commitment from government, unions and all sectors of the Australian workforce to put an end to sexual harassment and ensure the safety and security of all employees while at work.

The 2012 National Survey demonstrates the need for a number of key strategies to address sexual harassment in the workplace, including:

- development and implementation of effective prevention strategies, including a highly visible community education campaign
- adoption of measures to improve access to workplace reporting mechanisms
- equipping a diverse range of workplace actors with the knowledge and skills necessary to provide effective support and advice to individuals who may have experienced, or are experiencing, sexual harassment
- creation of an enabling environment to encourage and empower bystanders to take immediate and effective action to prevent and reduce the harm of sexual harassment
- further industry-based research on sexual harassment.

Effective prevention strategies, including a community education campaign

The 2012 National Survey demonstrates a clear need for effective prevention strategies to be implemented in Australian workplaces. Workplace prevention strategies must be framed broadly and incorporate components on the rights and responsibilities of employees and bystanders. They could include policies prohibiting sexual harassment in the workplace, training on sexual harassment (both upon commencement of employment and on a regular and ongoing basis), and widespread education about sexual harassment in the workplace and avenues of redress.

These strategies need to be grounded in a broader and highly visible community education campaign to improve awareness about sexual harassment and the right of employees not to be subjected to such treatment, particularly in the workplace.

Because experiences of sexual harassment in the workplace are extremely diverse, it is important that prevention strategies target all employees, across all levels. However, when developing and implementing those strategies, it is important for employers to consider specific groups who may be more vulnerable to sexual harassment and those groups of employees who may be more likely to engage in sexual harassment. Prevention strategies must cover the full range of behaviours that are likely to constitute unlawful sexual harassment. This includes sexual harassment that occurs through different mediums (eg in person, via mobile telephones, through email / the Internet and social media).

Improve access to workplace reporting mechanisms

The low rates of reporting suggest a need to improve access to reporting mechanisms. This will require steps to increase awareness within workplaces about the existence and potential benefits of using internal report and complaint mechanisms to address sexual harassment. At the same time, there is a need to ensure that appropriate mechanisms are put in place to protect against the negative consequences that may be experienced by targets and bystanders when they make a formal report or complaint about sexual harassment.

Equip workplace actors to provide effective support and advice

The 2012 National Survey shows that there is a need to ensure that a diverse range of workplace actors are trained to provide effective support and advice to individuals who may have experienced, or are experiencing, sexual harassment.

Encourage and empower bystanders to take action

The 2012 National Survey also shows that there is need to create an enabling environment to encourage and empower bystanders to take immediate and effective action to prevent and reduce the harm of sexual harassment. This will require the development and implementation of a range of strategies, including education and training on the different forms of bystander involvement, addressing the risks of victimisation to bystanders (eg in sexual harassment policies) and supporting bystanders who do take action to prevent or respond to sexual harassment.

Further industry-based research on sexual harassment

Further research is needed to understand the characteristics of workplaces in which sexual harassment is most likely to occur. Future waves of the survey should therefore be expanded to include a specific focus on select industries (eg financial services, mining and information technology).

There are significant risks for employers in not taking immediate and concrete action to bring about real and meaningful change resulting in workplaces that are safe and free from sexual harassment. The most immediate risks are to the physical and mental integrity of employees, both those who are sexually harassed (targets) and those who witness or subsequently learn about sexual harassment in the workplace (bystanders). There are also significant risks for business, including productivity losses or costs resulting from employee turnover, reduced morale and absenteeism, as well as potential legal action, injury to reputation and loss of shareholder confidence, as seen in recent high profile cases.

Chapter 2:

Sexual harassment national telephone survey 2012

Chapter 2 provides a brief introduction to the 2012 National Survey. It outlines the objectives of and background to the 2012 National Survey. It also explains the methodology of the 2012 National Survey and identifies key methodological differences with previous sexual harassment national telephone surveys conducted in 2003 and 2008.

2.1 Objectives

The objectives of the sexual harassment national telephone survey were two-fold. The first objective was to identify the prevalence, nature and reporting of sexual harassment in Australian workplaces over the past five years. The second objective was to analyse trends in the prevalence, nature and reporting of sexual harassment in Australian workplaces across each wave of the national telephone survey.³

The Commission's reports on the sexual harassment national telephone survey provide the only national data on sexual harassment in Australian workplaces. It is hoped that this data will help to improve awareness of sexual harassment in Australian workplaces and identify trends in the prevalence, nature and reporting of sexual harassment during the period covered by the survey. It is also hoped that this data will help to strengthen the effectiveness of efforts to ensure that all employees enjoy safe work environments free of such harassment.

2.2 Background

In 2002, the Commission undertook a review of complaints it had received under the *Sex Discrimination Act 1984* (Cth) concerning sexual harassment in employment.⁴ The review found that complaints about sexual harassment in the workplace accounted for a significant proportion of complaints under the Act. It also found that sexual harassment presented particular challenges for women in paid employment.

The 2002 review provided important information about the number, nature and outcomes of complaints about sexual harassment in the workplace. However, there remained a significant gap in information concerning those individuals who had experienced sexual harassment in the workplace but who had not submitted a complaint under the Sex Discrimination Act.

In 2003, the Commission decided to conduct a national telephone survey on the prevalence, nature and reporting of sexual harassment in Australian workplaces to address this gap. The **2003 National Survey** was the first such survey conducted in Australia and involved telephone interviews with 1,006 individuals between 18 and 64 years of age, who were representative of the Australian population in terms of sex, age and area of residence. Key findings of the survey included that sexual harassment was widespread in Australian workplaces and only a small proportion of individuals who had been sexually harassed had made a formal report or complaint about that harassment.

Following the 2003 National Survey, concerning evidence continued to emerge about the pervasiveness and harmful effects of sexual harassment in Australian workplaces. For instance, during the Sex Discrimination Commissioner's Listening Tour, conducted in 2007 and 2008, women and men from across Australia identified sexual harassment in the workplace as a serious and ongoing problem.⁵ Many women and men also highlighted concerns regarding the general lack of awareness about sexual harassment and employers' limited understanding about how to respond effectively to allegations of sexual harassment.

The Sex Discrimination Commissioner subsequently identified the prevention of sexual harassment as a key priority for her term.⁶ She also committed to repeating the national telephone survey, with a view to tracking trends in the prevalence, nature and reporting of sexual harassment.

The second sexual harassment national telephone survey was conducted in 2008. The survey, which was based on a slightly modified version of the 2003 National Survey questionnaire, involved interviews with 2,005 individuals, who were aged between 18 and 64 years and representative of the Australian population in terms of sex, age and area of residence. The **2008 National Survey** found that sexual harassment continued to be a problem in Australian workplaces, despite some improvements since 2003. It also found that understanding about sexual harassment remained limited and targets infrequently reported sexual harassment to employers or other bodies.

In June 2011, the Commonwealth Government enacted the *Sex and Age Discrimination Legislation Amendment Act 2011* (Cth). The Act made a number of amendments to the Sex Discrimination Act, including strengthening protections against sexual harassment in workplaces, schools, and in the provision of goods, services or facilities. It also strengthened protections against sexual harassment through the use of new technologies. Many of these changes were recommended in the Commission's report on the 2008 National Survey.

In 2012, the Commission engaged Roy Morgan Research to conduct its third sexual harassment national telephone survey. As with previous surveys, the **2012 National Survey** investigated the prevalence, nature and reporting of sexual harassment in Australian workplaces during the past five years. It also analysed related trends across the different waves of the survey.

The 2012 National Survey, which was based on a slightly amended version of the 2008 National Survey questionnaire, involved interviews with 2,002 individuals aged 15 years and over, who are representative of the Australian population in terms of sex, age and area of residence.

The 2012 National Survey involved interviews with an additional 1,000 members of the Australian Defence Force (ADF), as part of phase two of the Sex Discrimination Commissioner's Review into the Treatment of Women in the Australian Defence Force Academy and Australian Defence Force (Defence Review). The simultaneous administration of the 2012 National Survey and the **Australian Defence Force Survey** (ADF Survey) allowed for comparisons to be made between sexual harassment in Australian workplaces in general and the ADF workplace in particular.

The results of the 2012 National Survey are outlined in detail in this report. The results of the ADF Survey, together with a comparative analysis of key findings of the 2012 National Survey, are available in the Defence Review report, which was published earlier this year.⁷

Importantly, the results of the 2012 National Survey identify trends in the prevalence, nature and reporting of sexual harassment across each wave of the survey, notwithstanding the minor modifications made to the survey questionnaire.

2.3 Methodology

Two thousand and two people aged 15 years and over were interviewed for the 2012 National Survey. This was the first survey to include young people (15 to 17 years) and older persons (65+ years). A quota sample was used to ensure that participants were representative of the Australian population in terms of age, sex and area of residence. The sample was not selected to reflect the Australian population by occupation, employer size, industry, or employment status (full-time / part-time).

A number of different approaches were used to recruit individual participants.

First, individuals with a fixed landline telephone at home (n=1,699) were recruited through Random Digit Dialling (RDD).

Second, individuals with a mobile telephone only (n=300) were recruited through Roy Morgan Research's Single Source Database (SSD).⁸ Both RDD and SSD were used to maximise the participation of individuals in the increasing number of households without a landline connection.

Third, to ensure a representative sample of Aboriginal and Torres Strait Islander peoples, the Commission supplemented the above approaches by promoting the survey through the National Congress of Australia's First People and the Commission's own Aboriginal and Torres Strait Islander Social Justice networks.⁹ A total of 46 Aboriginal and Torres Strait Islander peoples participated in the 2012 National Survey, including three individuals who self-nominated through the third approach described above. This proportion is representative of the actual distribution of Aboriginal and Torres Strait Islander peoples in the general population, aged 15 years and over.¹⁰

The interviews were conducted using the Computer Assisted Telephone Interview (CATI) approach. This approach was used first in 2003 and again in 2008 as an efficient and effective way to interview a large sample of individuals about a sensitive topic. Using this survey methodology for the 2012 National Survey also had the advantage of ensuring that any changes in results can be attributed to factors such as changes in attitude, behaviour and understanding of sexual harassment, rather than non-sample error arising from different survey methodologies.

The interviews were conducted using the 2012 National Survey questionnaire (see Appendix 1), which was based on a modified version of the 2008 National Survey questionnaire. Amendments to the survey questionnaire were required in 2012 to accommodate changes to the definition and legal regulation of sexual harassment, since the last survey was conducted. Further changes were made to enhance the effectiveness of the survey questionnaire and increase the representation of a broad cross-section section of the community (eg young and older persons). A number of new questions were incorporated into the survey, including questions concerning the medium to long-term consequences of sexual harassment for targets, the presence of repeat and multiple harassers in the workplace (from the perspective of those who have been harassed), and the consequences for bystanders of taking action after witnessing or learning about sexual harassment.

The number and scope of changes to the survey questionnaire were limited, however, so as not to undermine the analysis of trend data across each of the different waves of the survey. In addition, a small pilot of the survey was conducted to test the amendments to the survey questionnaire.

The interviews for the 2012 National Survey were conducted by female interviewers because of the gendered nature of sexual harassment in Australian workplaces. Male interviewers were also made available in the event that an interviewee indicated that he or she did not feel comfortable being interviewed about sexual harassment by a woman.

As explained previously, the 2012 National Survey was the first survey to include young people (15 to 17 years). Young people were interviewed only if a parent or guardian granted them permission to participate in the survey. Parents and guardians were given the option to be present during the interview, but were asked not to influence the answers of the participant, either directly or indirectly. The need for parental permission may have resulted in a possible sampling bias.

The limitations of the CATI approach have been noted in the reports of the 2003 and 2008 National Surveys.¹¹ These include that the sample of people interviewed may not adequately represent individuals from culturally and linguistically diverse backgrounds, individuals who are unable to communicate via the telephone due to a disability, and individuals from lower socio-economic backgrounds.

Another potential limitation of the CATI approach is under-representation of individuals without a landline telephone in their home. The ongoing shift from (almost) universal access to landline telephones in the home to an increasing dependency on mobile telephones and the Internet amongst core sectors of the Australian workforce means that consideration needs to be given to the continued appropriateness of the CATI methodology for future waves of the sexual harassment national telephone survey.

The 2012 National Survey provided an important opportunity to investigate the merits of migrating from the CATI approach to an approach that utilises Computer Assisted Web Interview (CAWI). Significantly, it provided an opportunity to understand what, if any, impact a change in methodology might have on the results of the survey and the ability to track trends in the prevalence, nature and reporting of sexual harassment across the different waves of the survey.

A parallel study was therefore conducted in 2012 using the CAWI approach (CAWI Survey), which was in addition to the 2012 National Survey and the ADF Survey, described above. The **CAWI Survey** utilised the 2012 National Survey questionnaire, with slight modifications to ensure suitability for the online format. The CAWI Survey involved interviews with 480 individuals, who, as in the case of the 2012 National Survey, were representative of the Australian population in terms of sex, age and area of residence.

The Commission is currently reviewing the findings of the CAWI Survey, which are not reported here, and will make a determination regarding the most appropriate survey methodology before the next sexual harassment national survey is conducted in three to five years' time.

2.4 Reading and interpreting the report

(a) Interpreting the data from different survey waves

When reading and interpreting this report, it is important to note that there are slight differences in the measures of prevalence of sexual harassment in the workplace in the past five years used across the different waves of the national telephone survey.

In the 2012 National Survey, the measure of prevalence of sexual harassment in the workplace in the past five years includes respondents who reported that they had: (1) been sexually harassed based on the legal definition of sexual harassment (*legal definition*); and (2) experienced one or more behaviours that are likely to constitute sexual harassment under the Sex Discrimination Act (*behavioural definition*). This combined approach was expected to yield the most realistic incidence of sexual harassment.

In 2003 and 2008, the measure of prevalence of sexual harassment in the workplace in the past five years included respondents who reported sexual harassment based on the legal definition only. In the 2008 National Survey, respondents were also asked whether they had experienced one or more sexual harassment behaviours in the workplace that are likely to constitute sexual harassment under the Sex Discrimination Act. The prevalence of sexual harassment based on the behavioural definition was not combined with the prevalence of sexual harassment based on the legal definition to determine an overall prevalence. However, data gathered using the behavioural definition was combined with data gathered using the legal definition when analysing other parts of the 2008 data (eg nature and characteristics of sexual harassment).

Summary of definitions used according to wave and type of findings being reported			
Findings reported	2003	2008	2012
Prevalence (in the workplace in past five years)	Legal definition only	Legal definition only (behaviours reported separately)	Legal and behavioural definitions
Nature and characteristics	Legal definition only	Legal and behavioural definitions	Legal and behavioural definitions
Prevention and response	Legal definition only	Legal and behavioural definitions	Legal and behavioural definitions

The different approaches to calculating the prevalence of sexual harassment in the workplace in the past five years limits the extent to which the prevalence data can be compared across each wave of the survey. Fuller comparisons of prevalence based on both legal and behavioural definitions will be available in future waves of the survey.

Any omission of comparisons in this report between the results of the 2012 National Survey and the 2003 and 2008 National Surveys may be because:

- comparison across different waves of the survey is not meaningful due to the change in the calculation of prevalence
- new questions were asked in the 2012 National Survey that were not asked in previous surveys
- the data from previous surveys is inaccessible or incomplete.

(b) Interpreting the data with an expanded age range

As part of the 2012 National Survey, interviews were conducted with individuals aged 15 years and over. In contrast, the 2003 and 2008 National Surveys were limited to individuals aged between 18 to 64 years of age. To determine what, if any, impact the expanded age range had on the survey results, 2012 data for all age groups was compared with the same data for the 18 to 64 year old age group.

The comparative analysis showed that the expansion of the age range in the 2012 National Survey had virtually no impact on the data, except in the areas of employment and age. Figures related to employment are generally lower for the group that includes all age groups. For example, the figure for the total number of people who experienced sexual harassment at work is 68% for the group including all ages, and 71% for the group excluding the 15 to 17 and 65 and over age groups.

The differences in data concerning employment and age are to be expected because there are fewer individuals in the 15 to 17 and 65 and over age groups in the workplace. Where the inclusion of the two new age groups may have had an impact on comparison with previous waves of the survey, it is noted in the report.

(c) Reading the graphs

The values presented throughout the report have been rounded to zero decimal points (with the exception of those values between 0% and 1%). This means that some of the bars featured in the figures / graphs may not appear equal, even though they are shown as having the same value. For example, two bars on the same graph may be labelled as 5% but appear to be different lengths because one may represent an actual value of 4.5%, while the other may represent a value of 5.4%. Both have been legitimately rounded to 5%.

Unless otherwise stated, the results reported in the figures / graphs (and in other parts of the report) refer to the 2012 National Survey.

Chapter 3:

Sexual harassment

Chapter 3 examines the legal prohibition against sexual harassment in the Sex Discrimination Act, which is the basis of the 2012 National Survey.¹² It begins with a brief examination of the legal definition of 'sexual harassment'. It then provides examples of behaviour that are likely to constitute unlawful sexual harassment and identifies the areas of public life and situations in which sexual harassment is unlawful.

3.1 Definition

It is unlawful under the Sex Discrimination Act for a person to sexually harass another person in certain areas of public life.

The Act provides a comprehensive definition of sexual harassment,¹³ which targets unwelcome sexual behaviour that is likely to *offend, humiliate or intimidate*.

The 2012 National Survey relied on a simplified version of this definition (excerpted below), for the purposes of clarity and brevity during the interview process.

What is sexual harassment?

Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which, in the circumstances, a reasonable person, aware of those circumstances, would anticipate the possibility that the person would feel offended, humiliated or intimidated.

It is important to note that the legal definition of sexual harassment was amended in 2011,¹⁴ which, in turn, required changes to be made to the simplified definition used in the 2008 National Survey.

The revised definition of sexual harassment includes circumstances in which a reasonable person would anticipate the *possibility* that the other person would be offended, humiliated or intimidated by the behaviour. This is a lower threshold than the previous test, which required that a reasonable person *would have* anticipated that the person harassed would be offended, humiliated or intimidated.

The revised definition also outlines some of the circumstances that may be taken into account when determining whether a reasonable person would have anticipated the possibility that the person harassed would be offended, humiliated or intimidated. These circumstances include:

- the sex, age, marital status, sexual preference, religious belief, race, colour or national or ethnic origin of the person harassed
- the relationship between the person harassed and the alleged harasser
- any disability of the person harassed
- any other relevant circumstance.¹⁵

3.2 Forms of sexual harassment

Sexual harassment can take many different forms, both physical and non-physical. In addition, it can occur through a variety of mediums, including in person or through the use of new technologies, such as social media.

Examples of behaviours that are likely to constitute unlawful sexual harassment include physical contact, staring or leering, indecent exposure, comments or jokes of a sexual nature, sexual propositions, displaying offensive material, sending sexually explicit texts and asking intrusive questions about a person's private life or physical appearance.

Some types of behaviour, such as sexual assault or rape, may constitute a criminal offence, in addition to constituting sexual harassment.

It is important to note that sexual harassment has nothing to do with mutual attraction or friendship.

Complaint of sexual harassment of a physical nature*

The complainant was employed with the respondent company in a hospitality role. She alleged that during the course of her employment she was sexually harassed by her male manager, which included him placing his arm around her shoulder, slapping her bottom and rubbing himself against her. On being advised of the complaint, the company agreed to participate in a conciliation conference. The complainant did not wish to continue the employment relationship and the complaint was resolved with the company agreeing to pay the complainant \$73,000 as compensation.

Complaint of sexual harassment of a non-physical nature*

The complainant is employed to undertake packing duties with the respondent retail food company. The complainant alleged she was sexually harassed by her manager. She claimed the manager's behaviour included sending her inappropriate text messages, sending her a pornographic video and making comments of a sexual nature. When advised of the complaint, the company agreed to participate in conciliation. The complaint was resolved with an agreement that the company would pay the complainant \$3,000 compensation and re-credit the complainant's sick leave for the 75 hours she had taken in relation to the alleged harassment. The complainant continued her employment with the company.

* Complaints are resolved in conciliation at the Australian Human Rights Commission on a without-admission-of-liability basis

3.3 Areas in which sexual harassment is unlawful

The Sex Discrimination Act prohibits sexual harassment in a number of areas of public life, including employment, education, the provision of accommodation, the provision of goods, services and facilities, and in clubs.

Sexual harassment is prohibited in specified situations in each of the areas of public life covered by the Act. In the area of employment, for example, it is unlawful for a person to sexually harass specified classes of workplace participants, including:

- an employee or prospective employee
- a fellow or prospective employee
- a fellow or prospective partner in the same partnership
- another workplace participant at either or both of their workplaces.¹⁶

Complaint of sexual harassment by a co-worker*

The complainant alleged that she was sexually harassed by a co-worker at the aged care facility where she works. The complainant claimed the co-worker made comments about her breasts and on one occasion pushed her on a bed, lay on top of her, grabbed her genitals and breasts and rubbed his genitals against her. The complainant said she made an internal complaint, but this was not taken seriously.

On being notified of the complaint, the co-worker and employer agreed to participate in a conciliation conference. The complainant did not want to continue her employment with the respondent facility and the complaint was resolved with an agreement that the employer would pay her \$50,000 compensation. The individual respondent's employment was terminated and he also agreed to undertake anti-discrimination training.

Complaint of sexual harassment by a co-worker*

The complainant was employed as a tradesman / bricklayer with the respondent construction company. The complainant claimed a male co-worker sexually harassed him during a social gathering at a work campsite. The complainant claimed the co-worker grabbed his chest, stomach, testicles, buttocks and penis. The complainant had not returned to work since the incident.

The respondent company confirmed that an incident occurred on a work campsite between the complainant and his co-worker. The company submitted that it could not determine from its investigations what had happened and whether the complainant was sexually harassed. The company advised that it offered to move the complainant to a different worksite the day after the alleged incident.

The complaint was resolved with an agreement that the parties continue the employment relationship with assurances that the complainant would not have to work with the co-worker who was alleged to have sexually harassed him. The company also agreed to pay the complainant \$20,000 compensation for his hurt and distress.

* Complaints are resolved in conciliation at the Australian Human Rights Commission on a without-admission-of-liability basis.

In the area of 'the provision of goods, services and facilities', it is unlawful for a person to sexually harass another person in the course of providing or offering to provide, seeking or receiving goods, services or facilities. This covers sexual harassment by service providers as well as customers and clients, for example if a customer slaps a bartender on her bottom and calls her offensive terms while she is at work or if a client says he will not instruct a lawyer unless she 'has a bit of fun' with him on a business trip.¹⁷

It should be noted that the range of situations in which sexual harassment is prohibited was expanded in 2011 and this was reflected in the changes made to the survey questionnaire for the 2012 National Survey.





Chapter 4:

Prevalence

Chapter 4 examines the prevalence of sexual harassment in Australia. It begins by identifying the prevalence of sexual harassment across individuals' lifetime and then focuses on the prevalence of sexual harassment in Australian workplaces in the past five years. It also measures understanding of sexual harassment and awareness of sexual harassment incidents involving other people in the workplace.

Key findings

Sexual harassment is an ongoing and common occurrence, particularly in workplaces

- Just over one in five (21%) people in Australia has been sexually harassed since the age of 15, based on the legal definition of sexual harassment, a slight increase since 2008 (20%). A majority (68%) of those people were harassed in the workplace.
- Just over one in five (21%) people aged 15 years and older have experienced sexual harassment in the workplace in the past five years, based on the legal and behavioural definitions of sexual harassment.

Sexual harassment continues to affect more women than men

- One-third of women (33%) have been sexually harassed since the age of 15, compared to fewer than one in ten (9%) men (based on the legal definition). This is consistent with the findings from the 2008 National Survey (women: 32%; men: 8%).
- A quarter of women (25%) and one in six men (16%) aged 15 years and older have experienced sexual harassment in the workplace in the past five years (based on the legal and behavioural definitions).

Awareness of sexual harassment remains limited

- Almost one in five (18%) respondents indicated that they had not been sexually harassed based on the legal definition, but went on to report experiencing behaviours that are likely to constitute unlawful sexual harassment. This is slightly lower than in 2008 (22%).

A number of bystanders are affected by sexual harassment in the workplace

- Thirteen per cent (13%) of the Australian population aged 15 years and older has witnessed sexual harassment in the workplace firsthand or been informed about it subsequently.

In order to determine prevalence, respondents were read a simplified version of the legal definition of sexual harassment (see section 3.1) and asked to disclose whether or not they had experienced such harassment.

Respondents who indicated that they had been sexually harassed in the workplace during the past five years were read a list of behaviours likely to constitute unlawful sexual harassment and asked to disclose which of the behaviours they had experienced.

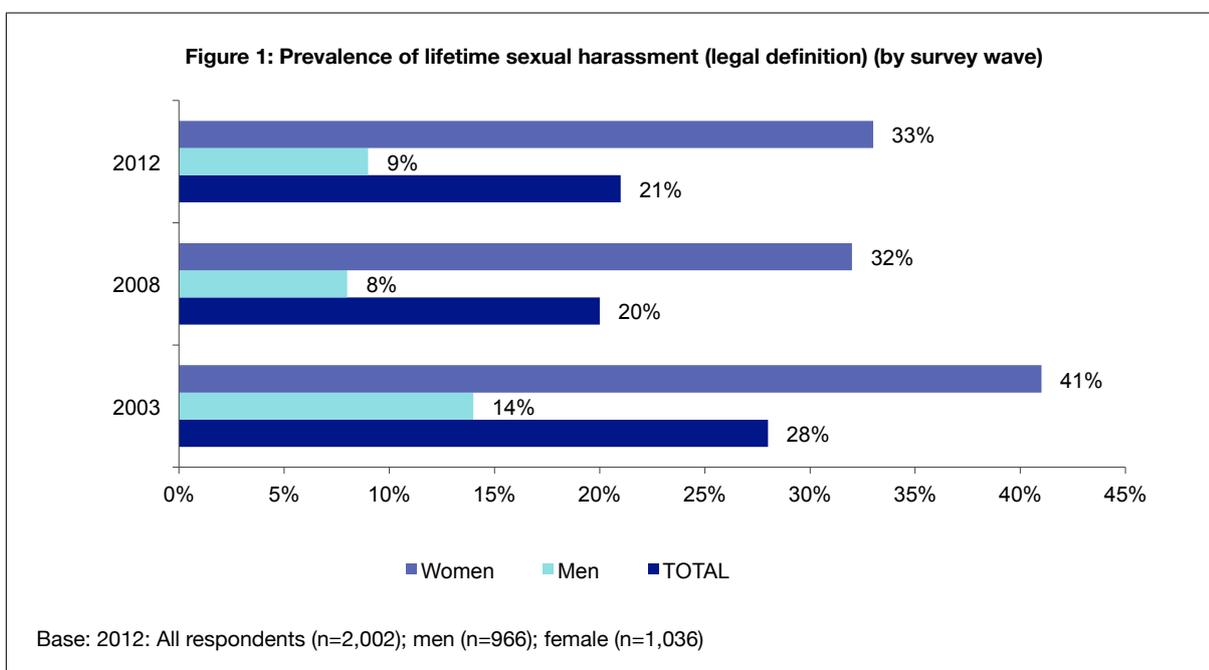
Respondents who reported that they had not been sexually harassed were also asked to indicate whether or not they had experienced any of the specified behaviours. This was to ensure that the prevalence rate captured those respondents who have been subjected to behaviour likely to constitute unlawful sexual harassment, but who may not consider their experiences to be harassment based on the legal definition.

As explained in section 2.4(a) above, there have been slight changes across the different waves of the national telephone survey in how prevalence of sexual harassment in the workplace has been calculated. Care should therefore be exercised when comparing the prevalence data in chapter 4 with the prevalence data reported in previous surveys.

4.1 Lifetime

Just over one in five (21%) people in Australia has been sexually harassed since the age of 15 (based on the legal definition of sexual harassment). This represents a slight increase in the lifetime prevalence of sexual harassment since the last survey was conducted in 2008 (20%),¹⁸ indicating that sexual harassment is an ongoing and common occurrence.

Women (33%) were significantly more likely than men (9%) to be sexually harassed in their lifetime, continuing the trend from 2008 (32% of women and 8% of men).

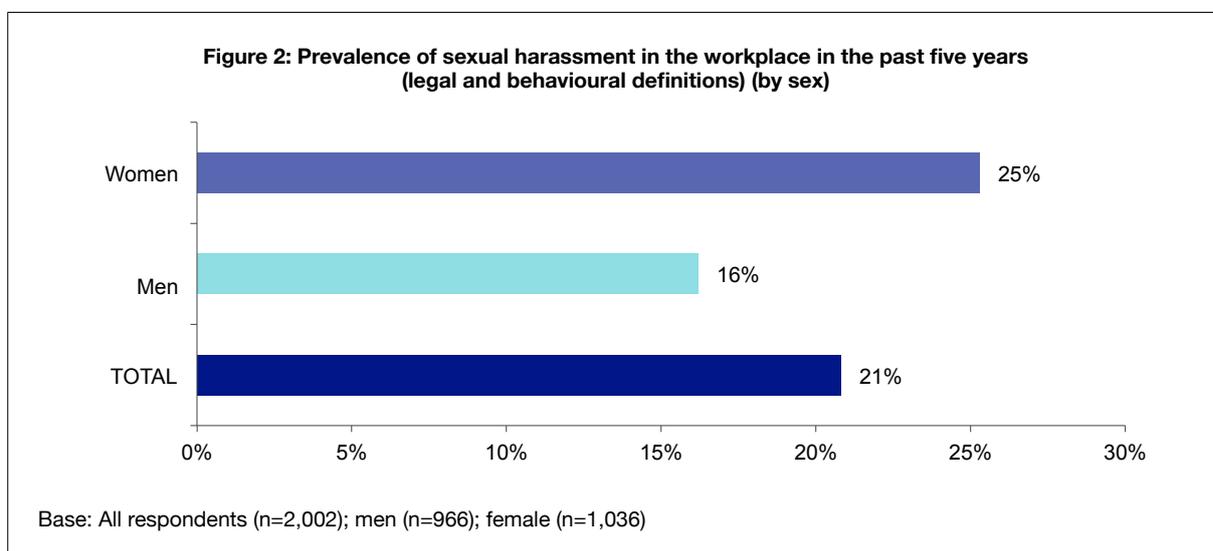


A majority (68%) of those respondents who had been sexually harassed said the harassment occurred in the workplace, a slight increase from 2003 (65%) and 2008 (65%). Women (72%) were more likely than men (51%) to be sexually harassed in the workplace.

A small proportion of respondents said they had been sexually harassed in an educational institution (7%) or in the provision of goods and services (5%). Almost one in five (19%) respondents said the harassment occurred 'elsewhere' (eg at a public venue, on public transport).

4.2 Workplaces in the past five years

Approximately one in five (21%) people aged 15 years and older has experienced sexual harassment in the workplace in the past five years (based on both the legal and behavioural definitions of sexual harassment). Women (25%) were much more likely than men (16%) to be sexually harassed in the workplace during this period.



The 2008 National Survey found that 4% of the population had experienced sexual harassment in the workplace during the preceding five year period, based on the legal definition. In addition, it found that 22% of respondents had experienced behaviours likely to constitute unlawful sexual harassment, even though they reported that they had not been sexually harassed after being read the legal definition. These results were not combined, however, preventing a direct comparison of prevalence with the results of the 2012 National Survey, as reported above.¹⁹

It is possible, though, to compare the prevalence data for the 2008 National Survey with the stand-alone data for the legal and behavioural definitions for the 2012 National Survey. The 2012 National Survey found that 3% of the population had experienced sexual harassment in the workplace during the past five years, based on the legal definition. Additionally, 18% of respondents had experienced sexual harassment behaviours.

Sexual harassment prevalence	2012	2008	2003
Legal and behavioural definitions	21%	N/A	N/A
Legal definition only	3%	4%	11%
Behavioural definition only	18%	22%	N/A

Whilst these stand-alone results suggest that there has been a slight decrease in the prevalence of sexual harassment in the workplace in the past five years, they also indicate that there has been limited progress in reducing rates of sexual harassment in workplaces across Australia.

4.3 Understanding of sexual harassment

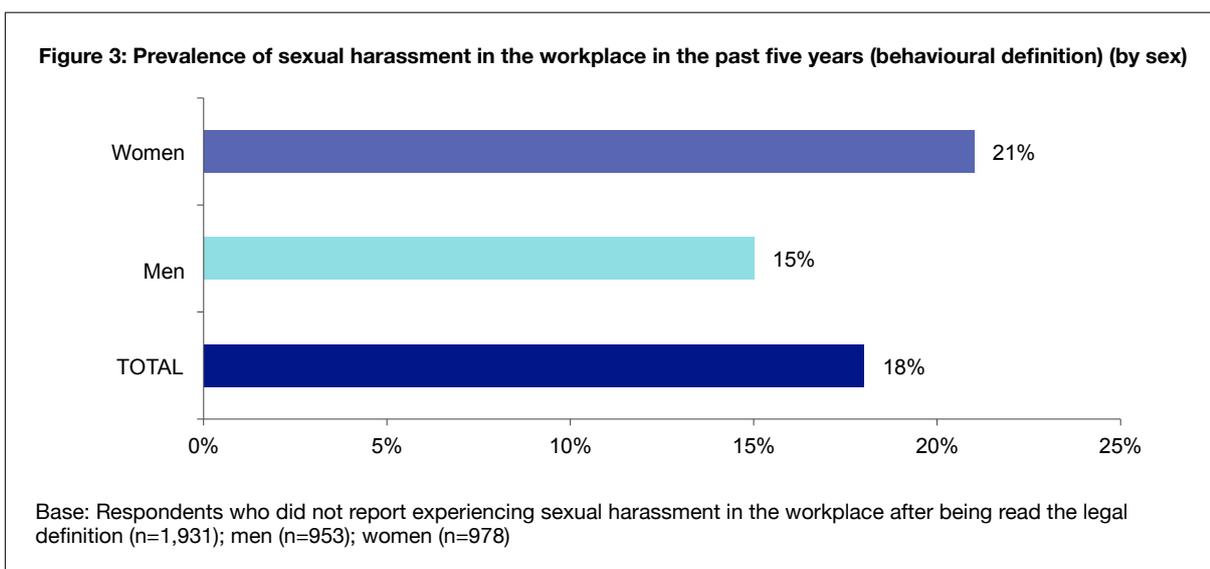
Respondents who said they had not been sexually harassed based on the legal definition in the Sex Discrimination Act were asked whether they had experienced specified behaviours that are likely to constitute unlawful sexual harassment. These behaviours included inappropriate staring or leering, sexually suggestive comments or jokes, sexually explicit emails or text messages, and requests or pressure for sex or other sexual acts (see section 5.1).

In addition to ensuring an accurate incidence of sexual harassment, this approach was adopted to ensure that understanding of sexual harassment could be measured.

Of those respondents who said they had not been sexually harassed based on the legal definition, 18% went on to report experiencing one or more behaviours that are likely to constitute sexual harassment under the Sex Discrimination Act.

There has been only a slight improvement in awareness of what constitutes sexual harassment under the Act since the 2008 National Survey, when 22% of respondents who said they had not been sexually harassed based on the legal definition went on to report experiencing behaviours that are likely to constitute sexual harassment.²⁰ This suggests a need for better community education about sexual harassment and the right not to be sexually harassed, including in the workplace.

Awareness of what constitutes sexual harassment under the Sex Discrimination Act was slightly higher amongst men, with fewer men (15%) than women (21%) reporting sexual harassment behaviours after stating that they had not been sexually harassed when the legal definition of sexual harassment was read to them.



4.4 Bystanders

In addition to identifying the prevalence of sexual harassment in the workplace in the past five years, the 2012 National Survey measured ‘bystander’ prevalence in the workplace.

Who are bystanders?²¹

A bystander is a person who observes sexual harassment in the workplace firsthand or hears about it subsequently.

In the 2012 National Survey, the definition of bystanders included individuals who witnessed sexual harassment in the workplace firsthand as well as individuals who were informed about sexual harassment subsequently. In contrast, the definition of ‘bystander’ was limited in the 2003 and 2008 National Surveys to individuals who witnessed sexual harassment in the workplace firsthand.

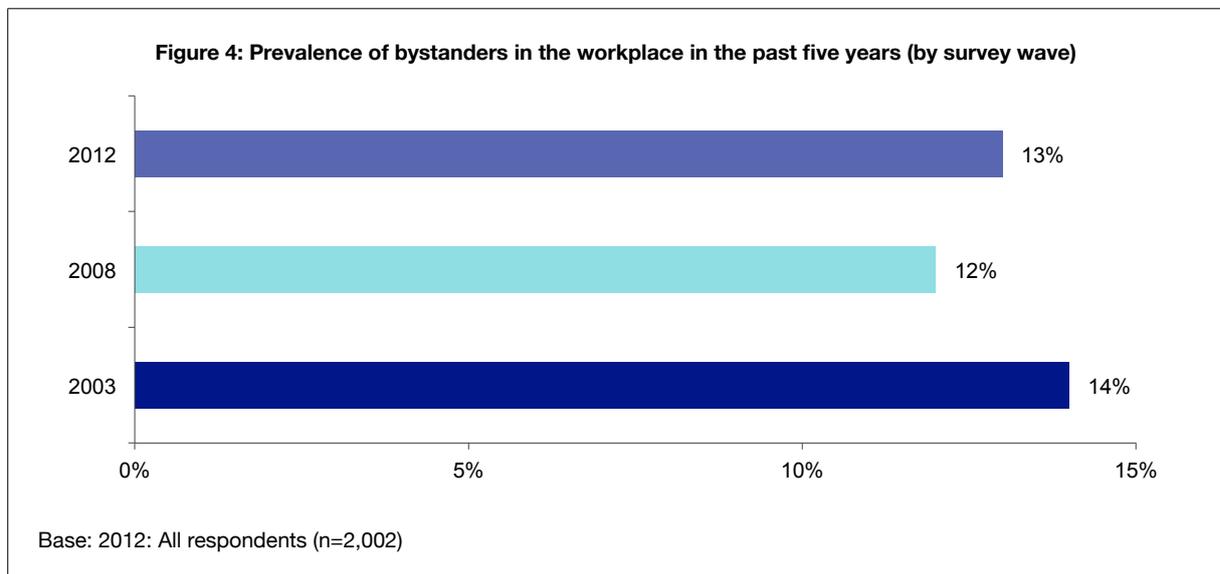
The decision to use a more inclusive definition in the 2012 National Survey was motivated by a concern to identify the overall number of individuals affected by sexual harassment in the workplace. The decision was also based on recent research conducted by the Commission on bystander approaches to sexual harassment in the workplace.²²

- The hidden nature of sexual harassment may mean that individuals are more likely to hear about sexual harassment, rather than witness it firsthand. A more inclusive definition that encompasses bystanders who *hear* about sexual harassment is therefore important to measuring accurately the number of bystanders who are affected by sexual harassment.
- Research suggests that individuals often fail to distinguish their personal observations from the suggestions of others.
- Sexual harassment can have negative consequences for bystanders, regardless of how they come to know about the harassment.
- A hostile work environment can be caused both by witnessing and hearing about sexual harassment, in addition to experiencing harassment personally.
- As a majority of bystanders take some form of action to prevent or reduce the harm of sexual harassment (see section 6.4), accurately measuring the prevalence of bystanders is important to empowering them to take action and enlisting their assistance effectively.

It is difficult to say whether the prevalence of bystanders would have been higher in the 2003 and 2008 National Surveys if respondents had been asked whether or not they had heard about sexual harassment in the workplace. However, similarities between the findings of the current and previous surveys regarding bystanders (see below) could mean that bystander prevalence is in fact lower in the 2012 National Survey given that it includes witnessing and hearing about sexual harassment.

All respondents, regardless of whether or not they reported experiencing sexual harassment, were asked if they were aware of individuals who had been sexually harassed in their current workplace in the past five years.

Thirteen per cent (13%) of respondents said that they were aware of others who had been sexually harassed in their current workplace. This is almost the same as in 2008 (12%) and 2003 (14%).



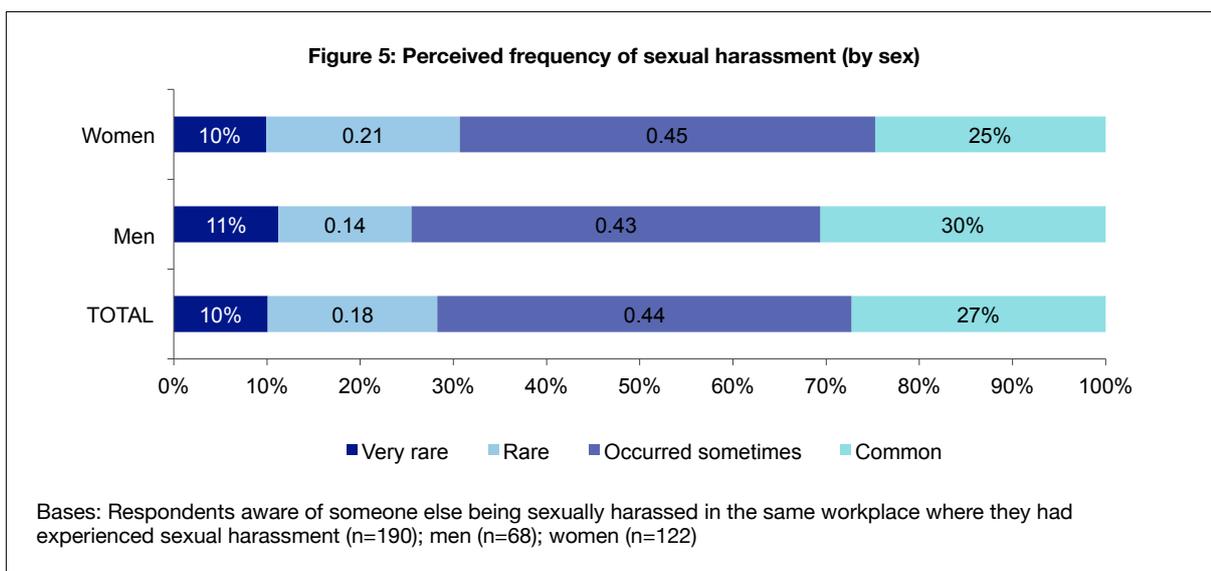
Respondents who indicated that they had been sexually harassed in the workplace in the past five years (ie targets) were also asked if they were aware of anyone else who had been harassed in their workplace during that time.

Nearly half (45%) of those respondents said they were aware of someone else who had been sexually harassed in the same workplace. This represents a small decrease from 2008 (47%), which followed a larger decrease from the 2003 (58%). The higher awareness of sexual harassment of others in the workplace among targets of sexual harassment could be a result of targets becoming aware of others who have been sexually harassed when they seek support or advice from co-workers.

Women (46%) and men (44%) reported similar levels of awareness of sexual harassment of others in their workplace in the 2012 National Survey.

In addition to calculating bystander prevalence, those respondents who had been sexually harassed in the workplace in the past five years (ie targets) and were aware of someone else who had been sexually harassed in the same workplace were asked to identify how common sexual harassment was in the workplace at the time they were harassed.

The majority (71%) of those respondents said sexual harassment was common or that it occurred sometimes in their workplace. Men (73%) were slightly more likely than women (70%) to say sexual harassment was common.



4.5 Conclusion

The 2012 National Survey provides clear evidence that there has been little progress over the past five years in reducing the prevalence of sexual harassment in Australia. Compounding this concern are the findings that a number of people are bystanders to incidents of sexual harassment in the workplace, and understanding about sexual harassment remains limited, with only marginal improvements in understanding since the 2008 National Survey.

The 2012 National Survey does not provide clear reasons as to why progress has stalled. What is clear, however, is that there is a real need for leadership and a genuine commitment from government, unions and all sectors of the Australian workforce to prevent sexual harassment and ensure the safety and security of all employees while at work.

Without immediate and meaningful progress in this area, there will continue to be significant physical, mental and socio-economic costs for targets and bystanders of sexual harassment. These costs will, in turn, continue to pose significant risks for business, including in the form of productivity losses or costs resulting from employee turnover, reduced morale and absenteeism and potential legal action, injury to reputation and loss of shareholder confidence.

The 2012 National Survey demonstrates a clear need for effective prevention strategies to be implemented in Australian workplaces. Workplace prevention strategies must be framed broadly and incorporate components on the rights and responsibilities of employees and bystanders. They must include policies prohibiting sexual harassment in the workplace, training on sexual harassment (both upon commencement of employment and on a regular and ongoing basis), and widespread education about sexual harassment in the workplace and avenues of redress.

These strategies need to be grounded in a broader and highly visible community education campaign to improve awareness about sexual harassment and the rights of employees not to be subjected to such treatment, particularly in the workplace.

Chapter 5:

Nature and characteristics

Chapter 5 examines the nature and characteristics of sexual harassment in Australian workplaces over the past five years. It analyses the type and duration of sexual harassment and the impact of sexual harassment on people harassed. It also identifies common characteristics of targets and harassers (eg sex, age) as well as the characteristics of workplaces where sexual harassment was reported.

Key findings

Sexual harassment consists of a broad range of behaviours and occurs through a range of different mediums

- The most common types of behaviours reported were sexually suggestive comments or offensive jokes (55%), intrusive questions (50%) and inappropriate staring or leering (31%).

Most sexual harassment was perpetrated by men against women

- Nearly four out of five (79%) harassers were men, a slight decrease from 2008 (81%).
- Most women (90%) said that their harasser was male.

Men were more likely than women to perpetrate and be targets of same-sex sexual harassment

- Twenty-nine per cent (29%) of sexual harassment was perpetrated by a person who is the same sex as the target. The majority of perpetrators of same-sex sexual harassment were men, with men comprising four in five (79%) perpetrators and women comprising only one in five (21%) perpetrators.
- Being harassed by someone of the same sex is much more common for men (61%) than for women (10%).

Young adults were most affected by sexual harassment

- Women and men aged 18 to 24 years were most likely to be sexually harassed (21%).

Harassers were most likely to be a co-worker of the person harassed

- Harassers were most likely to be a co-worker (52%) of the person harassed, followed by their boss or employer (11%) and their supervisor or manager (11%).

5.1 Nature of sexual harassment

Sexual harassment consists of a broad range of behaviours, physical and non-physical, and occurs through a variety of different mediums (eg in person, through social media). In addition, it may be a one-off incident or consist of a course of behaviour and it may affect the people harassed in different ways.

Notwithstanding the different experiences of individual targets of sexual harassment, the 2012 National Survey shows that the most common types of sexual harassment behaviours are sexually suggestive comments or jokes, intrusive questions about one’s private life or physical appearance, and inappropriate staring or leering. It also shows that sexual harassment is more likely to be a one-off incident or to occur over a short period of time, rather than to take place over a sustained period. Further, the more offended or intimidated a person feels when they are sexually harassed, the more likely they are to decide to make a formal report or complaint about the harassment.

(a) Type

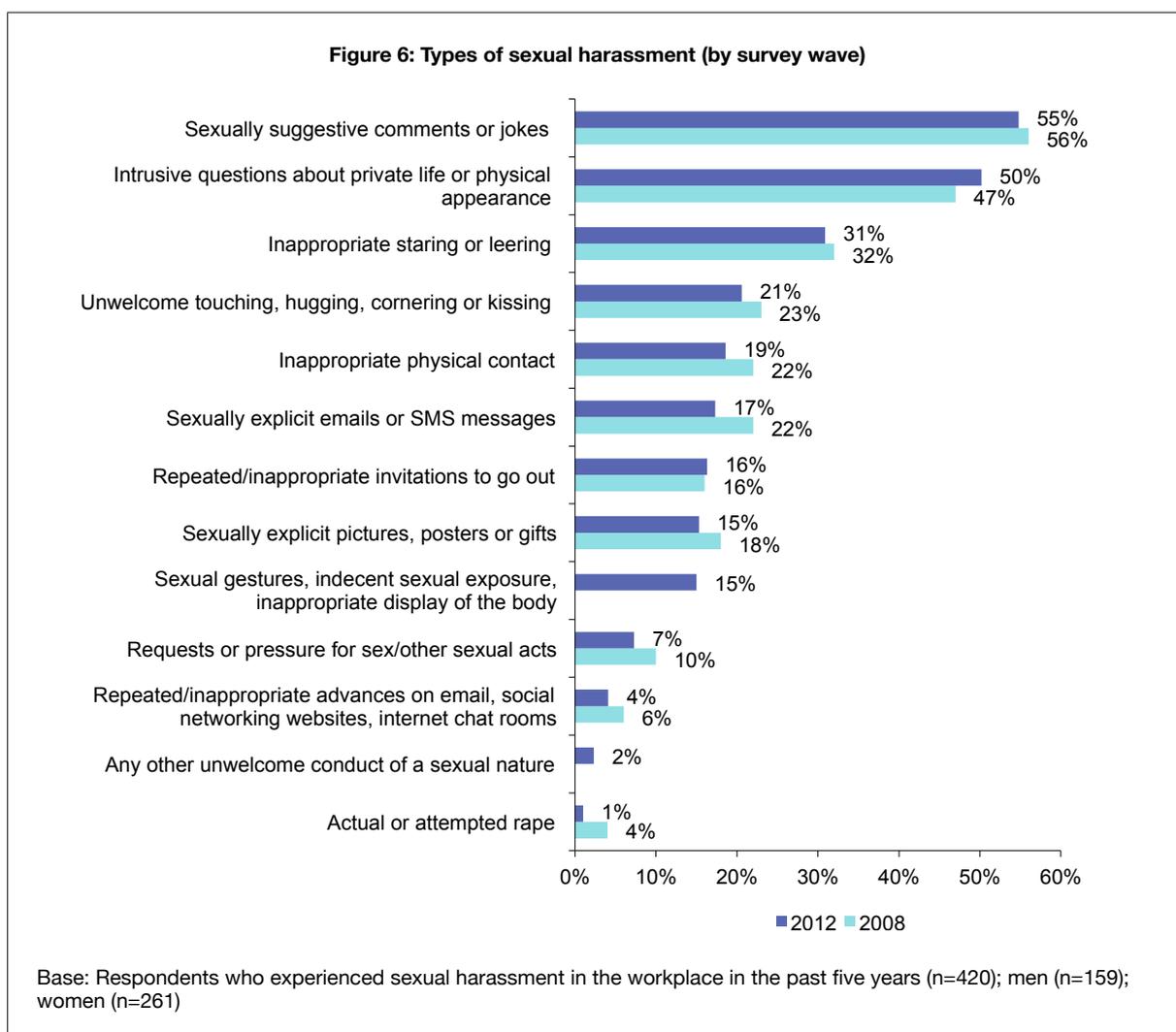
As explained previously, all respondents were asked to identify whether or not they had experienced a number of behaviours that are likely to constitute sexual harassment under the Sex Discrimination Act.²³

Unwanted sexual attention	Unwelcome touching, hugging, cornering or kissing
	Inappropriate staring or leering that made you feel intimidated
	Repeated or inappropriate invitations to go out on dates
	Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague
	Intrusive questions about your private life or physical appearance that made you feel offended
Crude or offensive behaviour	Sexual gestures, indecent exposure or inappropriate display of the body
	Sexually suggestive comments or jokes that made you feel offended
	Sexually explicit pictures, posters or gifts that made you feel offended
	Sexually explicit emails or text messages
Sexual coercion	Requests or pressure for sex or other sexual acts
Sexual assault	Inappropriate physical contact
	Actual or attempted rape or sexual assault
Other	Any other unwelcome conduct of a sexual nature

Although a broad range of behaviours had been experienced, the most common were sexually suggestive comments or jokes (55%), intrusive questions about one's private life or physical appearance (50%), and inappropriate staring or leering (31%). These same types of behaviours also made up the top three behaviours in the 2008 National Survey (56%, 47% and 32%, respectively).²⁴

A notable change between the 2008 National Survey and the 2012 National Survey was the decline in people who reported receiving sexually explicit emails or text messages (22% to 17%). This change may be an indication that more employers are successfully implementing policies on appropriate use of email and mobile phones in the workplace, as recommended in the 2008 National Survey report. It may also mean that high profile cases reported extensively in the media in recent years have demonstrated successfully to employees that sexually suggestive emails and text messages can be traced and stored and used against a harasser should a complaint be made.

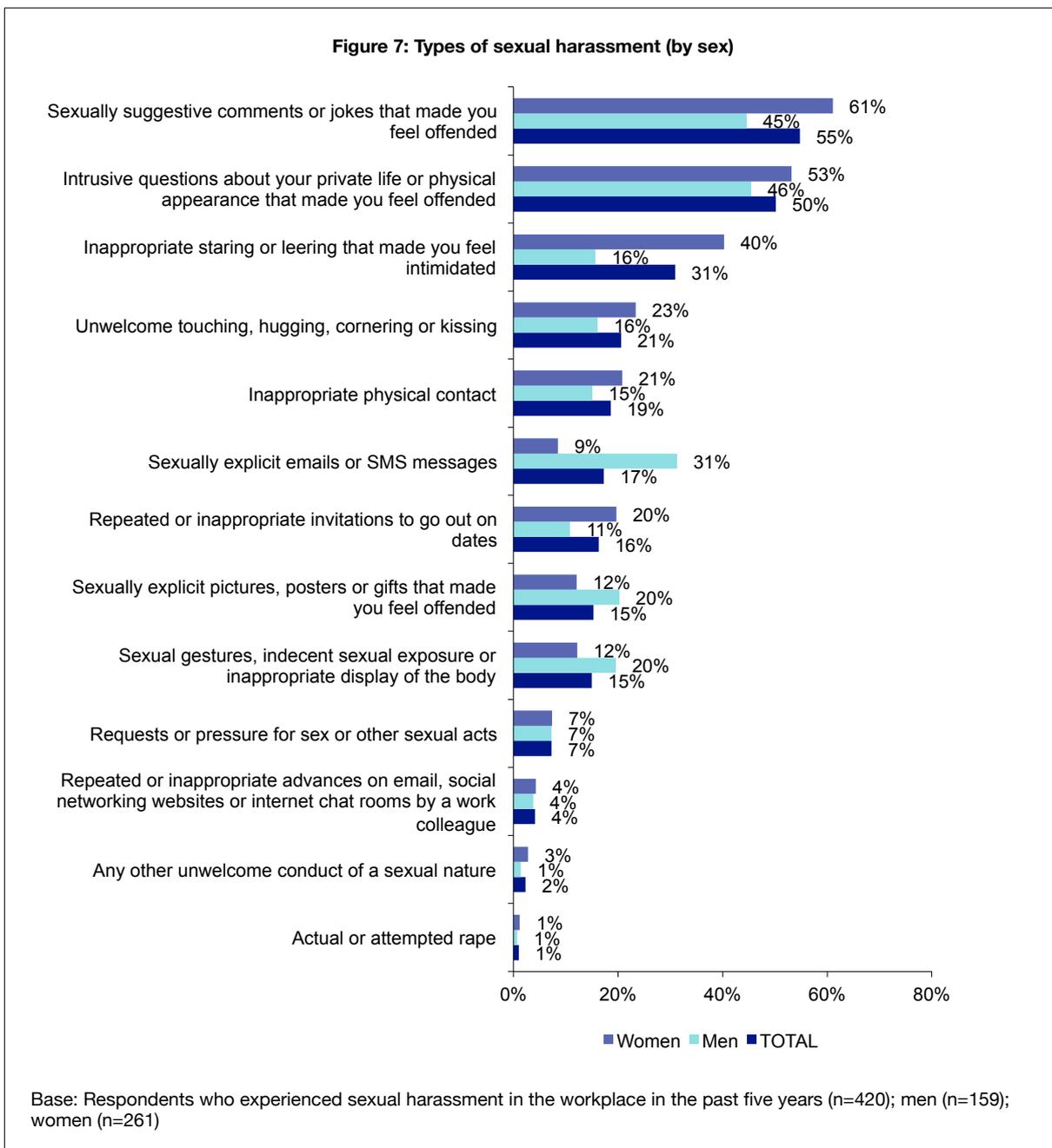
Physical behaviours (eg unwelcome touching etc) were experienced by 26% of targets in the workplace in the past five years, while non-physical behaviours (eg sexually explicit text messages) were experienced by 97% of targets in the workplace in that period. Many people experienced both physical and non-physical sexual harassment.



Men were more likely than women to receive sexually explicit emails or text messages (31% of men; 9% of women), receive sexually explicit pictures, posters or gifts (20% of men; 12% of women), and be subject to sexual gestures, indecent sexual exposure or inappropriate display of the body (20% of men; 12% of women).

In contrast, women were more likely than men to experience all other types of behaviour. For example, women were significantly more likely than men to report inappropriate staring or leering (40% of women; 16% of men) and sexually suggestive comments or jokes (61% of women; 45% of men).

Of those respondents who reported sexual harassment of a physical nature, 68% were women and 32% were men. Of those respondents who reported sexual harassment of a non-physical nature, 61% were women and 39% were men.

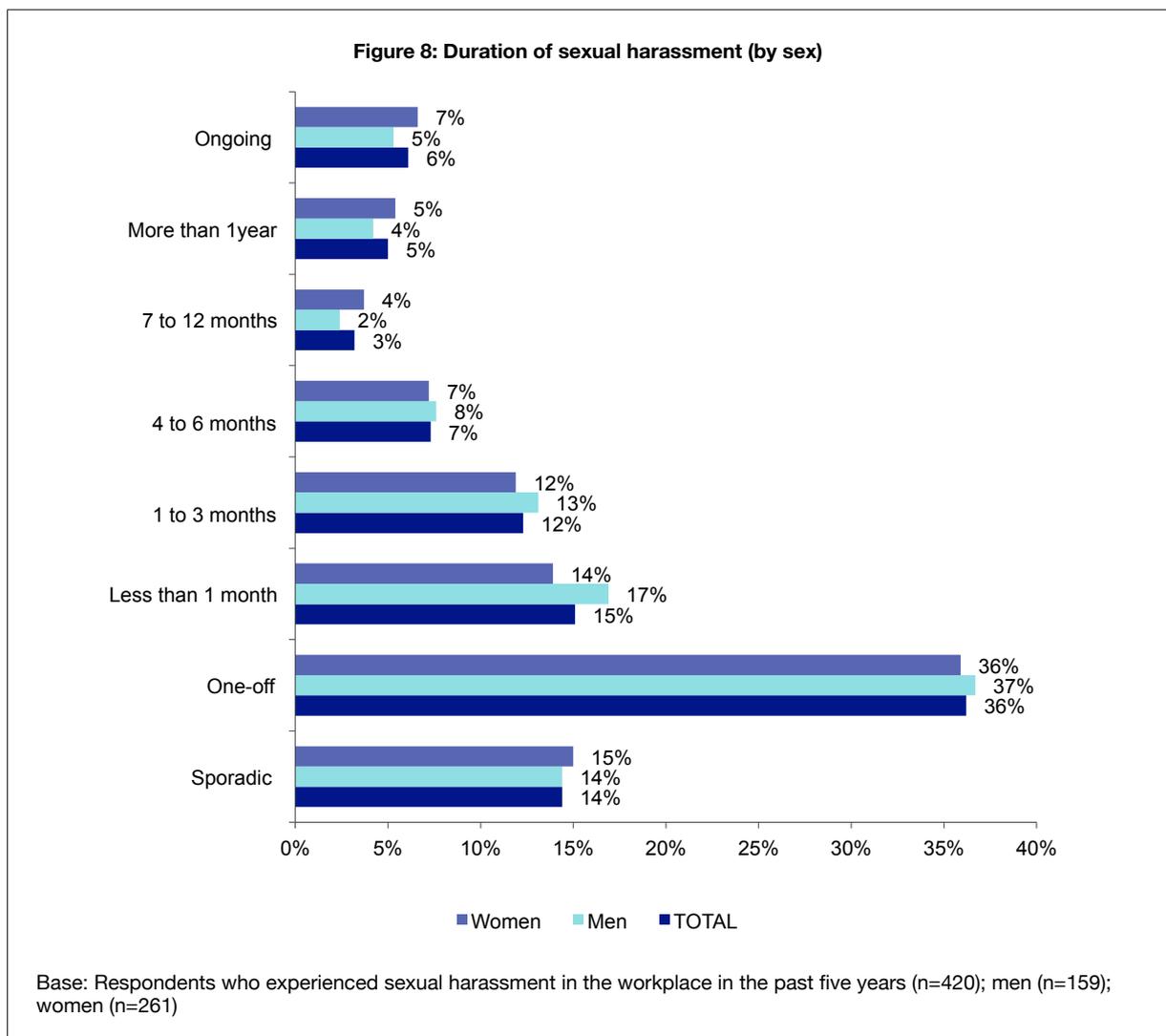


As in the 2008 National Survey, respondents who reported that they had been sexually harassed based on the legal definition were more likely than those respondents who said they had not been sexually harassed based on that definition but who reported sexual harassment behaviours, to report physical types of harassment.

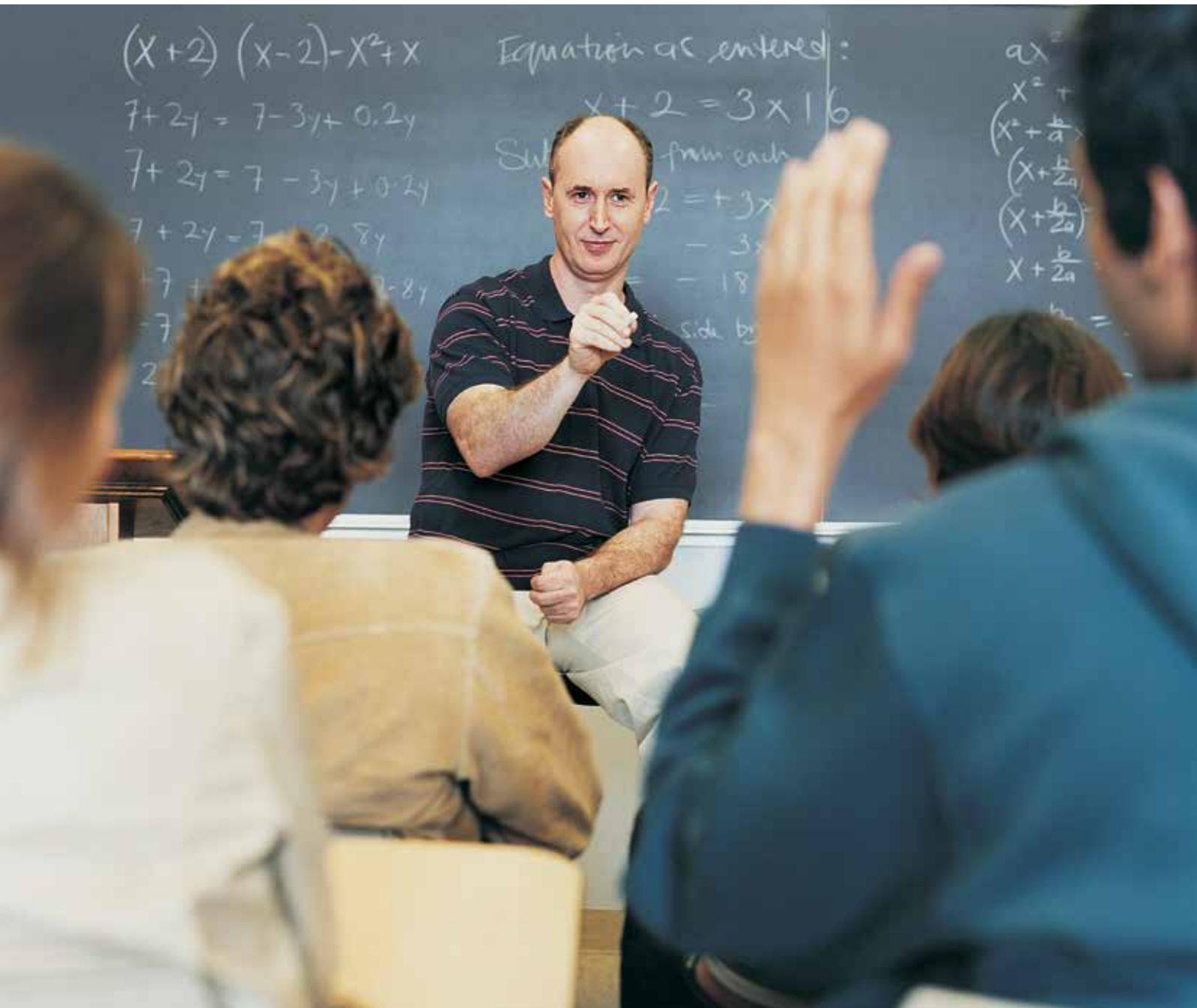
Interestingly, 71% of respondents who said they had received sexually explicit emails or text messages and 65% of respondents who said they had received repeated or inappropriate advances on email, social networking websites or internet chat rooms, originally indicated that they had not been sexually harassed when read the legal definition of sexual harassment. This indicates a need to educate employees about the full range of behaviours that are likely to constitute unlawful sexual harassment.

(b) Duration

Sexual harassment, whether physical²⁵ or non-physical,²⁶ was most likely to occur once only (36%), similar to in 2008 (39%). It was next most likely to occur for a period of less than one month (15%), sporadically (14%) or for a period of between one to three months (12%). In a small proportion of cases, sexual harassment lasted for more than one year (5%) or was ongoing (continuous) (6%).



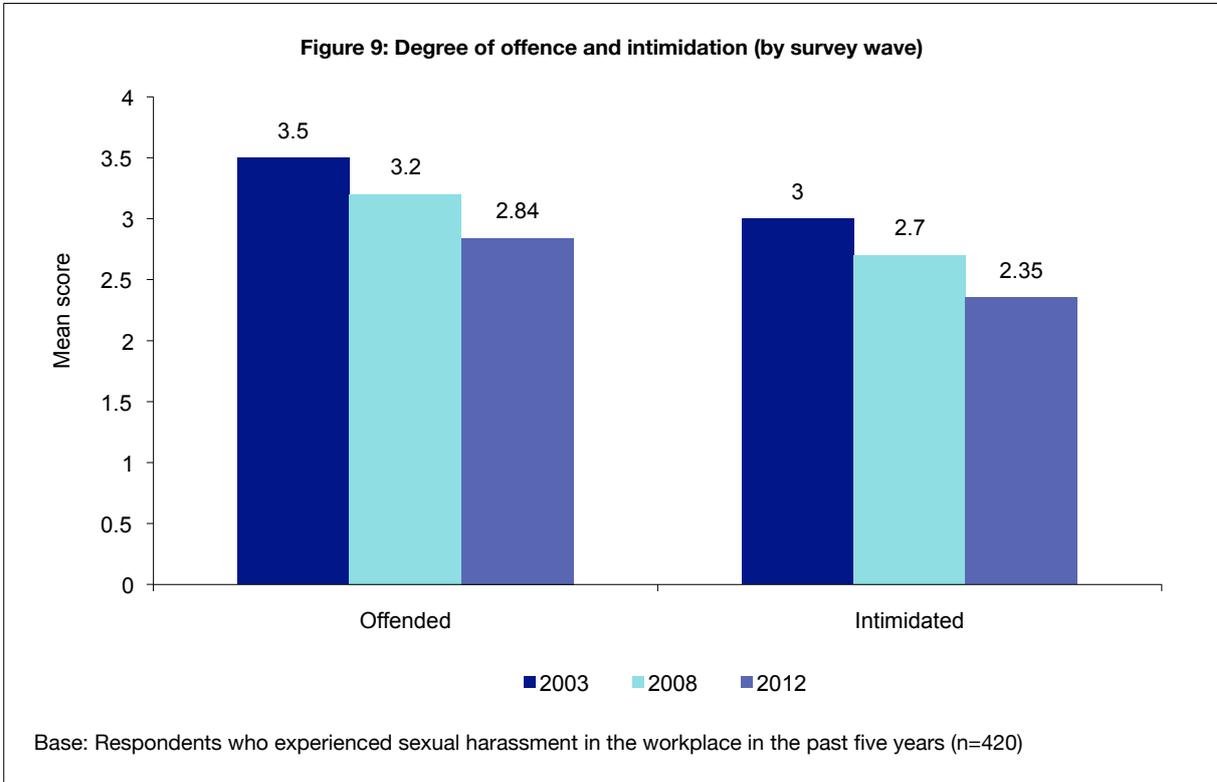
The sex of the person harassed does not appear to have had a significant impact on the duration of the harassment. Whilst one-off incidents were roughly equal for women (36%) and men (37%), men (67%) were more likely than women (62%) to experience harassment over shorter time periods of time (ie less than three months). Conversely, women (16%) were more likely than men (12%) to experience harassment for periods of more than six months (including on an ongoing basis).



(c) Impact on targets

Respondents who reported that they had been sexually harassed in the workplace over the past five years ($n=420$) were asked to rate how offended and intimidated they were by the harassment on a scale of one to five (where one was 'not at all' and five was 'extremely').

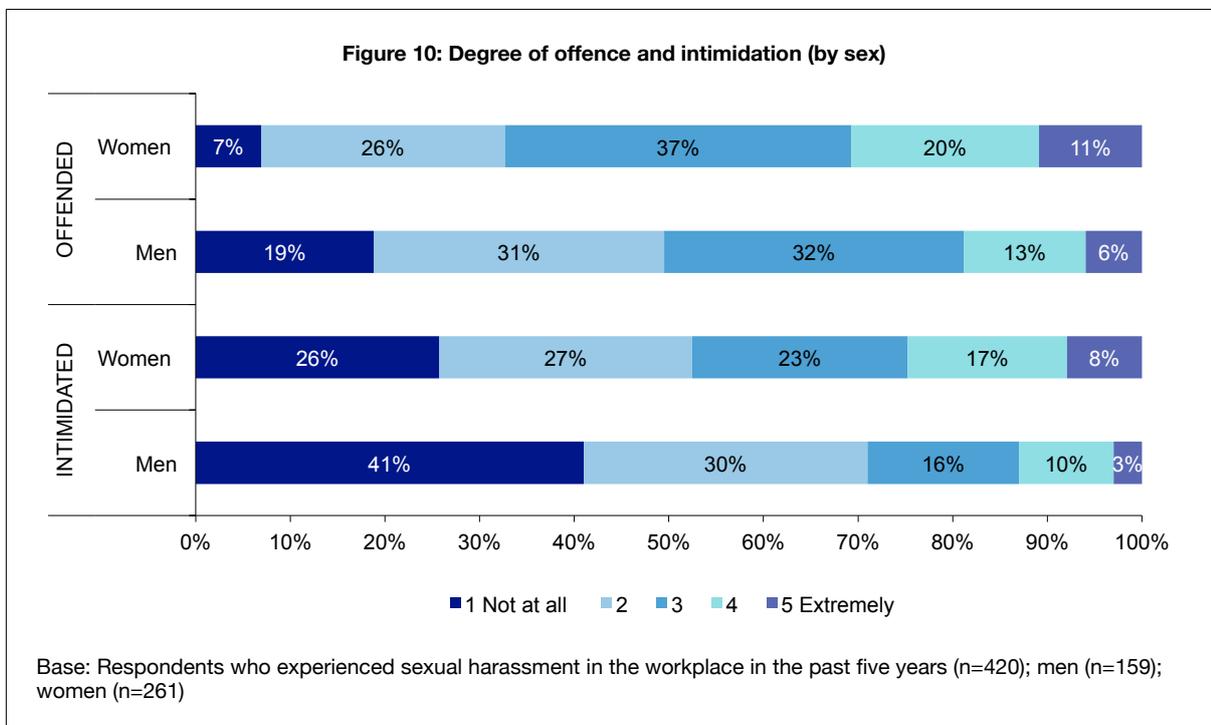
The average score for feeling offended by the harassment was 2.8, down from 3.5 in 2003 and 3.2 in 2008. The average score for feeling intimidated was 2.4, down from 3 in 2003 and 2.7 in 2008. These findings suggest a gradual decline over time in how offended and intimidated a person is likely to feel as a result of being sexually harassed. This may suggest that the nature of sexual harassment is less extreme or serious for at least some targets. It could also suggest that targets are more tolerant of sexual harassment in the workplace.



Continuing the trend from previous surveys, the more offended or intimidated a person feels when they are sexually harassed, the more likely they are to make a formal report or complaint about the harassment (see section 6.1(a)).

As with the 2008 National Survey, sexual harassment caused a higher level of offence and intimidation amongst women compared to men, with 31% of women at the extreme end of the scale (points four and five) of feeling offended compared to 19% of men, and almost twice as many women as men (25% to 13%) at the extreme end of feeling intimidated. Additionally, only 7% of women were not offended at all compared to one-fifth of men (19%), and a quarter of women were not intimidated at all (26%) compared to two in five men (41%).





5.2 Characteristics of targets

As reported in section 4.2, approximately one in five (21%) people (targets) in Australia has experienced sexual harassment in the workplace in the past five years, based both on the legal and behavioural definitions of sexual harassment.

Whilst a broad cross-section of the Australian community have experienced sexual harassment in the workplace, the 2012 National Survey shows that targets of sexual harassment are mostly likely to be women and less than 40 years of age.

(a) Sex

The majority of the targets of sexual harassment in the workplace over the past five years were women. Five in eight (62%) targets were women, compared to only three in eight (38%) men.

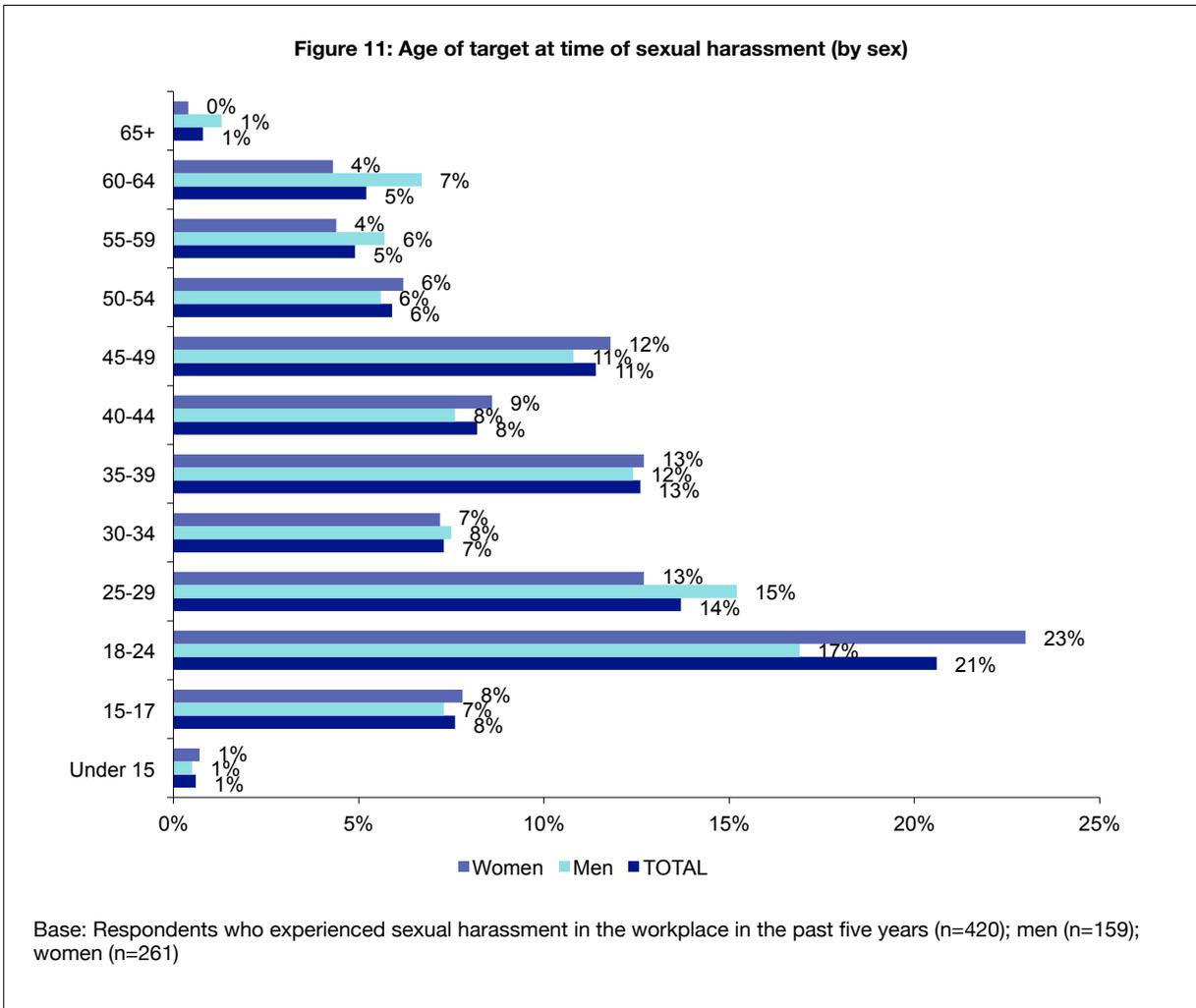
Echoing research on the gendered nature of sexual harassment, these results reinforce that sexual harassment has a greater impact on women’s safety and security in the workforce and their ability to participate in the workforce effectively.

(b) Age

The 2012 National Survey was the first wave to investigate the age of targets at the time they were sexually harassed in the workplace.²⁷

Overall, the majority (64%) of targets were less than 40 years of age when they were harassed, with targets most likely to be harassed between the ages of 18 and 24 (21%). One in ten (10%) targets was aged between 15 and 17 years when they were harassed, and less than one in five (17%) targets was aged 50 years and above, a marked decrease compared to most other age groups. Above the age of 65, the incidence of harassment for both women and men decreases markedly (1% or less).

Female targets of sexual harassment tended to be younger than male targets. Women (65%) were more likely than men (60%) to be under 40 at the time they were harassed. They were also more likely than men to be aged between 18 and 24 (23% of women; 17% of men) and 15 and 17 (8% of women; 7% for men). Conversely, men were more likely than women to be aged between 25 and 29 years (15% of men; 13% of women), between 30 to 34 years (8% of men; 7% of women) and 55 years and above (20% of men; 14% of women) when they were sexually harassed.



(c) Aboriginal and Torres Strait Islander peoples

The incidence of sexual harassment amongst Aboriginal and Torres Strait Islander peoples (20%) was similar to that of non-Indigenous Australians (21%). This indicates that Aboriginal and / or Torres Strait Islander peoples are no more or less likely than non-Indigenous people to experience sexual harassment in the workplace.

(d) Cultural and linguistic background

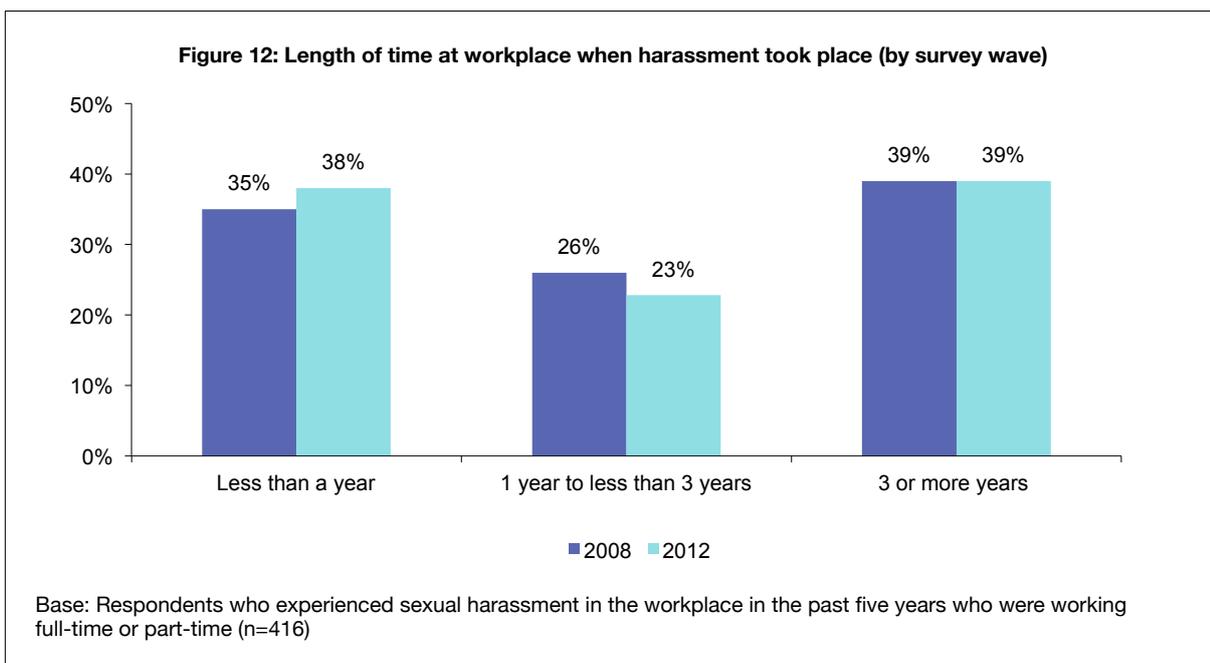
Seven out of 114 respondents (15%) whose main language at home was not English reported that they had been sexually harassed in the workplace in the past five years. Whilst this is lower than the overall prevalence rate, as noted in previous surveys, it cannot be concluded that employees whose main language at home is not English are less likely than those whose main language is English to experience sexual harassment in the workplace. This is because the telephone survey method favours individuals whose main language is English.

(e) Employment status

The proportions of people working full-time and part-time when they were harassed were almost the same as in the 2008 National Survey (full-time: 65% in 2012; 68% in 2008; part-time: 34% in 2012; 32% in 2008). These proportions vary slightly from those in the general population (70% of people working in Australia are employed full time, 30% are employed part-time).²⁸ Thus, while a particular level of workforce participation would not seem to predispose someone to sexual harassment, the incidence of part-time workers who were sexually harassed was slightly higher than the incidence of part-time workers in the general population. It should be noted, however, that the sample was not selected to reflect the Australian population by employment status (full-time / part-time).

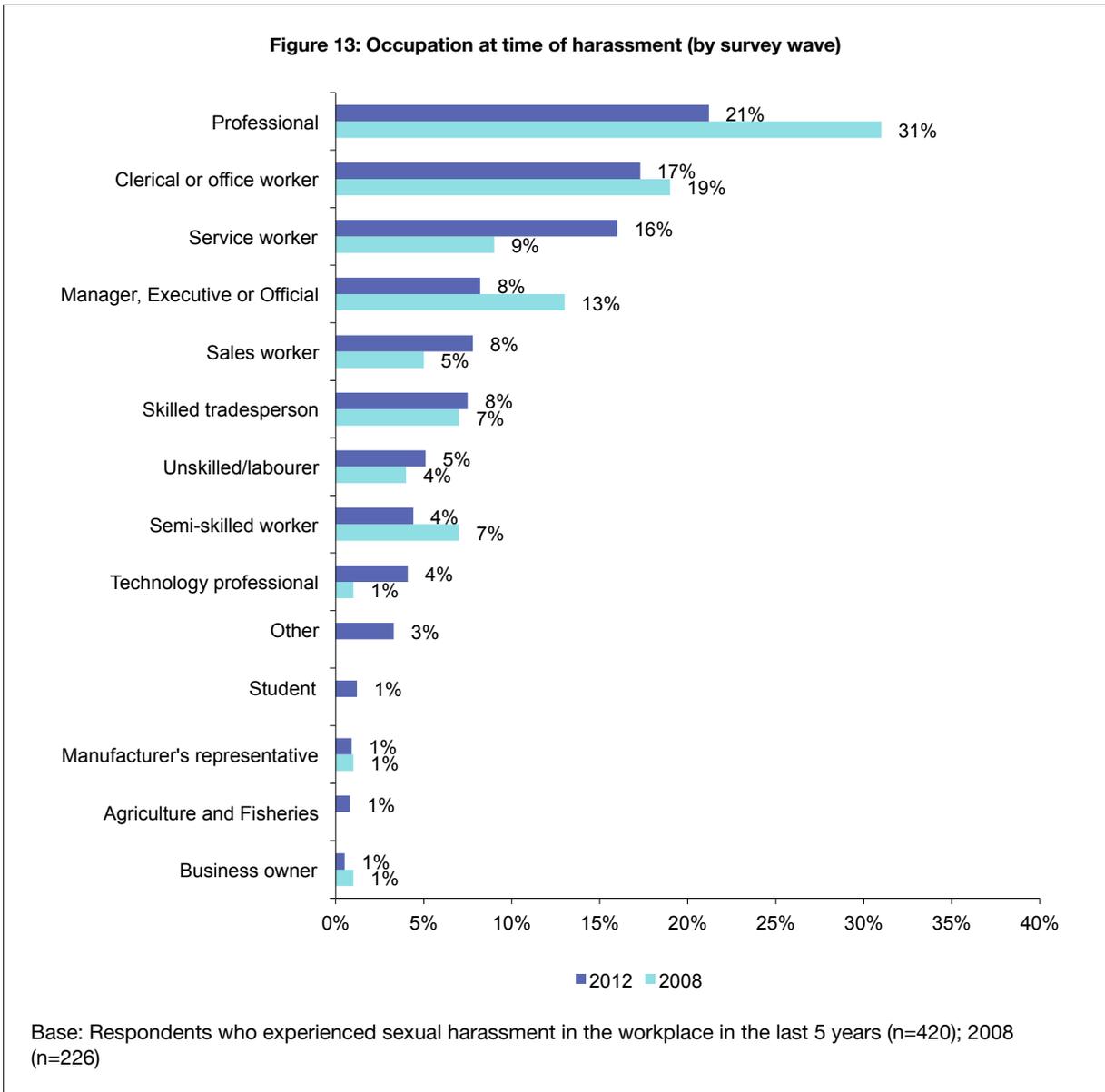
Of the survey population, the majority (73%) of workers who were sexually harassed were employed on a permanent basis, with one in five (20%) employed casually and 6% indicating they were temporary employees. Of those employed part-time, 42% were permanent (compared to 44% in 2008), 46% were casual (the same as in 2008) and 10% were temporary employees.

As in the case of previous surveys, the 2012 National Survey found that sexual harassment occurs over a range of employment tenures. Almost two in five people were sexually harassed when they had been employed for less than a year (38%), with similar numbers employed for three or more years (39%). Almost a quarter (23%) of people were employed between one to three years when they were sexually harassed.



Twenty-one per cent (21%) of people who were sexually harassed in the workplace in the past five years were employed as professional workers, 17% as clerical or office workers, and 16% as service workers. It should be noted that the sample was not selected to reflect the Australian population by occupation.

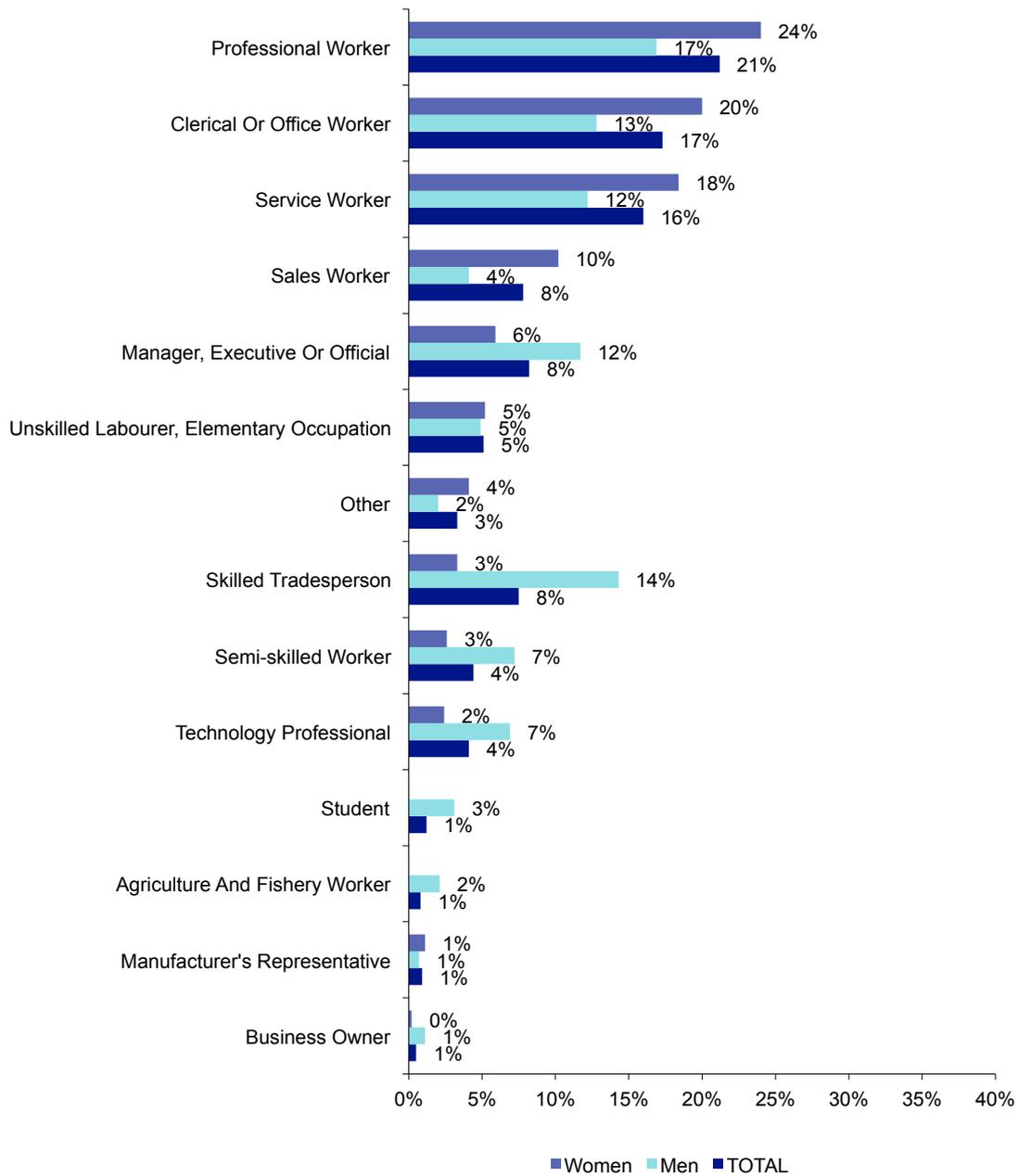
Of the survey population, fewer professional workers were the targets of sexual harassment in 2012 than in 2008 (down to 21% from 31%), while harassment of service workers almost doubled between 2008 (9%) and 2012 (16%).



Men employed as skilled tradespersons, semi-skilled workers and technology professionals were more likely than women employed in those same occupations to be sexually harassed. This may be attributable to the fact that these occupations are male-dominated in Australian workplaces.

Women were more likely than men to be sexually harassed while employed in most other occupation categories, especially as professional workers, clerical or office workers and service workers. This may also be attributable to the fact that these occupations are female-dominated.

Figure 14: Occupation at time of harassment (by sex)



Base: Respondents who experienced sexual harassment in the workplace in the last 5 years (n=420); men (n=159); women (n=261)

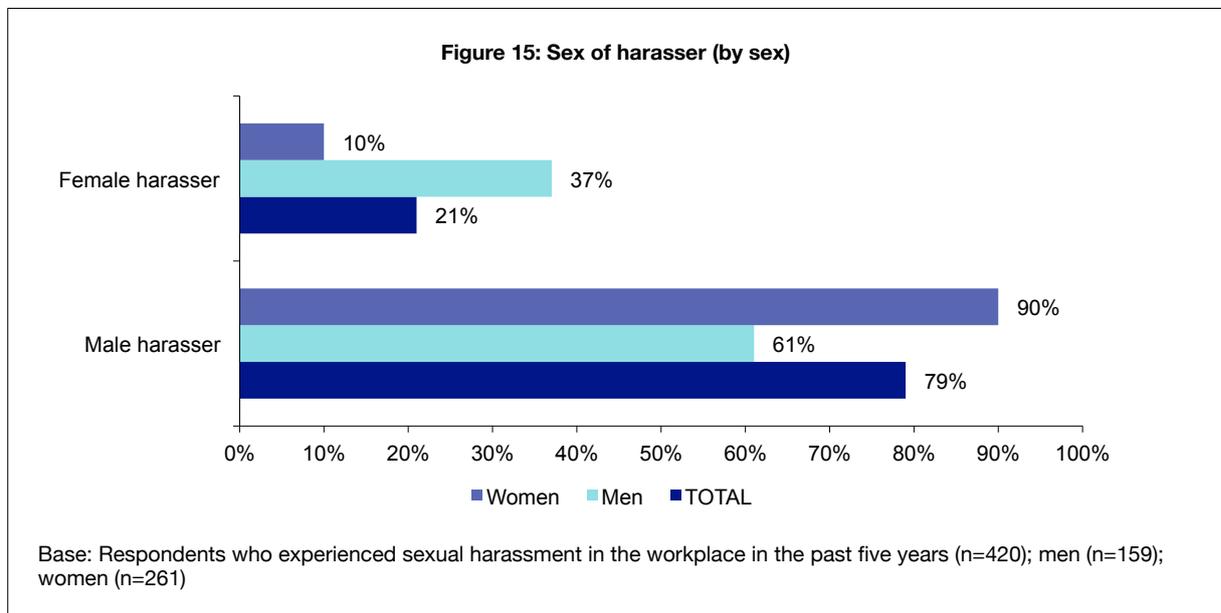
5.3 Characteristics of harassers

Sexual harassment in Australian workplaces is perpetrated by men and women of all working ages and at all levels of an organisation. However, the findings of the 2012 National Survey show that harassers are most likely to be men, aged between 31 to 50 years and co-workers of the person harassed.

(a) Sex

The vast majority of sexual harassment in Australian workplaces is perpetrated by men, irrespective of the sex / gender of the target of the harassment.

Nearly four out of five (79%) harassers were men, a slight decrease from 2008 (81%). Most women (90%) said that their harasser was male, while 37% of men said that their harasser was a woman.



Overall, men harassing women accounted for more than half (56%) of all sexual harassment, continuing a downward trend from previous years (72% in 2003; 62% in 2008). Male harassment of men continued to rise, however, accounting for nearly a quarter (23%) of sexual harassment (7% in 2003; 18% in 2008).

Female harassment of men accounted for 14% of all sexual harassment in 2012, marginally less than in 2008 (15%) and less than in 2003 (19%). Women harassing women accounted for 6% of sexual harassment, almost the same as in 2008 (5%) and higher than in 2003 (2%).

Twenty-nine per cent (29%) of sexual harassment was perpetrated by a person who is the same sex as the target. The majority of perpetrators of same-sex sexual harassment were men, with men comprising four in five (79%) perpetrators and women comprising only one in five (21%) perpetrators.

Being harassed by someone of the same sex was much more common for men than for women, with 61% of men harassed by another man and only 10% of women harassed by another woman. Men employed as skilled tradespersons were more likely to experience same-sex harassment than men working in any other occupation (17%, or 16 out of the 95 men harassed by men). The occupation category with the next highest incidence of male harassment of men was 'manager, executive or official' (15%), followed by professional worker (14%). However, in both of these occupations, the most common form of harassment was of women by men, and not men by men.

The high incidence of same-sex harassment of men in the skilled tradesperson occupation category supports the suggestion from the report of the 2008 National Survey that male harassment of men most commonly takes place in male-dominated work environments where the targets are perceived to be different in some way from the dominant group in the workplace.

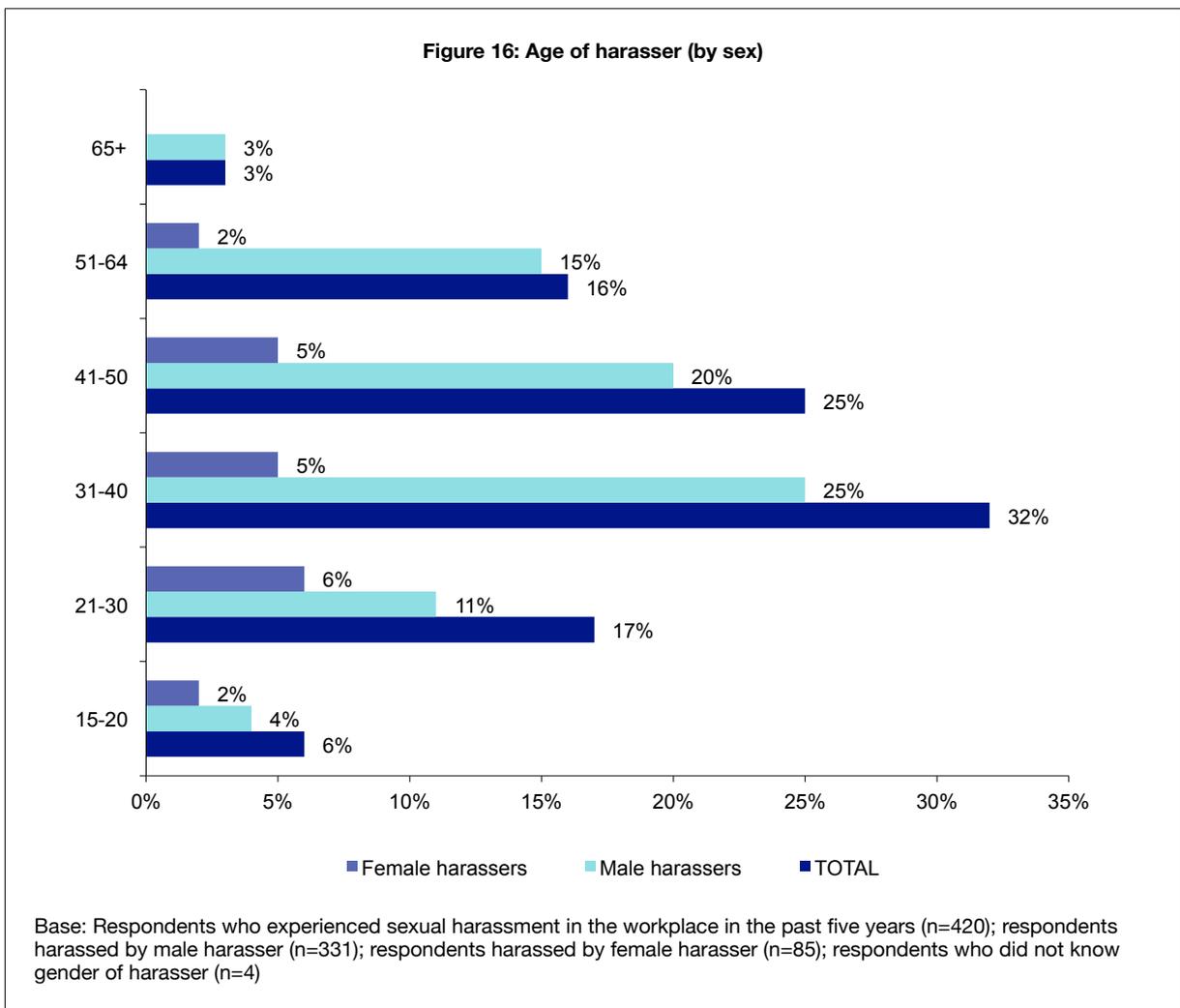
A small percentage (2%) of male targets of harassment did not know the sex of their harasser. This may be because the harassment was carried out in a way that meant the perpetrator could not be identified (eg text message from an unidentified phone number, anonymous note).

(b) Age

Harassers were most likely to be aged between 31 and 50 (57%), with slightly more aged between 31 to 40 years (32%) than 41 to 50 years (25%).

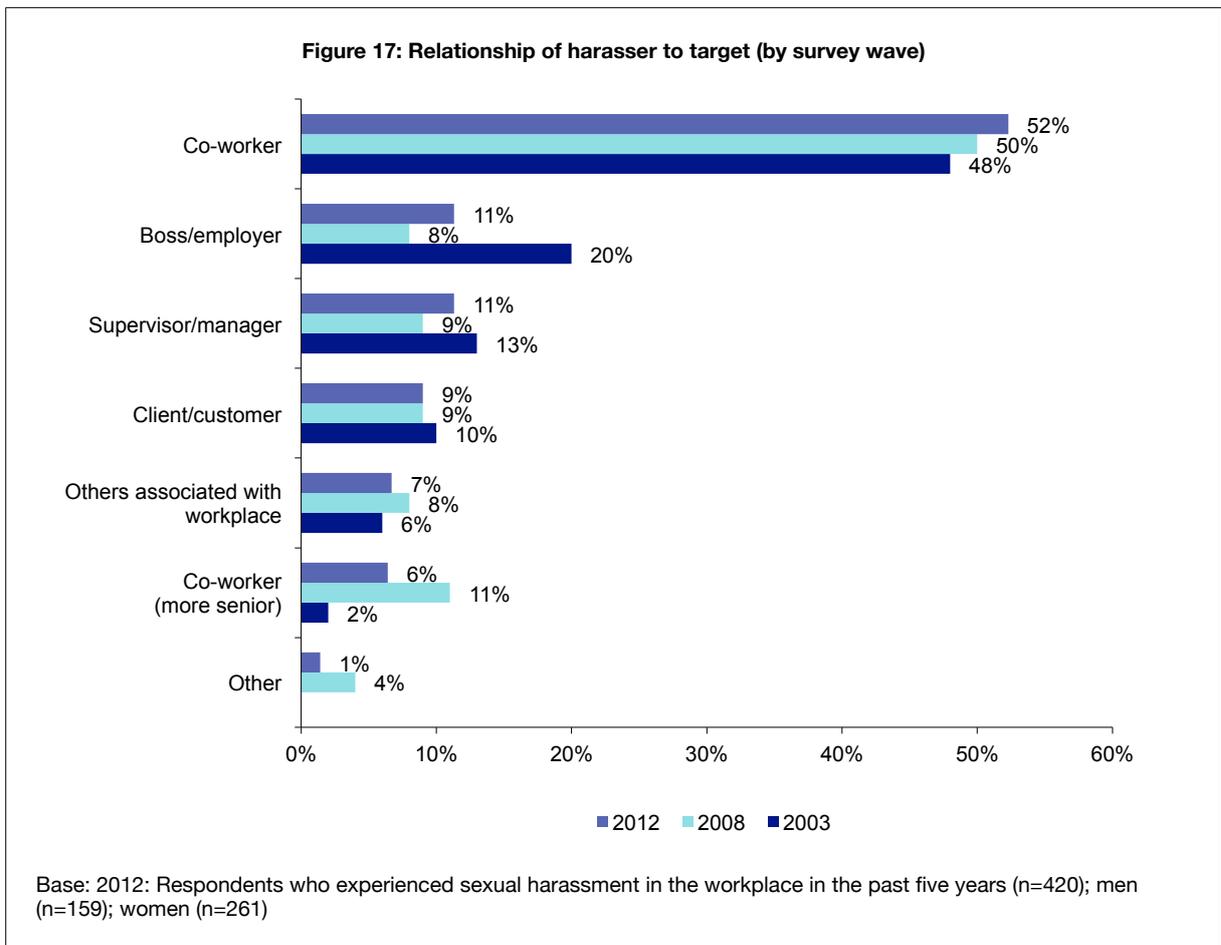
One in four (25%) harassers in the workplace over the past five years were men in their thirties and one-fifth (20%) were men in their forties. In 2003 and 2008, around two-thirds of harassers were men over the age of 30, which is still the case in 2012 (63%).

Women over the age of 30 made up 13% of all harassers, while women over 40 accounted for only 7% of all harassers.

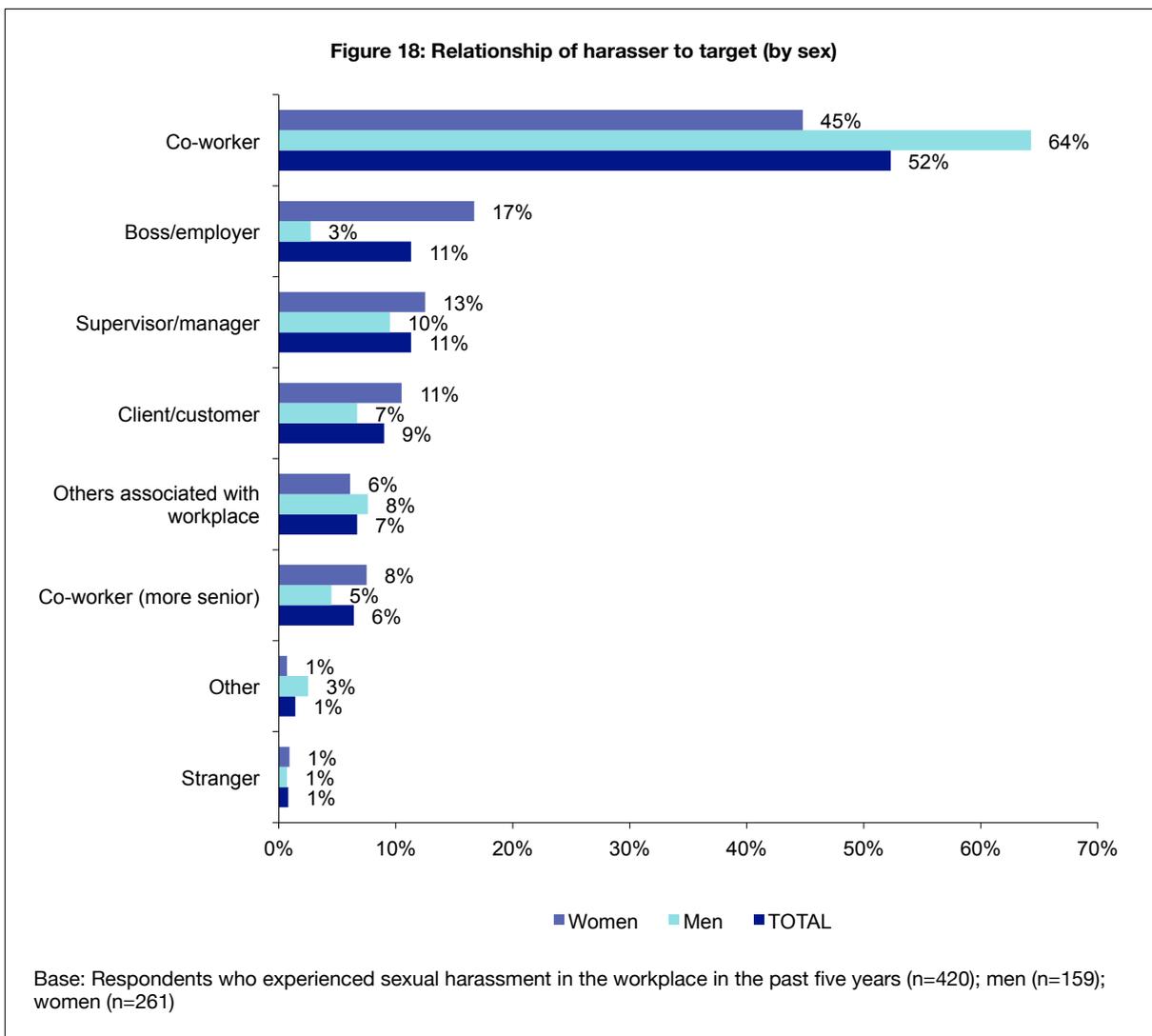


(c) Relationship to target

Harassers were most likely to be a co-worker (52%) of the person harassed, followed by their boss or employer (11%) and their supervisor or manager (11%). This is consistent with previous surveys, which also found that harassers were most likely to be a co-worker (50% in 2008; 48% in 2003), boss or employer (8% in 2008; 20% in 2003), or supervisor or manager (9% in 2008; 13% in 2003) of the person harassed.



Men were more likely than women to be harassed by a co-worker (64% of men; 45% of women) or 'others associated with the workplace' (8% of men; 6% of women). Women were more likely than men to be harassed by all other employee categories. Notably, women were at least five times more likely than men to have been harassed by a boss or employer (17% to 3%).

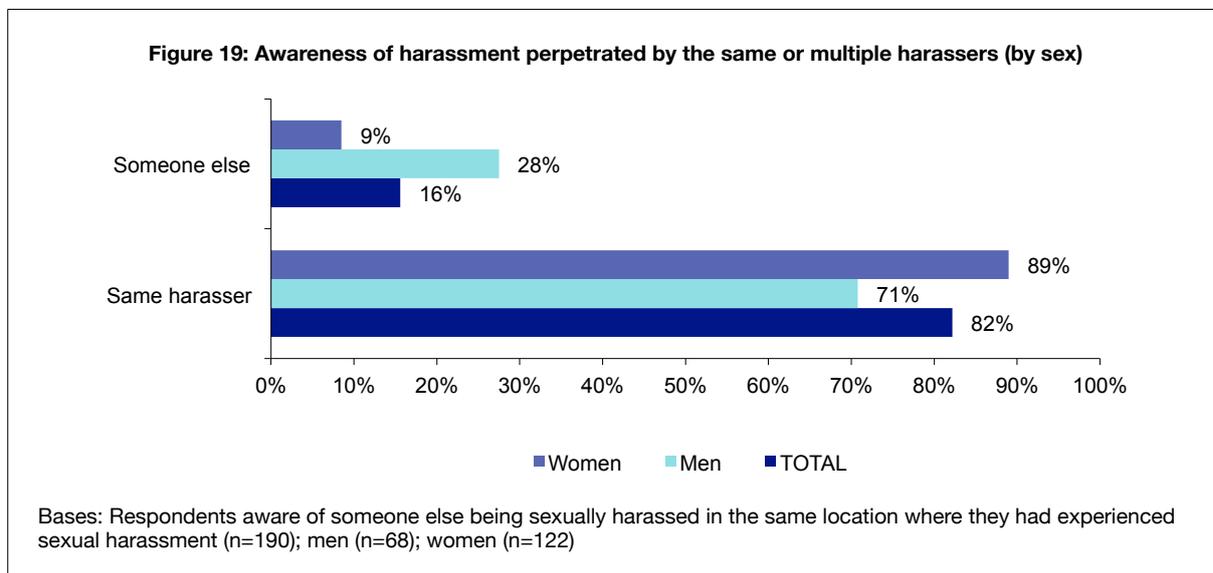


(d) Multiple or repeat harassers

Forty-five per cent of respondents who had been sexually harassed in the workplace in the past five years were aware of someone else who had been harassed in that same workplace (see section 4.4 above). For the first time, those respondents were asked whether the harasser was the same person who had harassed them.

The majority of those respondents (82%) reported that the person who harassed them had similarly harassed other people in the workplace. Sixteen per cent (16%) reported that the harassment had been by someone else. Importantly, this finding suggests that taking immediate and effective action to deal with an individual perpetrator may be an effective and efficient way to prevent other employees from being sexually harassed by that same perpetrator. Conversely, failing to take such action may contribute to a culture of harassment.

Men (28%) were more likely than women (9%) to report the presence of multiple harassers in the workplace. In contrast, women (89%) were more likely than men (71%) to report the presence of repeat harassers.



In addition to the high proportion of repeat harassers, there is a high perception amongst targets that sexual harassment occurred commonly or sometimes in their workplace (see section 4.4).

5.4 Characteristics of workplaces

No workplace, regardless of its size or industry, is immune from sexual harassment. Each wave of the survey has found that sexual harassment is pervasive and occurs in workplaces of all sizes and across all industries, though the 2012 National Survey found that it occurs most commonly in large workplaces and in a handful of industries (ie health and community services; accommodation, café and restaurant; retail; and education). It should be noted, however, that the sample was not selected to reflect the Australian population by employer size or industry.

(a) Size

Sexual harassment was most likely to occur in large workplaces (41%), followed by small (33%) and medium (24%) workplaces.

In contrast, sexual harassment was more evenly spread across employer size in 2008 (large: 39%; medium: 30%; small: 31%), and equally likely to occur in small (38%) and large (37%) workplaces in 2003.²⁹

(b) Industry

Sexual harassment was most likely to occur in the health and community services (14%), accommodation, café and restaurant (11%), retail (11%) and education (10%) industries. The top four industries in which sexual harassment occurs have not changed across the three waves of the survey, although the order has changed slightly across each survey wave.

5.5 Conclusion

The 2012 National Survey shows that experiences of sexual harassment in the workplace are extremely diverse: they involve a broad range of behaviours and occur through a variety of different mediums, in different industries and workplace sizes and last for different periods of time, and with diverse consequences for individuals harassed. Notwithstanding these varied experiences, the survey shows that the overwhelming majority of sexual harassment is perpetrated by male co-workers, who are between the ages of 31 to 50 years. It also shows that the overwhelming majority of sexual harassment is perpetrated against women, especially young women.

Because experiences of sexual harassment in the workplace are extremely diverse, it is important that prevention strategies target all employees, across all levels of seniority. However, when developing and implementing those strategies, it is important for employers to consider which groups of employees may be:

- more vulnerable to sexual harassment
- more likely to engage in sexual harassment
- able to take action to prevent or reduce the harm of sexual harassment.

It is also important that employers ensure that their prevention strategies address sexual harassment involving persons of the opposite sex and persons of the same sex.

In addition, it is important for employers to ensure that prevention strategies cover the full range of behaviours that are likely to constitute unlawful sexual harassment. This includes sexual harassment that occurs through different mediums (eg in person, via mobile telephones, through email / the Internet and social media).

Further research is needed to understand the characteristics of workplaces and industries in which sexual harassment is most likely to occur. An example of such research is the ADF Survey, conducted as part of the Defence Review, which examined the prevalence, nature and reporting of sexual harassment in the ADF and provided a comparative analysis with the results of the 2012 National Survey (see section 2.3). The detailed insights gained into sexual harassment in the ADF workplace through interviews with a statistically significant sample of ADF employees (n=1,000) suggests there is real value in expanding future waves of the survey to include other industries, for example financial services, mining and information technology.



Chapter 6:

Prevention and response

Chapter 6 examines steps taken to prevent and respond to sexual harassment in Australian workplaces. It focuses on the frequency, nature and outcomes of formal reports and complaints about sexual harassment as well as seeking advice or support. It also addresses the frequency, type and outcomes of bystander actions and identifies preferred sources of information about sexual harassment.

Key findings

The majority of people sexually harassed do not report it or seek support or advice

- Only one in five (20%) respondents who were sexually harassed made a formal report or complaint, a slight increase in the rate of reporting from 2008 (16%).
- One-third (29%) of respondents who were sexually harassed sought support or advice, almost the same as in 2008 (30%).

Reporting can be an effective and efficient way to stop sexual harassment and get other positive outcomes

- Almost half (45%) of respondents indicated that the sexual harassment stopped after they made a formal report or complaint.
- The vast majority (74%) of respondents who made a formal report or complaint about sexual harassment were satisfied or extremely satisfied with the complaint process.
- The overwhelming proportion (78%) of complaints were finalised in less than one month.

More people experienced negative consequences as a result of reporting sexual harassment

- Nearly one-third (29%) of respondents who reported sexual harassment indicated that their complaint had a negative impact on them (eg victimisation, demotion). This is an increase from 2008 (22%) and 2003 (16%).

A majority of bystanders took action to prevent or reduce the harm of sexual harassment

- Just over half (51%) of respondents took action after witnessing or learning about the sexual harassment of another person in their workplace.

6.1 Formal reports and complaints

Although sexual harassment is common in Australian workplaces, only a small proportion of people who have been harassed in the workplace make formal reports or complaints about sexual harassment. This is in spite of the fact that formal reports or complaints of sexual harassment in the workplace have been resolved quickly (in less than one month) in most cases and with high or extremely high levels of satisfaction amongst the majority of complainants. There may, however, be a correlation between the low rates of reporting and the increasing number of people who experience negative consequences (eg victimisation) as a result of making a formal report or complaint.

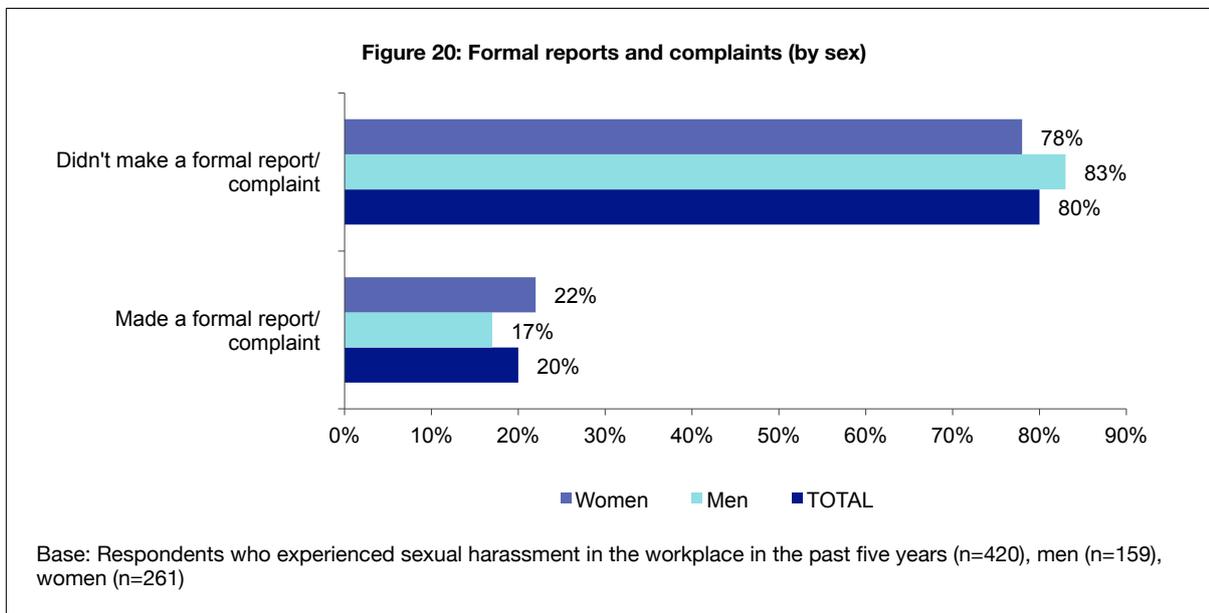
Because of the small sample size of respondents who made a formal report or complaint about sexual harassment (n=85) and the even smaller sample sizes when gender is taken into account (women: n=59; men: n=26), many of the results in section 6.1 are reported in terms of a fraction (x/y) rather than a percentage (%). However, to ensure consistency with other parts of the report, percentages are used in each of the figures / graphs.

(a) Number

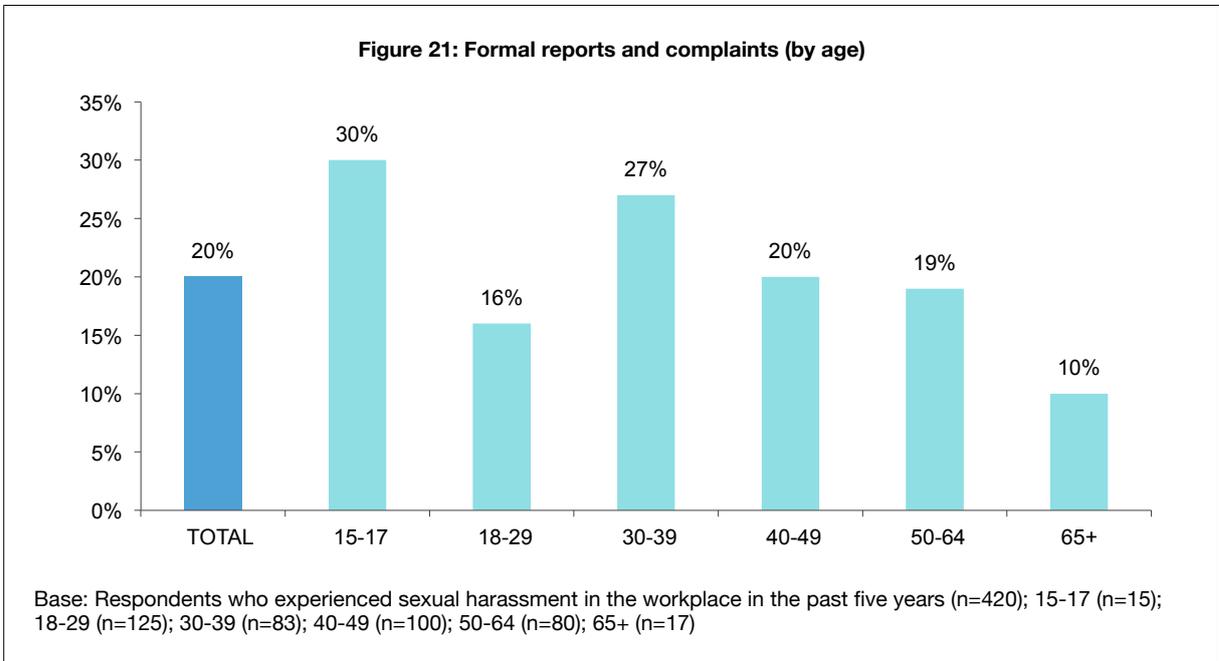
Respondents who said they had been sexually harassed in the workplace in the last five years (n=420) were asked whether or not they made a formal report or complaint. Only one in five (20%) of those respondents indicated that they had made a formal report or complaint, a small increase since 2008 (16%) but much lower than in 2003 (32%).

It is an ongoing concern that the majority of people who are sexually harassed in the workplace do not formally report the harassment. It highlights that employers need to address sexual harassment proactively, rather than rely on individual employees to make formal reports or complaints. This is especially important in light of the finding that a high proportion of incidents are perpetrated by a single, repeat offender (see section 5.3(d)).

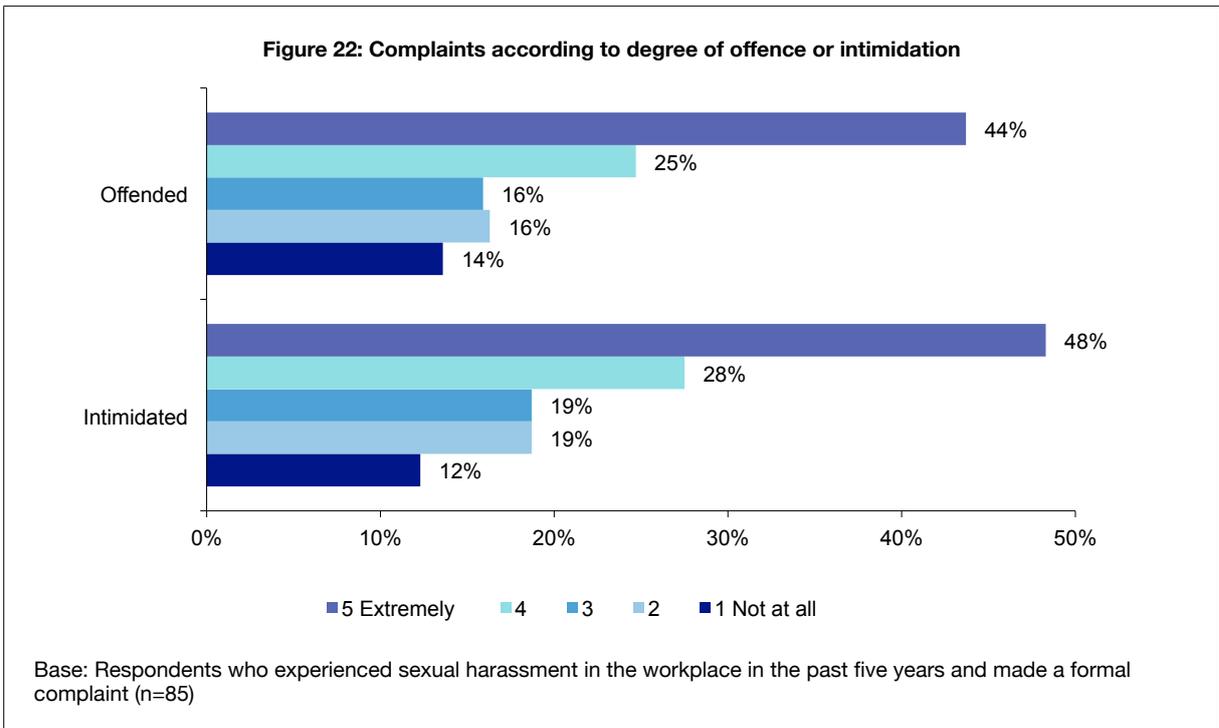
Formal reports and complaints were slightly more common amongst women (22%) than men (17%), similar to in 2008 (19% of women, 9% of men). There has, however, been a significant increase in the proportion of reports or complaints submitted by men between 2008 (9%) and 2012 (17%).



Formal reports and complaints were most likely to be made by people aged 15 to 17 years (30%), followed by people aged 30 to 39 years (27%). Formal reports and complaints were lowest amongst persons aged 65 years or more (10%).



The majority of people who made formal reports or complaints related to sexual harassment in the workplace in the past five years were either extremely offended (44%) or very offended (25%) or extremely intimidated (48%) or very intimidated (28%) by the harassment.

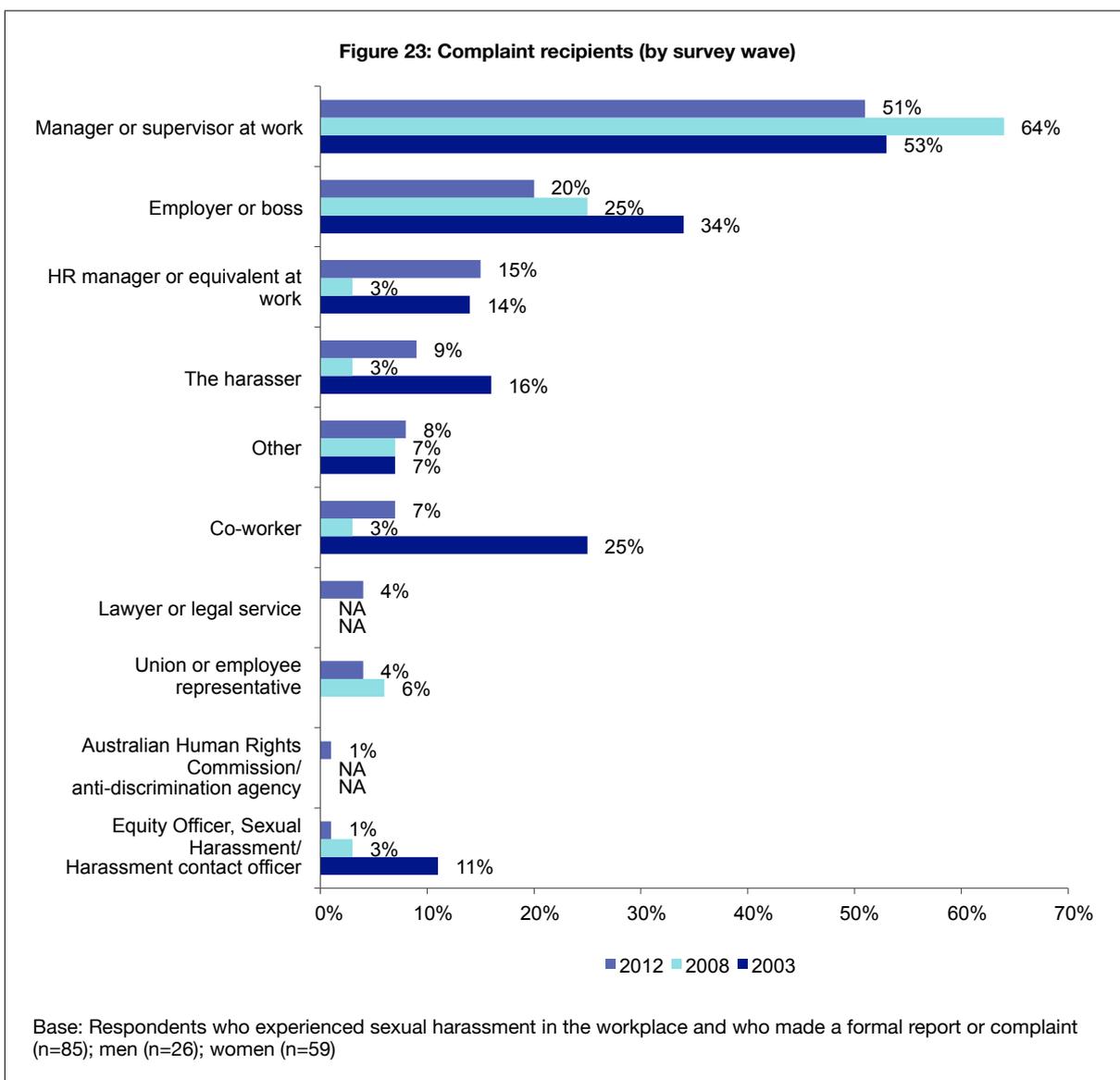


Out of all respondents who made a formal report or complaint about sexual harassment, 35% reported physical harassment and 97% reported non-physical harassment (noting, once again, that many respondents experienced both physical and non-physical forms of harassment). Taken from another perspective, the data shows that 26% of all respondents who experienced physical harassment and 20% of all respondents who experienced non-physical sexual harassment formally reported sexual harassment.

(b) Recipients of reports and complaints

Reports and complaints related to sexual harassment in the workplace were submitted to a diverse range of individuals, highlighting the need for widespread training on how to respond effectively to such reports and complaints.

The majority of reports and complaints about sexual harassment in the workplace were made to the target’s employer or one of its representatives. Managers / supervisors (51%) and employers / the boss (20%) were the most common recipients of reports and complaints. This continues the trend from previous surveys, which found that managers / supervisors (53% in 2003, 64% in 2008) and employers / the boss (34% in 2003, 25% in 2008) are the most common recipients of reports and complaints.



A very small proportion (1%) of respondents submitted complaints to the Commission or its state and territory counterparts.³⁰ This suggests that the sexual harassment complaints that the Commission receives each year represent the 'tip of the iceberg'.

Sexual harassment complaints received by the Australian Human Rights Commission under the Sex Discrimination Act*				
	Women	Men	Total	%**
2011 – 2012	233	29	262	25
2010 – 2011	227	38	205	30
2009 – 2010	173	28	201	21
2008 – 2009	183	26	209	22
2007 – 2008	130	27	157	18

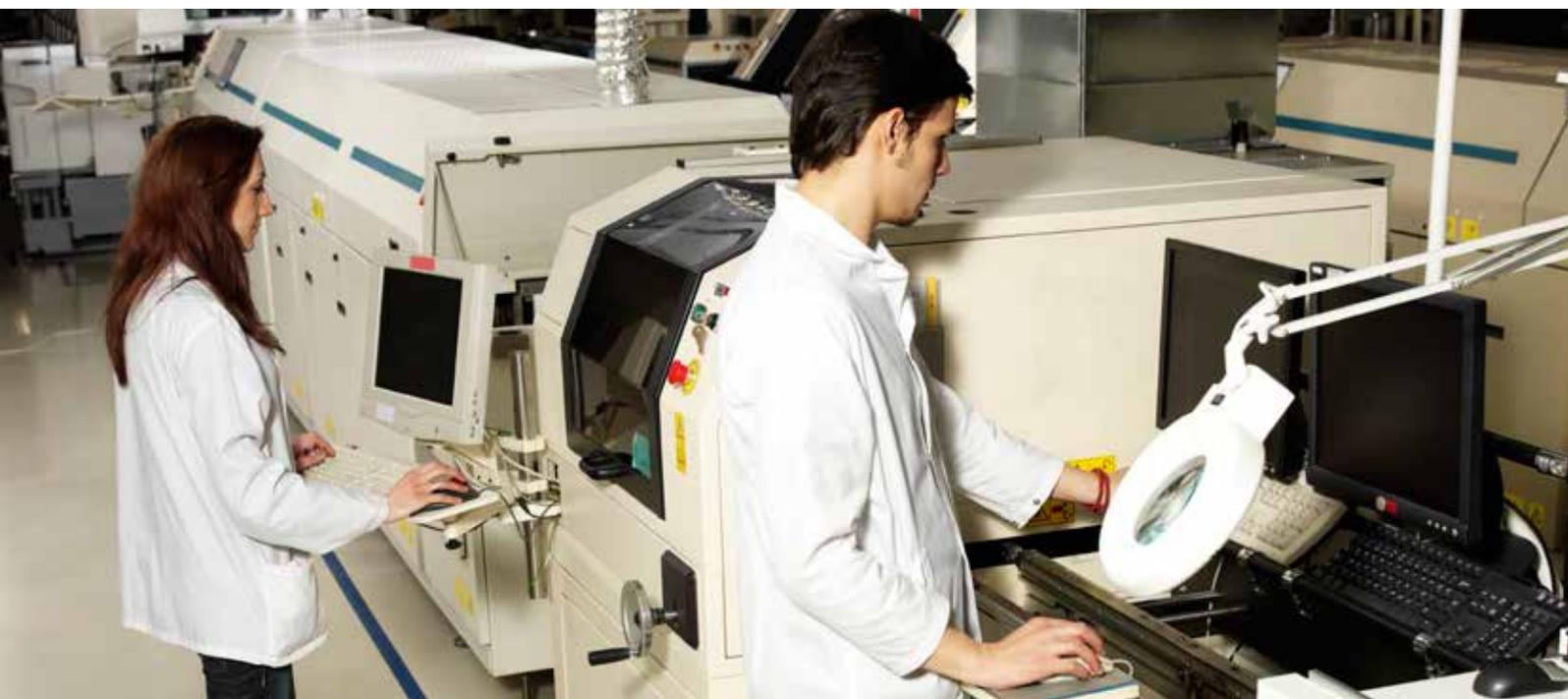
* One complaint may have multiple grounds of discrimination.

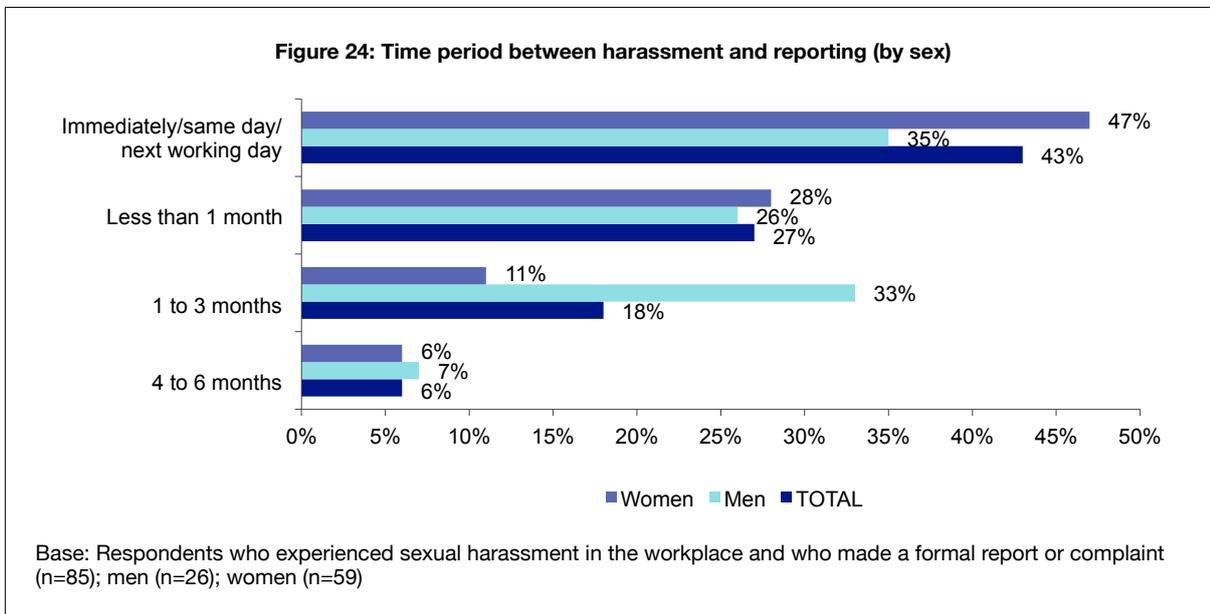
** As a percentage of complaints received under the Sex Discrimination Act.

Women were more likely than men to address their report or complaint to their manager / supervisor (women: 33/59; men: 11/26) and employer / boss (women: 14/59; men: 2/26). In contrast, men (6/26) were more likely than women (6/59) to address their complaint to their human resources manager or equivalent.

(c) Time taken to submit reports and complaints

Over two in five (43%) respondents who made a report or complaint related to sexual harassment did so immediately, on the same day or the day after being harassed. Women (27/59) were more likely than men (9/26) to submit a report or complaint immediately, on the same day or the next day. In contrast, men (10/26) were more likely than women (9/56) to submit a complaint one to three months later.





(d) Finalisation

The majority (78%) of complaints that were finalised were finalised in less than a month, with almost half (49%) of respondents indicating that their complaints were finalised immediately or on the next working day. This is consistent with the 2008 National Survey and shows that complaints processes can be an efficient way to address sexual harassment. A very small proportion of complaints (3%) took more than 12 months to be finalised.

Finalised reports and complaints about sexual harassment in the workplace were more likely to be finalised between the target and his or her employer (or one of its representatives) than with the involvement of external actors (eg courts). Just over one-third of respondents who made a formal report or complaint finalised it with their employer (36%) or their boss (34%).

(e) Outcomes

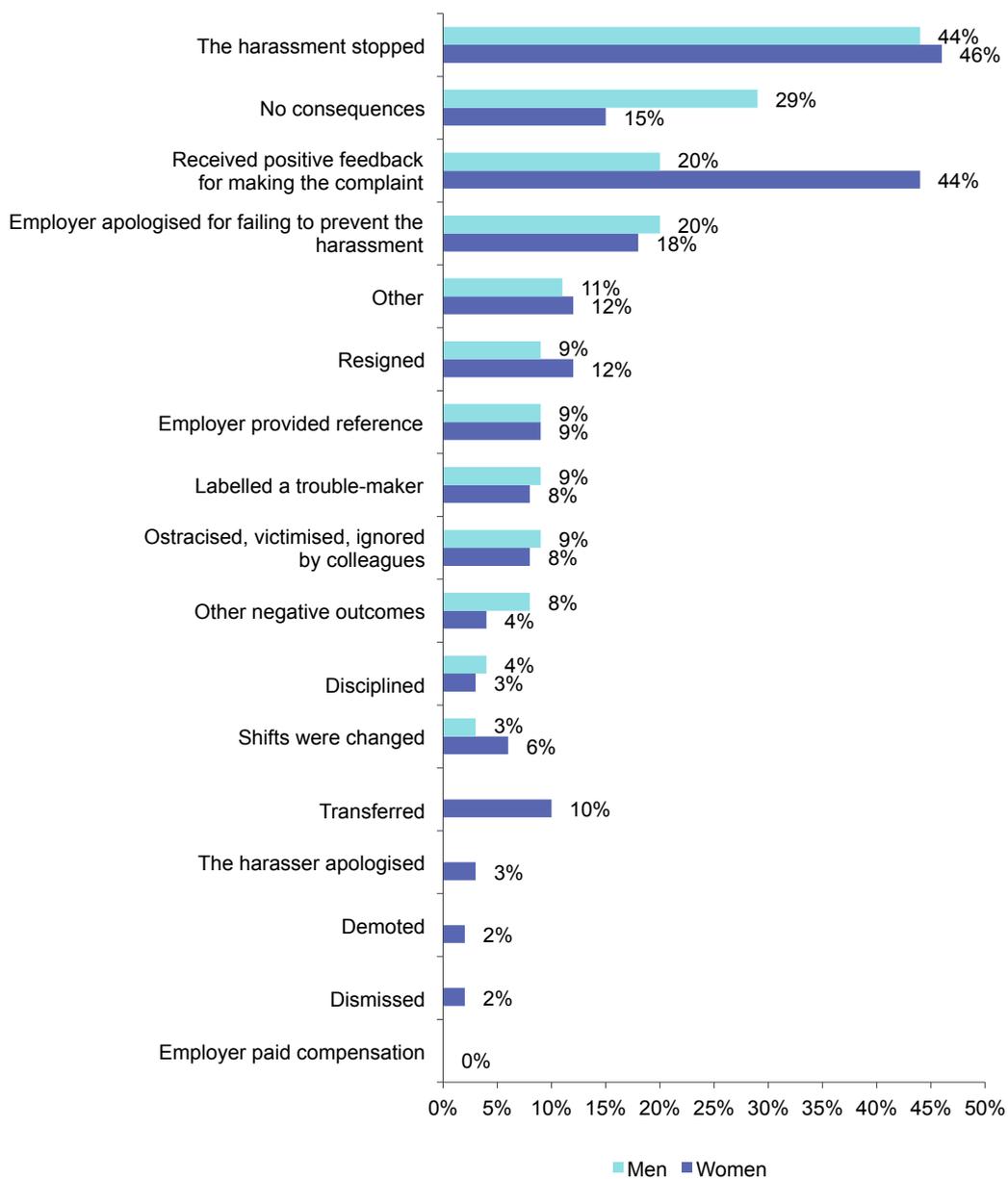
Almost half (45%) of **respondents** who made a formal report or complaint indicated that the sexual harassment stopped after taking such action, indicating that reporting can be an effective way to stop sexual harassment. Rates were almost identical for women (27/59) and men (11/26).

One in five (20%) respondents who made a formal report or complaint said there were no consequences for them as a result of reporting or making a complaint about sexual harassment. Men (7/26) were more likely than women (7/59) to indicate that there had been no consequences for them of reporting or making a complaint.

Nearly one-third (29%) of respondents who made a formal report or complaint said they experienced negative consequences as a result of reporting or making a complaint about sexual harassment in the workplace. These consequences included being transferred to another location, changes in shifts, resignation, dismissal, demotion, being disciplined, victimisation, being ostracised or ignored by colleagues, being labelled a trouble-maker and other negative consequences. This is an increase from 2008 (22%) and 2003 (16%) and suggests that a greater number of people are experiencing negative consequences as a result of reporting sexual harassment.

Similar numbers of women (18/59) and men (7/26) said they had experienced one or more negative consequences. A small group of women (2) were demoted or dismissed. No men reported such consequences.

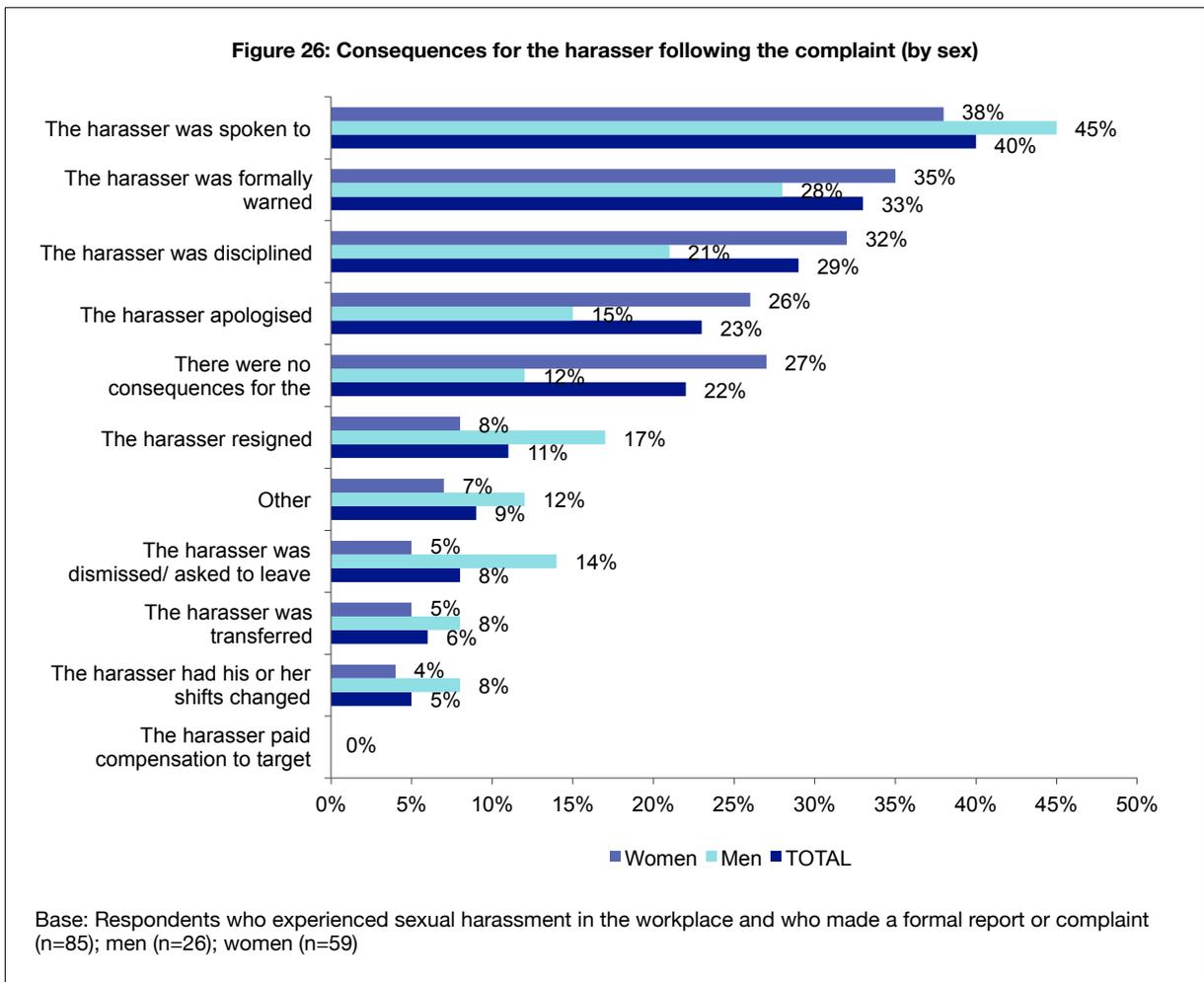
Figure 25: Consequences for the target following the complaint (by sex)



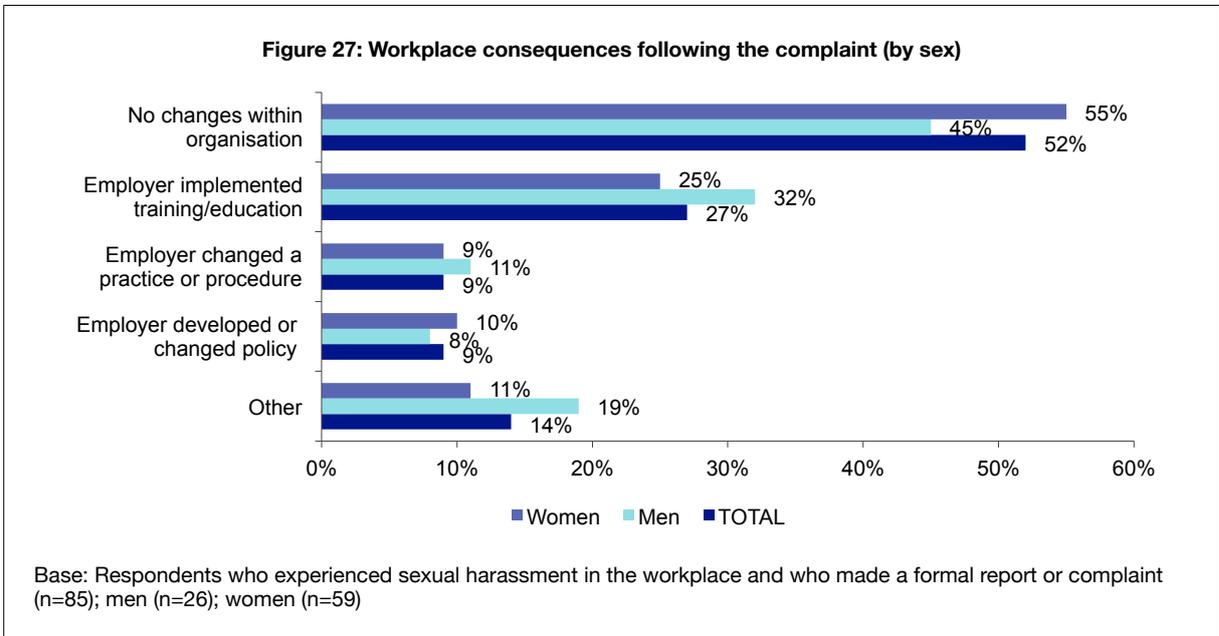
Base: Respondents who experienced sexual harassment in the workplace and who made a formal report or complaint (n=85); men (n=26); women (n=59)

Seventy-two per cent (72%) of respondents who made a formal report or complaint indicated that there were consequences for the **harasser** or that the harasser apologised. This compares to 72% of respondents in 2008 and 59% of respondents in 2003.

The most common consequences for the harasser were that they were spoken to about their behaviour (40%), formally warned (33%) and / or disciplined (29%).



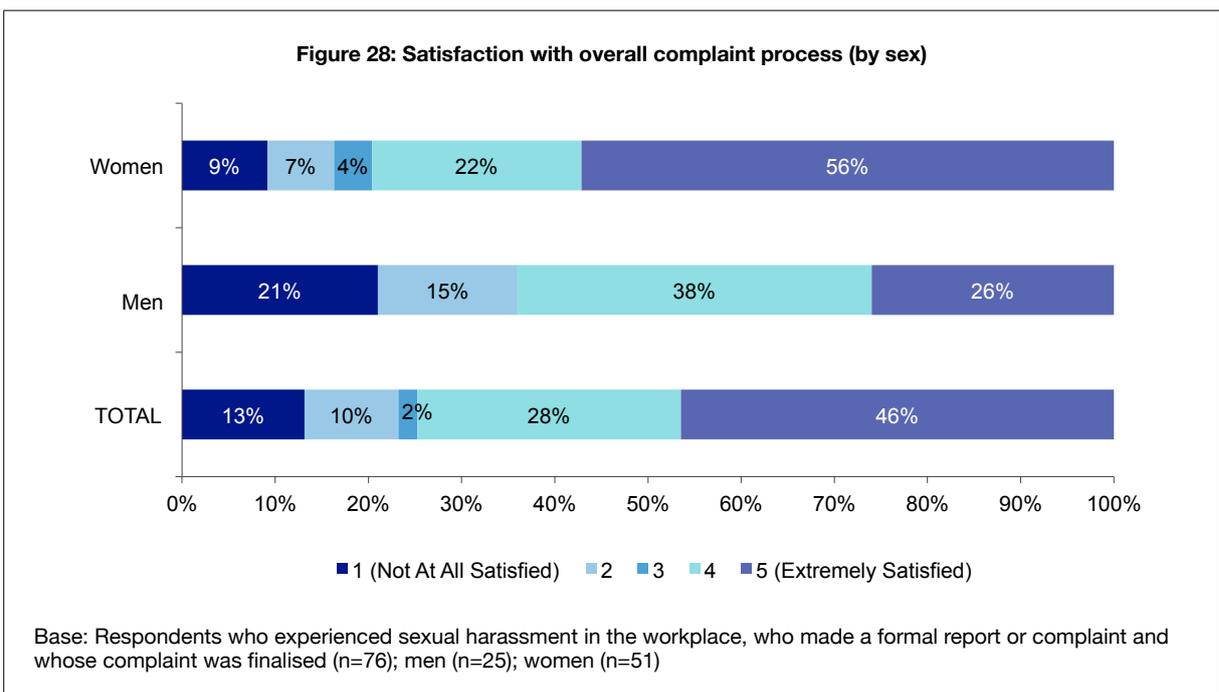
Just over half (52%) of respondents who made a formal report or complaint related to sexual harassment indicated that there were no consequences for the company or **workplace** arising from the report or complaint. Just over a quarter (27%) of respondents said their employer implemented some training or education on sexual harassment. Employers made changes to employment practices or procedures or developed or amended policies on sexual harassment only in a handful of cases (9%).



(f) Satisfaction with reporting and complaint processes

Seventy-four per cent (74%) of respondents who made a formal report or complaint about sexual harassment in the workplace in the past five years, which was finalised, indicated that they were satisfied or extremely satisfied with the complaint process. Women (38/51) were more likely to be satisfied with the complaint process than men (16/25).

Overall, satisfaction with the process has increased from 3.1 in 2008 to 3.8 in 2012.



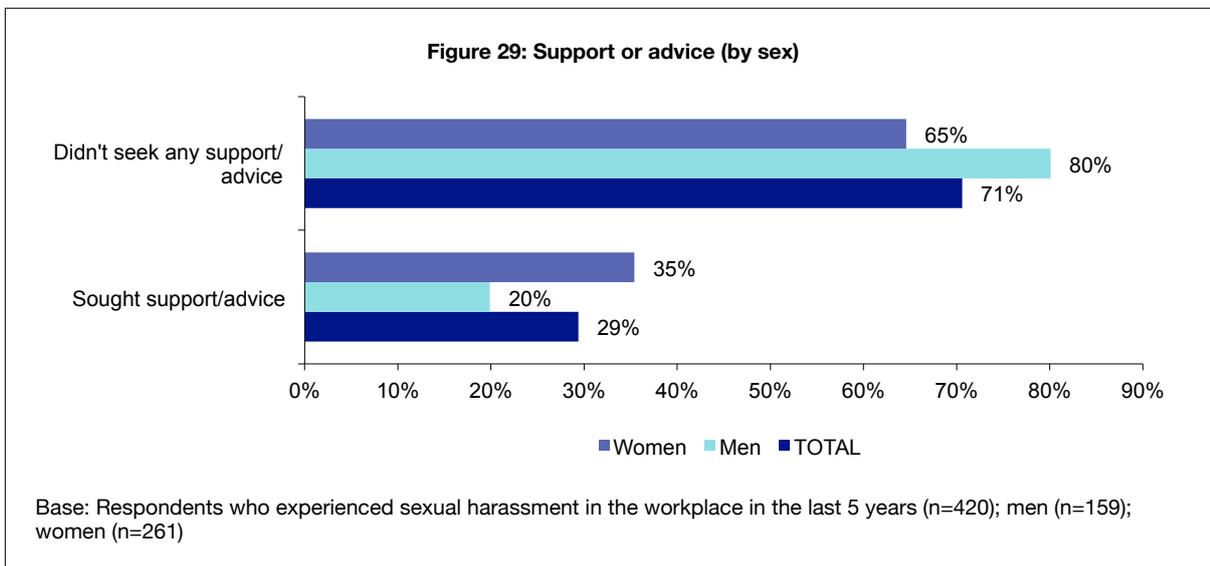
6.2 Support and advice

As in the case of formal reports and complaints, only a small proportion of persons who have been sexually harassed in the workplace seek support or advice. When support or advice is sought, it is from a diverse range of actors within the workplace.

(a) Number

Respondents who said they had been sexually harassed in the workplace in the last five years (n=420) were asked whether or not they sought any support or advice following the harassment. Less than one-third (29%) of respondents indicated that they had sought support or advice. This was almost the same as in 2008 (30%).

Women (35%) were more likely than men (20%) to seek support or advice.

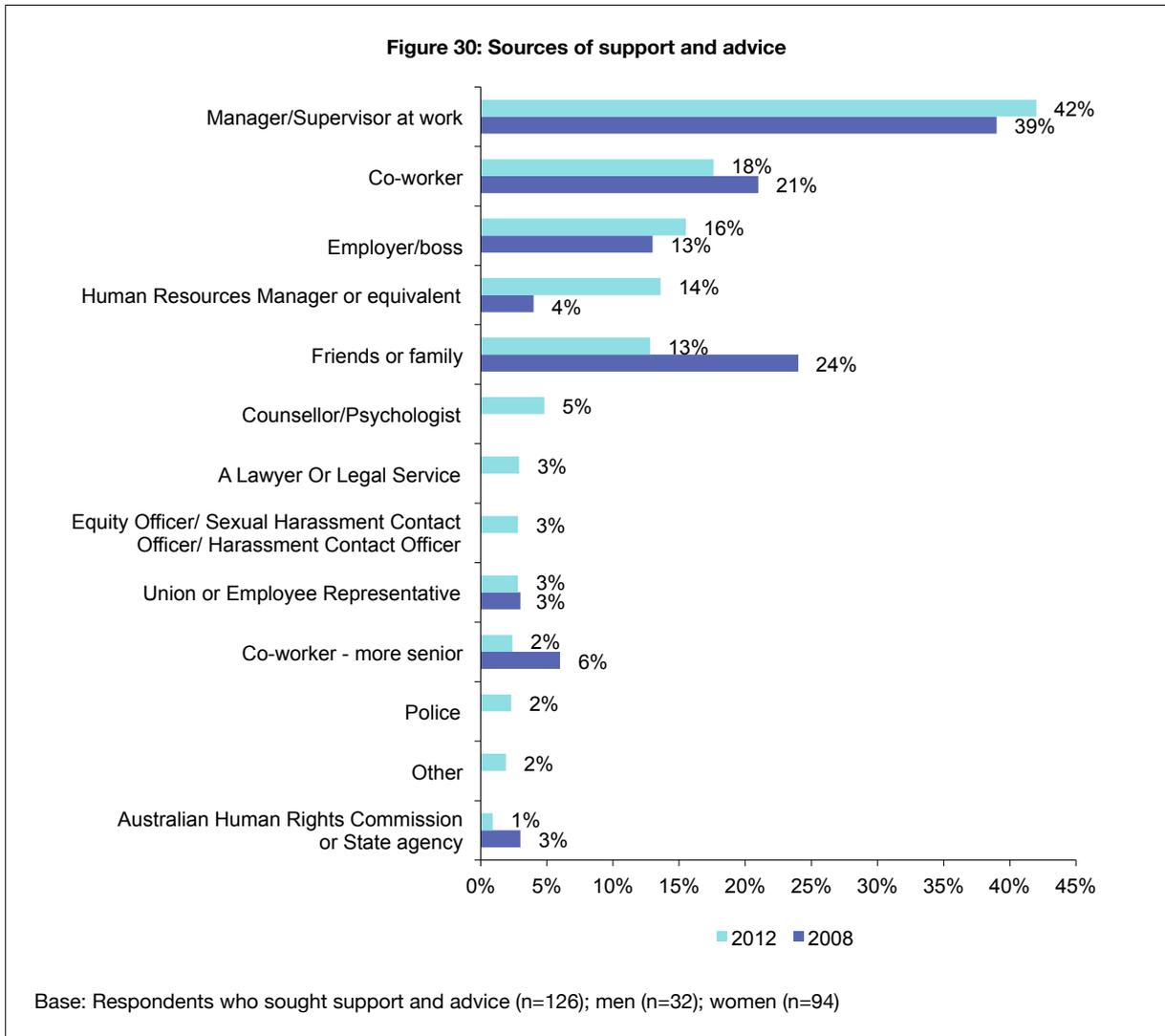


(b) Sources

Targets of sexual harassment were more likely to seek support or advice from their employer or one of its representatives than from external actors. Managers and supervisors (42%), co-workers (18%) and employers / the boss (16%) were the most common sources of support and advice following sexual harassment in the workplace.

Managers and supervisors (39%), friends or family (24%) and co-workers (21%) were the most common sources of support and advice consulted in 2008.





6.3 Reasons for not reporting or seeking support or advice

Respondents who did not make a formal report or complaint or seek support or advice following sexual harassment (n=333) were asked to explain why they did not take such action. The 2012 National Survey was the first to ask why respondents did not seek support or advice, with previous surveys focusing only on why respondents did not submit a formal report or complaint.

The most common reasons for not making a formal report or complaint or seeking support or advice were that the target:

- dealt with the situation themselves, either by telling the harasser that the harassment was inappropriate or to stop the harassment (women: 14%; men 16%)
- perceived that the harassment was not serious enough (women: 13%; men: 18%).

Women (10%) were more likely than men (5%) to feel that the harasser was too senior, but an equal proportion of women and men believed it was easier to keep quiet than to make a formal report or complaint or seek support or advice (9%).

Men were more likely than women to say that the harassment didn't bother them (men: 9%; women: 3%), they weren't offended or only mildly offended (men: 6%; women: 2%) or the harasser did not mean to offend them (men: 5%; women: 3%).

More women (4%) than men (1%) felt that they might get fired if they made a formal report or complaint or sought support or advice about sexual harassment or could not trust the people to whom they would be required to submit a report or complaint of sexual harassment (women: 4%; men: 2%).

A number of women and men provided 'other' reasons for not making a formal report or complaint or seeking support or advice. Reasons provided by respondents included that it wasn't 'manly' to make a complaint, they were old enough to deal with the harassment themselves and they didn't want to satisfy the harasser with a reaction.

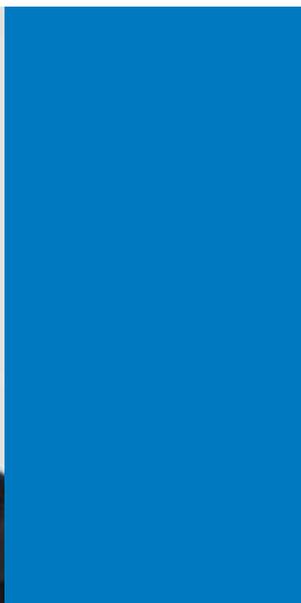
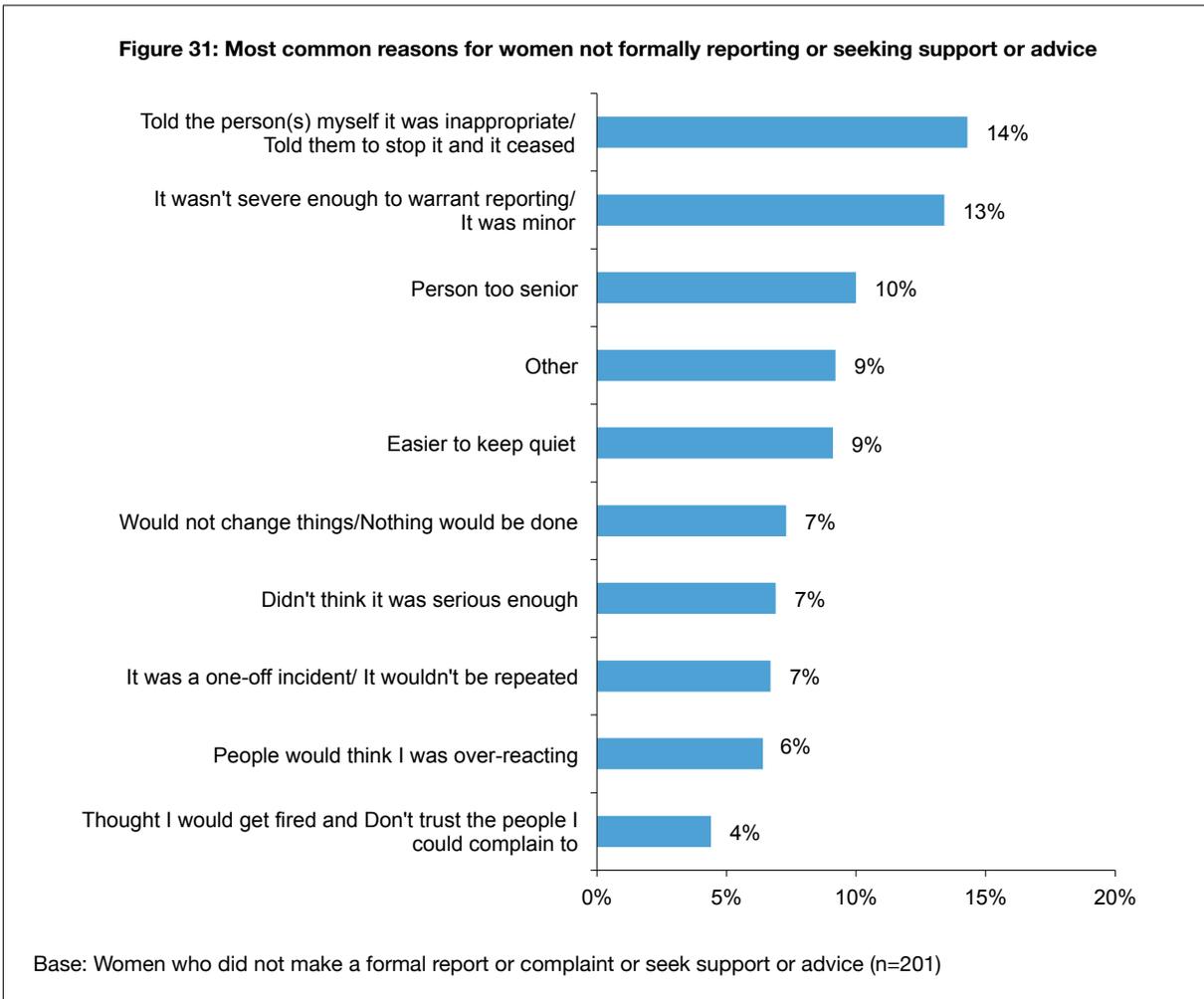
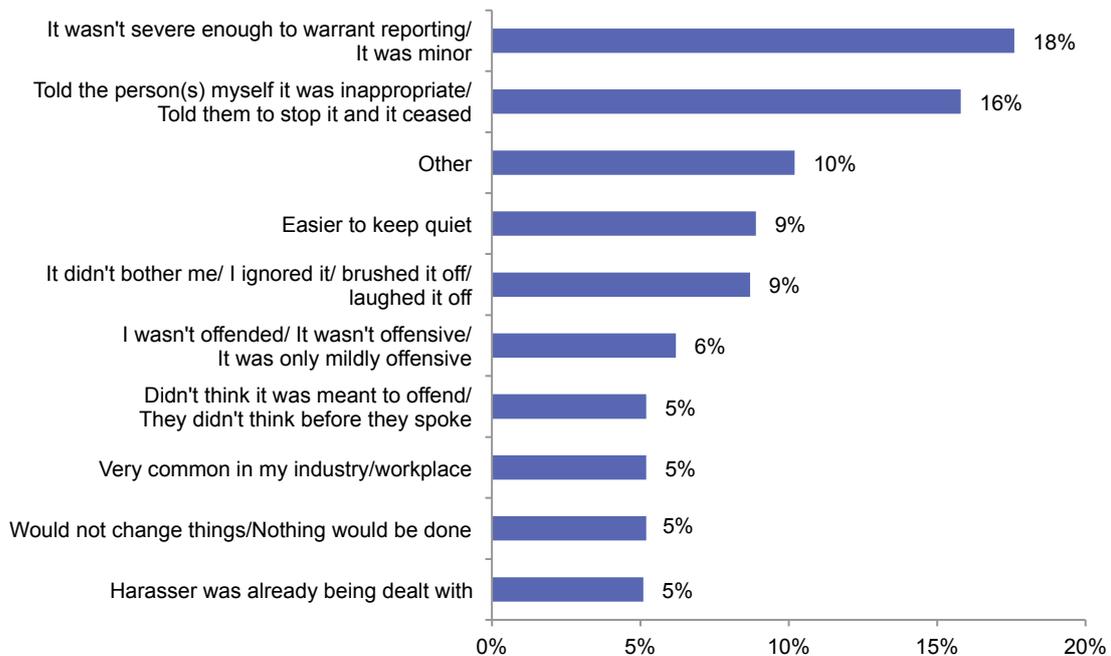


Figure 32: Most common reasons for men not formally reporting or seeking support or advice



Base: Men who did not make a formal report or complaint or seek support or advice (n=132)

6.4 Bystander actions

A majority of individuals who have witnessed or subsequently learned about sexual harassment in their workplace (bystanders) have taken action to prevent or reduce the harm of the harassment. Although a wide range of actions were reported, the most common were to talk or listen to the target and offer him or her advice. There were no consequences, either positive or negative, for the overwhelming majority of bystanders who took action in response to sexual harassment.

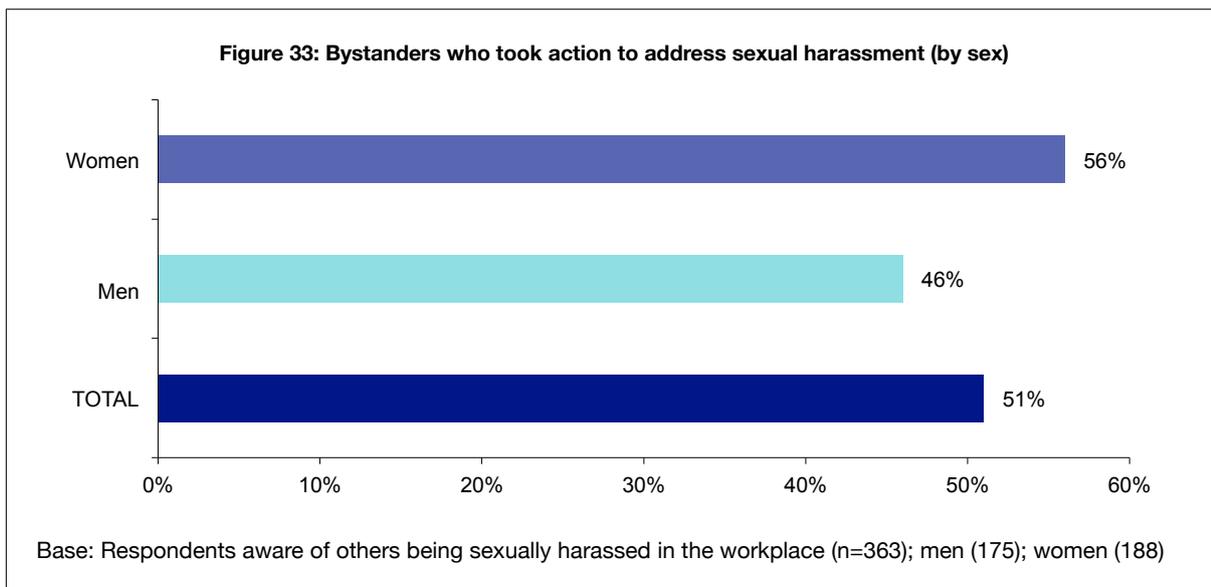
(a) Number

Just over half (51%) of bystanders took action to prevent or reduce the harm of the harassment, underscoring the need for employers to support bystanders.

What are bystander actions?³¹

Bystander approaches to sexual harassment focus on the ways in which individuals who are not the targets of harassment intervene to prevent and reduce the harm of sexual harassment. Individuals can be **active bystanders**, meaning that they take action (**bystander actions**) to prevent or reduce the harm of sexual harassment. Alternatively, individuals can be **passive bystanders**, meaning that they take no action after observing or being informed about sexual harassment.

Women (56%) were more likely than men (46%) to take bystander actions after witnessing or hearing about sexual harassment in the workplace.



A direct comparison with previous waves of the survey is not possible for bystander actions. Reasons for this include the broader definition of bystander used in the 2012 National Survey (which includes bystanders who heard about sexual harassment).

However, it is interesting to note that 82% of bystanders who witnessed sexual harassment in their workplace firsthand (as opposed to hearing about it after the incident(s) occurred) took some sort of action in response to that harassment. This is slightly lower than the proportion of bystanders who took action after witnessing sexual harassment in their workplace in the 2008 National Survey (88%) and the 2003 National Survey (87%).

Research suggests that the likelihood of a bystander taking action to prevent or reduce the harm of sexual harassment and the type of action (ie low involvement, high involvement) taken may be influenced by a variety of factors, including the:

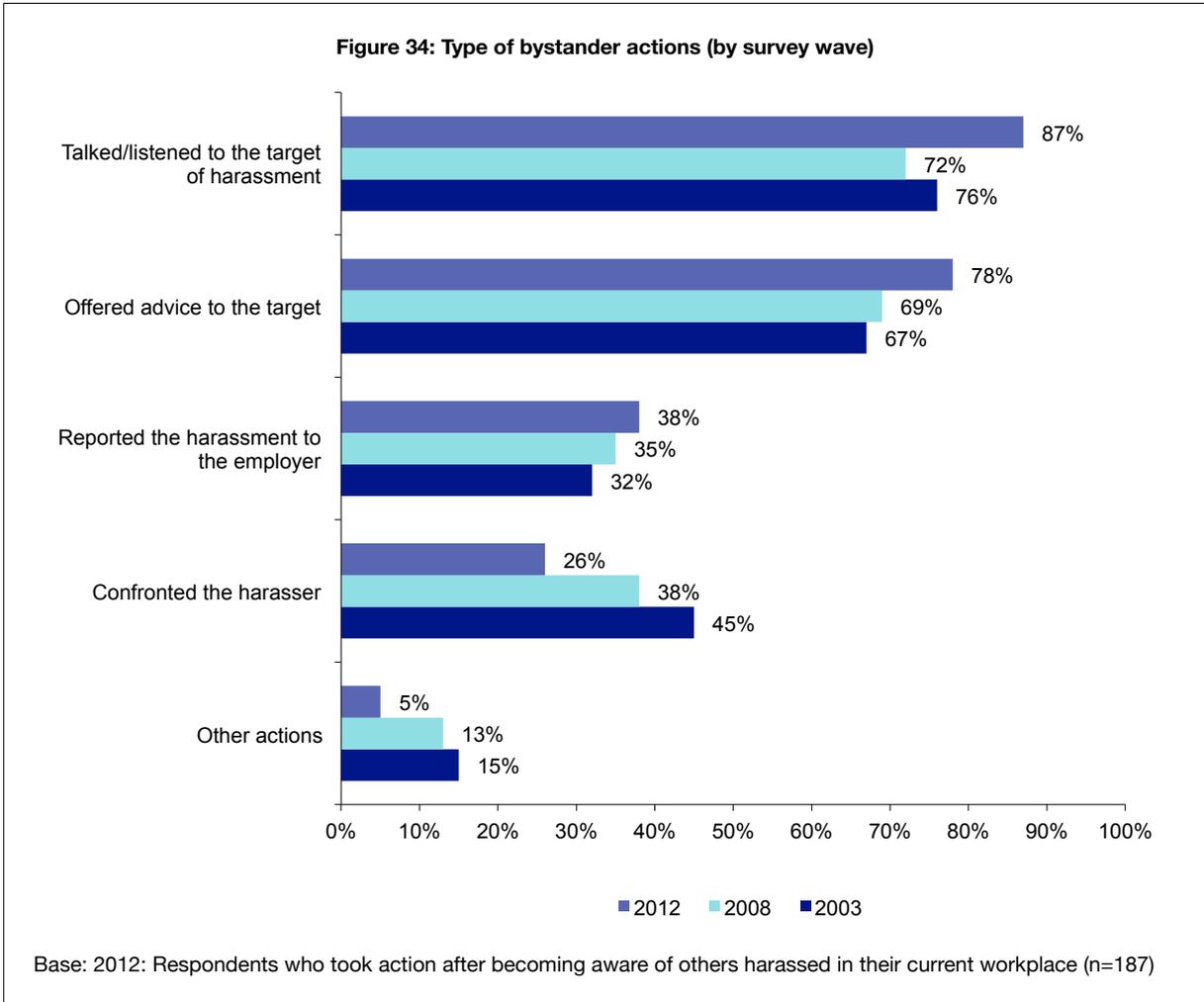
- proximity of the bystander to the harassment, including whether or not he or she witnessed it firsthand
- organisational environment (eg the extent to which advocacy for targets is supported)
- extent to which the bystander identifies with the target of the harassment
- bystander’s perception of the benefits and costs of taking action.³²

A bystander may be more likely to take action if they witnessed the sexual harassment firsthand, feel that their workplace supports such action, identify with the target and / or perceive that the benefits of taking such action outweigh the costs. Thus, the inclusion in the 2012 National Survey of bystanders who *heard* about sexual harassment in their workplace after the incident occurred (rather than witnessed it firsthand) could contribute to lower levels of bystander action, as their proximity to the harassment is not as immediate as those who witness sexual harassment.

(b) Type

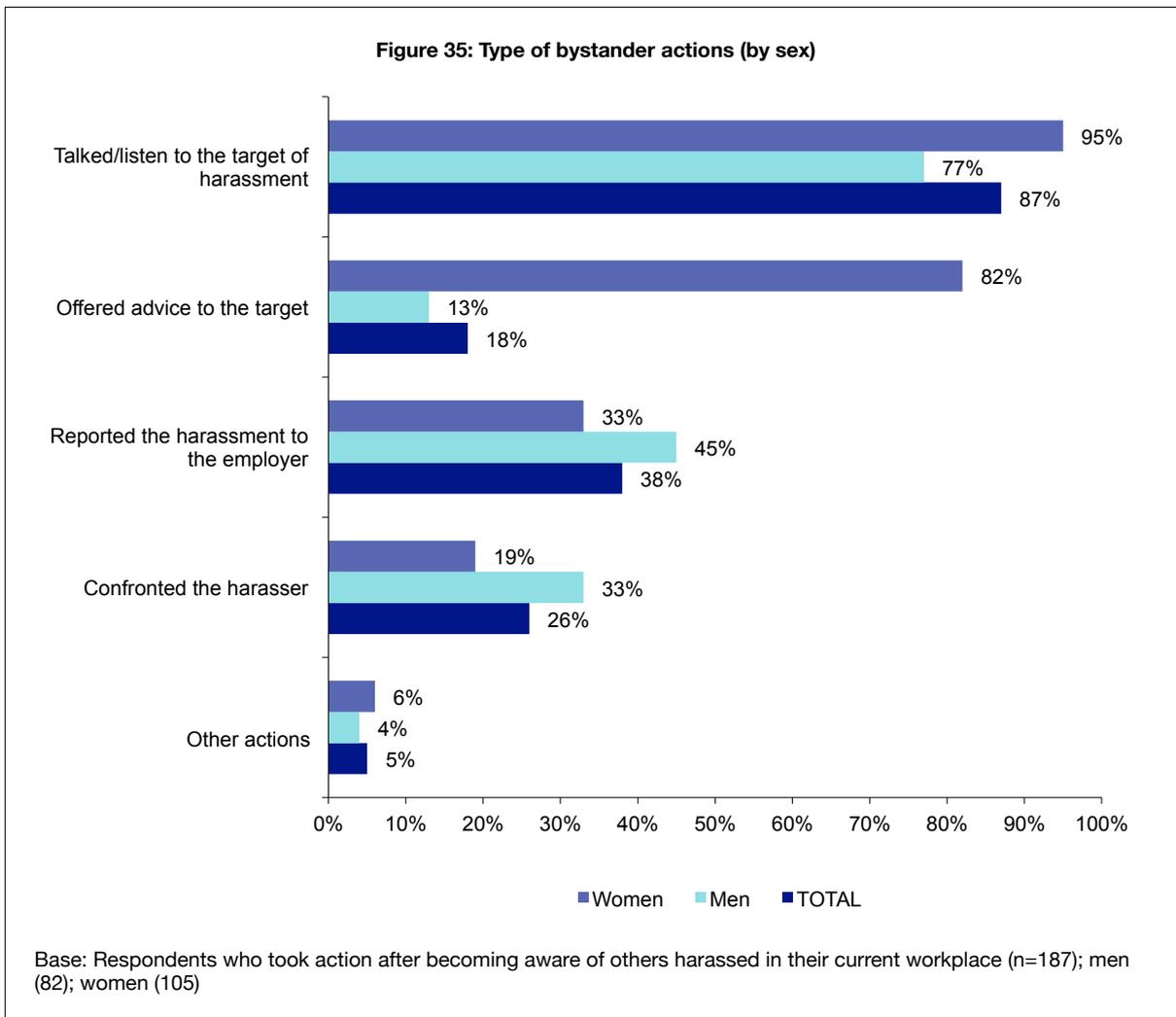
The most common actions taken by sexual harassment bystanders were to talk to or listen to the target (87%) or offer the target advice (78%). This is consistent with the most common actions reported in 2003 (76% and 67%, respectively) and 2008 (72% and 69%, respectively).

The percentage of people who decided to confront the harasser themselves has fallen from 45% in 2003 to 38% in 2008 to 26% in 2012. This may be an indication that workers are more aware of alternative ways of dealing with workplace harassment (eg internal reporting mechanisms) or are more fearful of the negative repercussions of confronting the harasser themselves.



Women were more likely than men to talk to or listen to the target (95% women, 77% men) or offer the target advice (82% women, 73% men). In contrast, men were more likely than women to report the harassment to their employer (45% men, 33% women) or to confront the harasser (33% men, 19% women).

Examples of 'other' actions included reporting the harassment through or participating in an internal workplace mechanism, participating in education and training, and reporting the incident through an external mechanism (eg police, professional organisations).



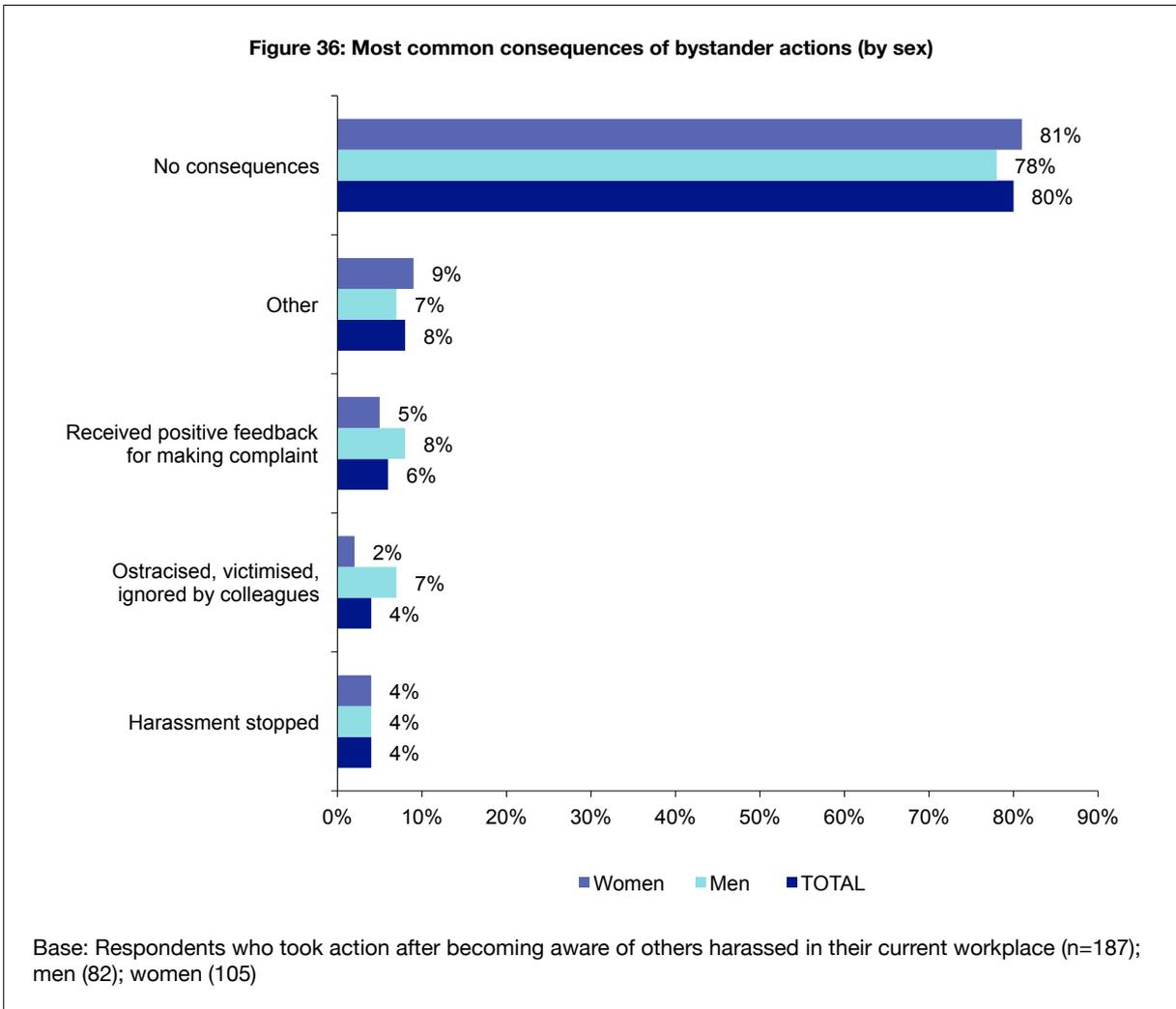
(c) Outcomes

For the first time, sexual harassment bystanders were asked whether there were any consequences for them of taking action to prevent or reduce the harm of the harassment. There were no consequences, either positive or negative, for the overwhelming majority of respondents (81%) who took bystander action.

A small proportion of bystanders received positive feedback for making a complaint about the harassment (6%) or said that the harassment stopped (4%).

A small proportion of bystanders indicated that taking action had negative consequences for them. This included being ostracised, victimised or ignored by colleagues (4%), with men (7%) more likely than women (2%) to report those outcomes. It also included resignation or being labelled a trouble-maker, disciplined or transferred (3%) and dismissal (1%).

Eight per cent (8%) of respondents reported ‘other’ consequences after taking bystander action. Examples included receiving threatening telephone calls and being asked by human resources to inform colleagues of the situation.



6.5 Access to information about sexual harassment

The Internet is the most common preferred source of information about sexual harassment across all age groups (56%). Other preferred sources of information include human resource managers (12%), print media (12%), TV or radio (9%), friends or family (8%), employers or boss (5%) and the Commission or its state and territory equivalents (5%).

Friends and family (29%) and school teachers or university lecturers (32%) were identified as preferred sources of information about sexual harassment amongst persons between 15 to 17 years of age. Only 1% of this age group identified human resource managers as their preferred sources.

6.6 Conclusion

The low rates of reporting suggest a need to improve awareness within workplaces about the existence and potential benefits of using internal report and complaint mechanisms to address sexual harassment. At the same time, there is a need to ensure that appropriate mechanisms are put in place to protect against the negative consequences that may be experienced by targets and bystanders when they make a formal report or complaint about sexual harassment.

Outside formal reporting and complaints processes, there is a need to ensure that a diverse range of workplace actors are trained to provide effective support and advice to individuals who may have experienced, or are experiencing, sexual harassment.

This includes creating an enabling environment to encourage and empower bystanders to take immediate and effective action to prevent and reduce the harm of sexual harassment. This will require the development and implementation of a range of prevention strategies, beginning with primary prevention strategies (eg sexual harassment training, including on the different forms of bystander involvement). These strategies should be supplemented with secondary prevention strategies (eg implementing effective reporting and complaint processes, including addressing the risks of victimisation to bystanders) and tertiary prevention strategies (eg supporting bystanders who take action).³³ Central to each of these strategies is ensuring that bystanders feel that their workplace supports action to prevent and reduce the harm of sexual harassment.



How can I make a complaint of sexual harassment under the Sex Discrimination Act to the Australian Human Rights Commission?

What can I do if I experience sexual harassment?

If you feel safe and comfortable with taking a direct approach, you may want to deal with the situation yourself by raising it with the person or people involved. If you experience sexual harassment in your employment, you may also want to try and resolve the situation by talking to your supervisor, manager or employer. If your workplace has a human resources manager or equity officer / harassment contact officer, they may also be able to assist you.

If this does not resolve the situation, or you do not feel comfortable doing this, you can make a complaint to the Australian Human Rights Commission. You can also have someone, such as a solicitor or trade union, make a complaint on your behalf.

It does not cost anything to make a complaint to the Commission.

Your complaint needs to be put in writing. The Commission has a complaint form that you can fill in and post or fax to us or you can lodge a complaint online at our website. If you are not able to put your complaint in writing, we can help you with this. A complaint can be made in any language. If you need a translator or interpreter, the Commission can arrange this for you.

What will happen with my complaint?

When the Commission receives a complaint alleging sexual harassment that is covered by the *Sex Discrimination Act 1984* (Cth), the President of the Commission can investigate the complaint and try to resolve it by conciliation. The Commission is not a court and cannot determine that discrimination has happened. The Commission's role is to get both sides of the story and help those involved resolve the complaint.

Generally, the Commission will tell the person or organisation the complaint is against (the respondent) about your complaint and give them a copy of the complaint. The Commission may ask the respondent for specific information or a detailed response to your complaint.

Where appropriate, the Commission will invite you to participate in conciliation. Conciliation is an informal process that allows you and the respondent to talk about the issues and try to find a way to resolve the complaint.

If your complaint is not resolved or it is discontinued for another reason, you can take your complaint to the Federal Court of Australia or the Federal Magistrates Court.

Where can I get more information?

The Australian Human Rights Commission's contact details are:

Telephone

Complaint Info line: 1300 656 419 (local call)
TTY: 1800 620 241 (toll free)
Fax: (02) 9284 9611

Post

Australian Human Rights Commission
GPO Box 5218
Sydney NSW 2001

Online

Website: www.humanrights.gov.au

You can make a complaint online by going to
http://www.humanrights.gov.au/complaints_information/lodging.html

If you are deaf or hearing impaired you can contact us by TTY on 1800 620 241. If you need an Auslan interpreter, the Commission can arrange this for you.

If you are blind or have a vision impairment, the Commission can provide information in alternative formats on request.

If you are thinking about making a complaint, you might also want to consider obtaining legal advice or contacting your trade union. There are community legal services that can provide free advice about discrimination and harassment. Contact details for your closest community legal centre can be found at www.naclc.org.au/directory.

- 1 Human Rights and Equal Opportunity Commission, *20 Years On: The Challenges Continue...; Sexual Harassment in the Australian Workplace* (2004). At http://humanrights.gov.au/sex_discrimination/workplace/challenge_continues/data/download.html (viewed 4 October 2012).
- 2 Australian Human Rights Commission, *Sexual Harassment: Serious Business; Results of the 2008 Sexual Harassment National Telephone Survey* (2008). At http://humanrights.gov.au/sexualharassment/serious_business/index.html (2008 National Survey) (viewed 4 October 2012).
- 3 Each wave of the sexual harassment national telephone survey investigated the prevalence, nature and reporting of sexual harassment in Australian workplaces in the preceding five year period (2003 National Survey: 1998 to 2003; 2008 National Survey: 2003 to 2008; 2012 National Survey: 2007 to 2012).
- 4 Human Rights and Equal Opportunity Commission, *A Bad Business: Review of Sexual Harassment Complaints 2002* (2002). At http://humanrights.gov.au/sex_discrimination/workplace/bad_business/index.html (viewed 4 October 2012).
- 5 Human Rights and Equal Opportunity Commission, *Gender Equality: What Matters to Australian Women and Men, The Listening Tour Community Report* (2008), 14-15. At http://humanrights.gov.au/sex_discrimination/listeningtour/index.html (viewed 4 October 2012).
- 6 Australian Human Rights Commission, *Gender Equality Blueprint* (2010), 19. At http://humanrights.gov.au/sex_discrimination/publication/blueprint/index.html (viewed 4 October 2012).
- 7 Australian Human Rights Commission, *Review into the Treatment of Women in the Australian Defence Force: Phase 2 Report* (2012), 250-278. At <http://humanrights.gov.au/defencereview/index.html> (viewed 4 October 2012).
- 8 Every year, Roy Morgan Research conducts over 50,000 face-to-face interviews in Australia. These interviews form the basis of its Single Source Database. Approximately 40% of participants also return additional self-completion diaries, the Product Poll and Media Diary.
- 9 A public notice was placed on the website of the Commission and sent to its 'Indigenous Social Justice' electronic mailing list. See http://www.humanrights.gov.au/sex_discrimination/survey/index.html (viewed 4 October 2012). A public notice was also placed on the website of the National Congress of Australia's First People inviting Aboriginal and Torres Strait Islander peoples to nominate to participate in the 2012 National Survey.
- 10 According to the 2006 Census, Aboriginal and Torres Strait Islander peoples represent 1.8% of the Australian population aged 15 years and over.
- 11 See also Paula McDonald, Sara Charlesworth and Somali Cerise, 'Below the "Tip of the Iceberg": Extra Legal Responses to Workplace Sexual Harassment' (2011) 34 *Women's Studies International Forum* 278, 287; Sara Charlesworth, Paula McDonald and Somali Cerise, 'Naming and Claiming Sexual Harassment in Australia' (2011) 46(2) *Australian Journal of Social Issues* 141, 155.
- 12 It is important to acknowledge that sexual harassment is also unlawful under the anti-discrimination laws of all Australian states and territories and that there are some differences in the legal regulation and operation of the prohibitions against sexual harassment in those jurisdictions.
- 13 Section 28A of the *Sex Discrimination Act 1984* (Cth) defines sexual harassment as follows:
 (1) For the purposes of this Division, a person sexually harasses another person (the *person harassed*) if:
 (a) the person makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to the person harassed; or
 (b) engages in other unwelcome conduct of a sexual nature in relation to the person harassed;
 in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the person harassed would be offended, humiliated or intimidated.
 (1A) For the purposes of subsection (1), the circumstances to be taken into account include, but are not limited to, the following:
 (a) the sex, age, marital status, sexual preference, religious belief, race, colour, or national or ethnic origin, of the person harassed;
 (b) the relationship between the person harassed and the person who made the advance or request or who engaged in the conduct;
 (c) any disability of the person harassed;
 (d) any other relevant circumstance.
 (2) In this section: *conduct of a sexual nature* includes making a statement of a sexual nature to a person, or in the presence of a person, whether the statement is made orally or in writing.
- 14 *Sex and Age Discrimination Legislation Amendment Act 2011* (Cth), ss 53-54.
- 15 *Sex Discrimination Act 1984* (Cth), s 28A(1A).
- 16 Above, s 28B. A 'workplace participant' is defined as: '(a) an employer or employee; (b) a commission agent or contract worker; (c) a partner in a partnership'.
- 17 Above, s 28G.
- 18 Although the incidence of sexual harassment was higher in 2003 (28%), this difference was explained in the 2008 National Survey report. See 2008 National Survey, above 2, 11-12, 37-38.
- 19 The 2008 National Survey did not disaggregate this data on the basis of sex.
- 20 See also Charlesworth, McDonald and Cerise, above 11.
- 21 Australian Human Rights Commission, *Encourage. Support. Act! Bystander Approaches to Sexual Harassment in the Workplace* (2012), 3. At <http://humanrights.gov.au/sexualharassment/bystander/index.html> (viewed 4 October 2012).
- 22 *Ibid.*
- 23 It should be noted that the 2003 National Survey data is based on respondents who reported sexual harassment in the workplace in the last five years based on the legal definition only. Data from the 2008 and 2012 National Surveys is based on those who reported sexual harassment in the workplace according to the legal definition and on those who experienced at least one type of behaviour considered to constitute sexual harassment. Comparisons will therefore be made between the 2008 National Survey and 2012 National Survey only, with the exception of two items in the 2012 National Survey list of behaviours that were not included in the 2008 National Survey ('sexual gestures, indecent sexual exposure or inappropriate display of the body' and 'any other unwelcome conduct of a sexual nature').
- 24 It should be noted that the small decrease for most types of behaviours does not imply an overall decrease in the incidence of sexual harassment. Rather, this question reflects the distribution of the types of behaviours experienced across the working population. The 2012 National Survey contained two extra response options that may have affected the distribution of responses across the remaining behaviour types.
- 25 This includes 'unwelcome touching, hugging, cornering or kissing', 'inappropriate physical contact' and 'actual or attempted rape'. The majority (10/14) of respondents who experienced *physical* harassment (n=14) said it was a one-off incident. Two respondents reported that the harassment was sporadic: for one of those respondents, it lasted four to six months and, for the other, it was ongoing. In contrast, the 2008 National Survey found that respondents who experienced physical harassment were more likely to report that it lasted in excess of one month.
- 26 Sexual harassment was also most likely to be a one-off incident for those who experienced *non-physical* harassment (n=309) (41%), consistent with the findings of the 2008 National Survey.
- 27 While the 2003 and 2008 National Surveys recorded the age of respondents, neither survey asked respondents their age at the time they were sexually harassed.
- 28 Australian Bureau of Statistics, *Labour Force, Australia (6291.0.55.001)* (August 2012). At <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6291.0.55.001> (viewed 4 October 2012).
- 29 For the purposes of the 2012 National Survey, 'small workplaces' means workplaces with fewer than 25 employees, 'medium workplaces' means workplaces with 26 to 100 employees and 'large workplaces' means workplaces with more than 100 employees.
- 30 See also Sara Charlesworth et al., *Formal Complaints of Workplace Sexual Harassment Lodged with Australian Human Rights and Equal Opportunity Commissions* (2012). At <http://w3.unisa.edu.au/hawkeinstitute/cwl/documents/sexual-harassment-report.pdf> (viewed 4 October 2012).
- 31 Australian Human Rights Commission, above 21, 3.
- 32 Above, 20-23.
- 33 Above, 35-40.

Appendix 1

2012 National Survey questionnaire

RDD INTRODUCTION

Good [Morning/ Afternoon/ Evening]. My name is (SAY NAME) from Roy Morgan Research. We are conducting an important study on behalf of the Australian Human Rights Commission. May I please speak to the youngest male in the household aged 15 and over?

IF NECESSARY, RE-INTRODUCE

We are conducting a social survey about sexual harassment in Australian workplaces on behalf of the Australian Human Rights Commission.

IF NECESSARY: The survey will take approximately 12 minutes and will be used for research purposes only. Your answers will remain strictly confidential. You will not be identified in any way in the results. Your answers will be combined with the information from hundreds of other participants across Australia.

IF QUERIED ABOUT HOW NAME OR NUMBER WAS SOURCED (I.E. UNLISTED NUMBER) SAY: We are contacting people from all over Australia. A computer has randomly generated numbers for us to phone.

IF NECESSARY, ADD: We really would like to include your opinion and experience in this survey to ensure a representative and diverse sample of Australians.

ATSI SAMPLE INTRODUCTION

Good [Morning/ Afternoon/ Evening]. My name is (SAY NAME) from Roy Morgan Research. May I please speak to [SAY NAME]?

IF NECESSARY, RE-INTRODUCE

We are conducting a social survey about sexual harassment in Australian workplaces on behalf of the Australian Human Rights Commission. We have received your expression of interest to participate in this study.

IF NECESSARY: The survey will take approximately 12 minutes and will be used for research purposes only. Your answers will remain strictly confidential. You will not be identified in any way in the results. Your answers will be combined with the information from hundreds of other participants across Australia.

IF NECESSARY, ADD: We really would like to include your opinion and experience in this survey to ensure a representative and diverse sample of Australians.

SS SAMPLE INTRODUCTION

Good [Morning/ Afternoon/ Evening]. My name is (SAY NAME) from the Roy Morgan Research. May I please speak to [SAY NAME]?

IF NECESSARY, RE-INTRODUCE

We really appreciate your assistance by taking part in our National Consumer Poll survey and would greatly appreciate your help again. We are conducting a social survey about sexual harassment in Australian workplaces on behalf of the Australian Human Rights Commission.

IF NECESSARY: The survey will take approximately 12 minutes and will be used for research purposes only. Your answers will remain strictly confidential. You will not be identified in any way in the results. Your answers will be combined with the information from hundreds of other participants across Australia.

IF NECESSARY, ADD: We really would like to include your opinion and experience in this survey to ensure a representative and diverse sample of Australians.

ASK ALL:

11. Would you like to participate?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes	CONTINUE
2	No	TERMINATE

IF YES CONTINUE, IF NO TERMINATE.

IF NECESSARY, SAY: *Is now a good time or would it be more convenient if I made an appointment to speak to you at another time?*

IF NECESSARY, MAKE AN APPOINTMENT.

ASK ALL:

I2. This call may be monitored by a supervisor for training purposes. Supervisors are bound by the same confidentiality requirements as interviewers. Do you agree to this call being monitored?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes	CONTINUE
2	No	ALERT SUPERVISOR TO EXCLUDE FROM MONITORING – CONTINUE

IF SS RECONTACT ONLY, ASK:

SS0. Do you have a landline number?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes	TERMINATE
2	No	CONTINUE

IF RESPONDENT HAS A LANDLINE NUMBER TERMINATE, SAY:

Thank you for your time, but we have already spoken to enough people who have a land line number.

ASK ALL:

S1. Can you please confirm your gender?

SINGLE RESPONSE – INTERVIEWERS NOTE: DO NOT READ

1	Male	CONTINUE
2	Female	CONTINUE
3	Other (SPECIFY) _____	CONTINUE

ALL CONTINUE

IF SEX QUOTA FULL, TERMINATE, SAY:

Thank you for your time and assistance but we have spoken to enough males/females.

S1a. Can you please tell me your postcode?

SINGLE RESPONSE – INTERVIEWERS NOTE: DO NOT READ

___ CODE NUMERIC 1-9999

ALL CONTINUE

IF GEOGRAPHIC QUOTA FULL, TERMINATE, SAY:

Thank you for your time and assistance but we have spoken to enough people in your area.

S1b. Which of these age groups are you in?

SINGLE RESPONSE – INTERVIEWER NOTE: READ OUT

1	15-17	GO TO PARPER
2	18-29	GO TO S2
3	30-39	GO TO S2
4	40-49	GO TO S2
5	50-64	GO TO S2
6	65+	GO TO S2
7	NONE OF THESE GROUPS	ASK FOR SOMEONE IN THE HOUSEHOLD WHO IS OVER 15 – RESTART FROM INTRODUCTION

IF AGE QUOTA FULL, TERMINATE, SAY:

Thank you for your time and assistance but we have spoken to enough people in your age group.

CODE 1 CONTINUES TO PARPER. CODE 7 RESTARTS THE INTERVIEW. ALL OTHER CODES GO TO S2.

IF RESPONDENT IS UNDER 18 YEARS (CODE 1 ON S1b) ASK:

[Single]

Could we please speak to a parent or guardian?

INTERVIEWER NOTE: PLEASE WAIT TO SPEAK TO PARENT OR GUARDIAN

Hello my name is _____ and I am calling from Roy Morgan Research. We are conducting an important survey on behalf of the Australian Human Rights Commission. This study investigates the incidence and nature of sexual harassment in the workplace and in the process of looking for work. As the Commission is particularly interested in including the experience and attitude of younger people, we would like to ask your permission for your child to participate.

PARPER

- 1 PARENT/ GUARDIAN AGREES
- 2 PARENT/ GUARDIAN DOES NOT AGREE

IF PARENT/ GUARDIAN AGREES (CODE 1 ON PARPER) SAY:

Thank you for allowing your child to participate. This survey covers important current issues in Australia. The views of your child are very important for this study. If you choose, you can be present while your child completes this survey, but as it is very important that your child is allowed to answer each question by himself/herself, please do not influence or suggest the answers.

ENDIF

IF PARENT/ GUARDIAN DOES NOT AGREE (CODE 2 ON PARPER) SAY:

We respect and understand your reasons for deciding not to allow your child to take part in this survey. Thank you for your assistance.

ENDIF

S2. What is the main language spoken at home?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ LIST

1	English	CONTINUE
2	Italian	CONTINUE
3	Greek	CONTINUE
4	Cantonese	CONTINUE
5	Mandarin	CONTINUE
6	Arabic	CONTINUE
7	Vietnamese	CONTINUE
97	Other (SPECIFY) _____ (DO NOT READ)	CONTINUE

ALL CONTINUE

READ OUT:

This is an important study of the prevalence and impact of sexual harassment. Firstly, I would like to read the definition of Sexual Harassment. I'd like to assure you that your answers to these questions are completely confidential.

“Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which, in the circumstances, a reasonable person, aware of those circumstances, would anticipate the possibility that the person would feel offended, humiliated or intimidated.”

ASK ALL:

Q1. Have you ever personally experienced sexual harassment?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ LIST

1	Yes	CONTINUE
2	No	GO TO Q4a

IF CODE 1 ON Q1, ASK:

Q2. Where was that sexual harassment experienced?

SINGLE RESPONSE – INTERVIEWER NOTE: IF PERSON STATES THEY HAD MULTIPLE EXPERIENCES ASK THEM ABOUT THE MOST RECENT EXPERIENCE

INTERVIEWER NOTE: READ OUT

1	At work / in the workplace	CONTINUE
2	While looking for work	CONTINUE
3	In or at a work related event (eg social event, conference)	CONTINUE
4	In the provision of goods or services (eg as a customer)	GO TO Q4a
5	In an educational institution (school, TAFE, university)	GO TO Q4a
97	Elsewhere (SPECIFY) _____	GO TO Q4a

IF CODE 1 OR 2 OR 3 ON Q2, ASK:

Q4. When did this harassment start?

SINGLE RESPONSE – INTERVIEWER NOTE: READ LIST IF REQUIRED

1	Less than 1 year ago	GO TO Q5a
2	Between 1 to 2 years ago	GO TO Q5a
3	Between 2 to 3 years ago	GO TO Q5a
4	Between 3 to 4 years ago	GO TO Q5a
5	Between 4 to 5 years ago	GO TO Q5a
6	More than 5 years ago	GO TO Q5b

IF HAVEN'T EXPERIENCED SEXUAL HARASSMENT (CODE 2 ON Q1), OR IF HAVE EXPERIENCED SEXUAL HARASSMENT BUT NOT IN THE WORKPLACE (CODE 4 OR 5 OR 97 ON Q2), OR IF HAVE EXPERIENCED SEXUAL HARASSMENT IN THE WORKPLACE BUT NOT IN THE LAST FIVE YEARS (CODE 6 TO 99 ON Q4), ASK:

Q4a. In the last five years, have you been working or looking for work?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes	GO TO Q5b
2	No	GO TO Q24

IF CODE 1 OR 2 OR 3 OR 4 OR 5 ON Q4, ASK:

Q5a. Out of the following, how would you describe this harassment? Please answer Yes or No to each one of these definitions. ANSWER YES OR NO FOR EACH ACTION ROTATE

IF CODE 2 ON Q1, OR IF CODE 6 ON Q4 OR IF CODE 1 ON Q4a, ASK:

Q5b. In the last five years, have you experienced any of the following in the workplace or at a work related event in a way that was *unwelcome*? Please answer Yes or No to each one.

ROTATE – STATEMENT ‘M’ SHOULD ALWAYS BE THE FINAL STATEMENT ASKED, THE PENULTIMATE STATEMENT SHOULD BE ‘L’, AND ALL OTHERS SHOULD BE ROTATED WITH STATEMENT ‘K’ NEVER TO BE READ FIRST.

INTERVIEWER NOTE: READ OUT

			Q5a		Q5b	
			1	2	1	2
COLUMNS BELOW FOR DATA PURPOSES ONLY	ROTATE READ LIST		Yes	No	Yes	No
	Unwanted sexual attention	A	Unwelcome touching, hugging, cornering or kissing			
Unwanted sexual attention	B	Inappropriate staring or leering that made you feel intimidated				
Crude / offensive behaviour	C	Sexual gestures, indecent exposure or inappropriate display of the body				
Crude / offensive behaviour	D	Sexually suggestive comments or jokes that made you feel offended				
Crude / offensive behaviour	E	Sexually explicit pictures, posters or gifts that made you feel offended				
Unwanted sexual attention	F	Repeated or inappropriate invitations to go out on dates				
Unwanted sexual attention	G	Intrusive questions about your private life or physical appearance that made you feel offended				
Crude/offensive behaviour	H	Sexually explicit emails or SMS messages				
Sexual assault	I	Inappropriate physical contact				
Unwanted sexual attention	J	Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague				
Sexual coercion	K	Requests or pressure for sex or other sexual acts				
Sexual assault	L	Actual or attempted rape or sexual assault				
Other	M	Any other unwelcome conduct of a sexual nature (SPECIFY) _____				

IF AT LEAST ONE CODE 1 ON Q5A OR Q5B, CONTINUE, OTHERS GO TO Q21

IF AT LEAST ONE CODE 1 ON Q5A OR ON Q5B, ASK:

Q5c. On a scale of 1 to 5, where 1 means not at all offended and 5 means extremely offended, overall how offended did the harassment make you feel?

SINGLE RESPONSE – INTERVIEWER NOTE: REPEAT SCALE IF NECESSARY

Not offended at all				Extremely offended	Don't know (DO NOT READ)
1	2	3	4	5	6

ALL CONTINUE

Q5d. On a scale of 1 to 5, where 1 means not at all intimidated and 5 means extremely intimidated, overall how intimidated did the harassment make you feel?

SINGLE RESPONSE – INTERVIEWER NOTE: REPEAT SCALE IF NECESSARY

Not intimidated at all				Extremely intimidated	Don't know (DO NOT READ)
1	2	3	4	5	6

ALL CONTINUE

Q6 How old were you when the harassment happened? SINGLE RESPONSE

____ CODE NUMERIC 1-99

ALL CONTINUE

Q6a. How long did the behaviour/s go on for?

SINGLE RESPONSE – INTERVIEWER NOTE: READ OUT

1	It was a one off	CONTINUE
2	Less than 1 month	CONTINUE
3	1 to 3 months	CONTINUE
4	4 to 6 months	CONTINUE
5	7 to 12 months	CONTINUE
6	More than one year	CONTINUE
7	Ongoing (continuous)	CONTINUE
8	Sporadic (comes and goes)	CONTINUE
97	Other (SPECIFY) _____ (DO NOT READ)	CONTINUE

Q6b. Do you know if this happened to anyone else in that same place of work?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes	CONTINUE
2	No	GO TO Q7a

IF CODE 1 ON Q6B, ASK:

Q6c. And was the harasser the same person who harassed you?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes	CONTINUE
2	No	CONTINUE

Q6d. Thinking about your workplace at that time, would you say that this type of behaviour was very rare, rare, occurred sometimes or was common?

SINGLE RESPONSE – INTERVIEWER NOTE: REPEAT SCALE IF NECESSARY

1	Very rare	CONTINUE
2	Rare	CONTINUE
3	Occurred sometimes	CONTINUE
4	Common	CONTINUE
98	Don't know (DO NOT READ)	CONTINUE

IF CODE 2 ON Q6b, OR IF ANY CODE ON Q6d, ASK:

Q7a. Did you seek any support or advice about this harassment that happened to you?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes	CONTINUE
2	No	GO TO Q7c

IF CODE 1 ON Q7a, ASK:

Q7b. If YES, who did you seek assistance or advice from?

MULTIPLE RESPONSE – INTERVIEWER NOTE: DO NOT READ LIST

1	Friends or family	GO TO Q7c
2	Manager / supervisor at work	GO TO Q7c
3	Employer / boss	GO TO Q7c
4	Human Resources manager or equivalent at work	GO TO Q7c
5	Equity Officer / Sexual Harassment Contact Officer / Harassment Contact Officer	GO TO Q7c
6	Co-worker	GO TO Q7c
7	Co-worker more senior than you	GO TO Q7c
8	A union or employee representative	GO TO Q7c
9	A lawyer or legal service	GO TO Q7c
10	Australian Human Rights Commission	GO TO Q7c
11	Counsellor / Psychologist	GO TO Q7c
12	The internet (including search engines such as Google and Yahoo)	GO TO Q7c
13	Community based or religious service	GO TO Q7c
14	Ombudsman	GO TO Q7c
15	Police	GO TO Q7c
97	Other (SPECIFY) _____ (DO NOT READ)	GO TO Q7c

ANY CODE ON Q7b, OR IF CODE 2 ON Q7a, ASK:

Q7c. Did you formally report or make a complaint about the harassment to anyone?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes	CONTINUE
2	No	GO TO Q8

IF CODE 1 ON Q7C, ASK:

Q7d. If YES, who did you report the incident to?

MULTIPLE RESPONSE – INTERVIEWER NOTE: READ OUT

1	Manager / supervisor at work	GO TO Q9a
2	Employer / boss	GO TO Q9a
3	Human Resources manager or equivalent at work	GO TO Q9a
4	Equity Officer/Sexual Harassment Contact Officer/ Harassment Contact Officer	GO TO Q9a
5	Co-worker	GO TO Q9a
6	The person harassing you	GO TO Q9a
7	A union or employee representative	GO TO Q9a
8	A lawyer or legal service	GO TO Q9a
9	Australian Human Rights Commission or to a state or territory anti-discrimination agency	GO TO Q9a
97	Other (SPECIFY) _____ (DO NOT READ)	GO TO Q9a

IF CODE 2 ON Q7c, ASK:

Q8. Why did you not seek support or advice or report or make a complaint? (CODE 2 ON Q7a AND CODE 2 ON Q7c)

OR Why did you not report or make a complaint? (CODE 2 ON Q7c BUT NOT CODE 2 ON Q7a)

MULTIPLE RESPONSE – INTERVIEWER NOTE: DO NOT READ LIST, PROBE

			1	2
COLUMNS BELOW FOR DATA PURPOSES ONLY			Yes	No
Not aware of how the complaint process worked or who to report to	A	Not aware of how the complaint process worked or who to report to		
Family / friends / co-workers advised me not to	B	Family/friends/co-workers advised me not to		
No faith in the complaint process / didn't expect justice	C	Easier to keep quiet		
No faith in the complaint process / didn't expect justice	D	Thought I would not be believed		
No faith in the complaint process / didn't expect justice	E	Complaint process would be embarrassing		
No faith in the complaint process / didn't expect justice	F	Complaint process would be difficult		
No faith in the complaint process / didn't expect justice	G	Would not change things / nothing would be done		
No faith in the complaint process / didn't expect justice	H	Sexual harassment is accepted in my workplace		

No faith in the complaint process / didn't expect justice	I	Don't trust the people I could complain to		
No faith in the complaint process / didn't expect justice	J	Lack of confidentiality of the complaint process		
Feared negative consequences for me	K	Person too senior		
Feared negative consequences for me	L	Too scared/frightened		
Feared negative consequences for me	M	People would treat me like the wrongdoer		
Feared negative consequences for me	N	People would think I was over reacting		
Feared negative consequences for me	O	Thought I would get fired		
Feared negative consequences for me	P	Afraid for my career aspirations		
Feared negative consequences for me	Q	Thought my reputation would be damaged		
Feared negative consequences for the harasser	R	Feared negative consequences for the harasser		
It was already dealt with	S	I moved to another place of work		
It was already dealt with	T	Harasser was already being dealt with		
Not serious enough	U	Didn't think it was serious enough Why did you think it was not serious enough? (SPECIFY) _____		
Took care of problem myself	V	Took care of the problem myself How did you take care of it? (SPECIFY) _____		
Other	W	Other (SPECIFY) _____ (DO NOT READ)		

ALL CODES, GO TO Q12

ANY CODE ON Q7d, ASK:

Q9a. What were the positive and/or negative workplace consequences for you, following your complaint?

MULTIPLE RESPONSES – INTERVIEWER NOTE: READ LIST AND PROBE

1	Your employer apologised for failing to prevent the harassment	CONTINUE
2	Your employer paid you compensation because of the harassment. If so, how much? (SPECIFY) _____	CONTINUE
3	The harassment stopped	CONTINUE
4	Your employer provided you with a reference	CONTINUE
5	You received positive feedback for making the complaint	CONTINUE
6	Your shifts were changed	CONTINUE
7	You were transferred	CONTINUE
8	You resigned	CONTINUE
9	You were dismissed	CONTINUE
10	You were demoted	CONTINUE
11	You were disciplined	CONTINUE

12	You experienced other negative outcomes i.e. denied training, no promotion etc	CONTINUE
13	You were ostracised, victimised, ignored by colleagues	CONTINUE
14	You were labelled a trouble-maker	CONTINUE
15	There were no consequences for me	CONTINUE
97	Other (SPECIFY) _____ (DO NOT READ)	CONTINUE
98	Don't know (DO NOT READ)	CONTINUE

Q9b. What were the consequences for the harasser following your complaint?

MULTIPLE RESPONSES – INTERVIEWER NOTE: READ LIST AND PROBE

1	The harasser was disciplined	CONTINUE
2	The harasser was formally warned	CONTINUE
3	The harasser was spoken to	CONTINUE
4	The harasser was transferred	CONTINUE
5	The harasser had his/her shifts changed	CONTINUE
6	The harasser resigned	CONTINUE
7	The harasser apologised	CONTINUE
8	The harasser paid you compensation If yes, how much? (SPECIFY) _____	CONTINUE
9	There were no consequences for the harasser	CONTINUE
97	Other (SPECIFY) _____ (DO NOT READ)	CONTINUE
98	Don't know (DO NOT READ)	CONTINUE

Q9c. What were the consequences of your complaint for the organisation?

MULTIPLE RESPONSES – INTERVIEWER NOTE: READ LIST AND PROBE

1	Your employer developed or changed the existing policy on sexual harassment	CONTINUE
2	Your employer changed a practice or procedure (eg complaints procedure)	CONTINUE
3	Your employer implemented training/education	CONTINUE
4	There were no changes within the organisation following your complaint	CONTINUE
97	Other (SPECIFY) _____ (DO NOT READ)	CONTINUE
98	Don't know (DO NOT READ)	CONTINUE

Q9d. Thinking about the medium to long term consequences for you of the sexual harassment would you say:

MULTIPLE RESPONSES – INTERVIEWER NOTE: READ LIST AND PROBE

1	There were no long term consequences	CONTINUE
2	It has negatively impacted on your employment / career / work	CONTINUE
3	It had financial consequences for you (loss of job / unemployment / in less well paid job)	CONTINUE
4	It has impacted negatively on your relationships with partner / children / friends / family	CONTINUE
5	It has impacted on your self-esteem and confidence	CONTINUE
6	It has impacted on your health and general well-being	CONTINUE
7	There were some positive aspects to the experience, (prompt: greater assertiveness, confidence in managing difficult situations)	CONTINUE
97	Other (SPECIFY) _____ (DO NOT READ)	CONTINUE
98	Don't know (DO NOT READ)	CONTINUE

Q10. What was the time period between when the harassment began and when you reported it?

SINGLE RESPONSE – INTERVIEWER NOTE: READ OUT

1	Immediately / same day / next working day	CONTINUE
2	Less than 1 month	CONTINUE
3	1 to 3 months	CONTINUE
4	4 to 6 months	CONTINUE
97	Other (SPECIFY) _____ (DO NOT READ)	CONTINUE

Q11a. How was your complaint finalised?

SINGLE RESPONSE – INTERVIEWER NOTE: READ OUT

1	Between your boss and yourself	GO TO Q11b
2	Between your employer and yourself	GO TO Q11b
3	With your union's involvement	GO TO Q11b
4	With the involvement of the Australian Human Rights Commission or state or territory anti-discrimination agency	GO TO Q11b
5	By your legal representative/lawyer	GO TO Q11b
6	In Court	GO TO Q11b
7	Not finalised yet	GO TO Q12
97	Other (SPECIFY) _____ (DO NOT READ)	GO TO Q11b

IF CODE 1, OR 2, OR 3, OR 4, OR 5, OR 6, OR 97 ON Q11a, ASK:

Q11b. How long did it take to finalise your complaint?

SINGLE RESPONSE – INTERVIEWER NOTE: READ OUT

1	Immediately / same day / next working day	CONTINUE
2	Less than 1 month	CONTINUE
3	1 to 3 months	CONTINUE
4	4 to 6 months	CONTINUE
5	7 to 9 months	CONTINUE
6	10 to 12 months	CONTINUE
7	More than 12 months	CONTINUE
97	Other (SPECIFY) _____ (DO NOT READ)	CONTINUE

Q11c. On a scale of 1 to 5, where 1 means not at all satisfied and 5 means extremely satisfied, how would you rate the overall process of dealing with your sexual harassment complaint?

SINGLE RESPONSE – INTERVIEWER NOTE: REPEAT SCALE IF NECESSARY

Not at all satisfied				Extremely satisfied	Don't know (DO NOT READ)
1	2	3	4	5	6

ALL CONTINUE

ANY CODE ON Q8, OR CODE 7 ON Q11a, OR ANY CODE ON Q11c, ASK:

Q12. Was the harasser male or female?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Male	CONTINUE
2	Female	CONTINUE

Q13. About how old was the harasser?

SINGLE RESPONSE – INTERVIEWER NOTE: READ LIST IF REQUIRED

1	15 -20 years	CONTINUE
2	21-30 years	CONTINUE
3	31-40 years	CONTINUE
4	41-50 years	CONTINUE
5	51-64 years	CONTINUE
6	65+ years	CONTINUE

Q14. What was the harasser's relationship to you?

SINGLE RESPONSE – INTERVIEWER NOTE: READ LIST IF REQUIRED

1	Supervisor / manager	CONTINUE
2	Boss / employer	CONTINUE
3	Co-worker	CONTINUE
4	Co-worker (more senior)	CONTINUE
5	Client / customer	CONTINUE
6	Others associated with workplace	CONTINUE
97	Other (SPECIFY) _____ (DO NOT READ)	CONTINUE

READ OUT: Now I would like you to think specifically about your workplace when the sexual harassment took place.

Q15. How many employees would there have been at your employer – in total, not just at your workplace?

SINGLE RESPONSE – INTERVIEWER NOTE: READ OUT

1	Less than 25 employees (small)	CONTINUE
2	Between 26 and 100 employees (medium-sized)	CONTINUE
3	More than 100 employees (large)	CONTINUE
98	Don't know (DO NOT READ)	CONTINUE

Q16a. At the time of the harassment, were you working full time, part time or were you looking for work?

SINGLE RESPONSE – INTERVIEWER NOTE: READ OUT

1	Working full-time	CONTINUE
2	Working part-time	CONTINUE
3	Looking for work	GO TO Q18

IF CODE 1 OR 2 ON Q16a, ASK:

Q16b. And was that as a permanent, casual or temporary employee?

SINGLE RESPONSE – INTERVIEWER NOTE: READ OUT

1	Permanent	CONTINUE
2	Casual	CONTINUE
3	Temporary	CONTINUE

Q17. At the time of the harassment how long had you been working for this employer?

SINGLE RESPONSE – INTERVIEWER NOTE: READ OUT

1	Less than 3 months	CONTINUE
2	More than three months but less than 12 months	CONTINUE
3	More than 12 months but less than 3 years	CONTINUE
4	3 or more years	CONTINUE

ANY CODE ON Q17, OR IF CODE 3 ON Q16a ASK:**Q18. In what industry did the harassment take place?****SINGLE RESPONSE – INTERVIEWER NOTE: READ OUT**

1	Agriculture, Forestry and Fishing	CONTINUE
2	Mining	CONTINUE
3	Manufacturing	CONTINUE
4	Electricity, Gas and Water Supply	CONTINUE
5	Construction	CONTINUE
6	Wholesale Trade	CONTINUE
7	Retail Trade	CONTINUE
8	Accommodation, Cafes and Restaurants	CONTINUE
9	Transport and Storage	CONTINUE
10	Communication Services	CONTINUE
11	Finance and Insurance	CONTINUE
12	Property and Business Services	CONTINUE
13	Government Administration	CONTINUE
14	Australian Defence Force	CONTINUE
15	Education	CONTINUE
16	Health and Community Services	CONTINUE
17	Cultural and Recreational Services	CONTINUE
18	Personal and other Services	CONTINUE
97	Other (SPECIFY) _____ (DO NOT READ)	CONTINUE

Q19. What was your occupation at the time the harassment occurred?**SINGLE RESPONSE – INTERVIEWER NOTE: IF NECESSARY READ LIST**

1	Professional Worker – lawyer, doctor, scientist, teacher, engineer, nurse, accountant, investment banker, stock brokerage, marketing, musician	CONTINUE
2	Manager, Executive or Official – in a business, government agency, or other organisation	CONTINUE
3	Business Owner – such as a store, factory, plumbing contractor, etc.	CONTINUE
4	Clerical or Office Worker – in business, government agency, or other type of organization – such as a typist, secretary, postal clerk, telephone operator, computer operator, data entry, bank clerk, etc	CONTINUE
5	Sales Worker – clerk in a store, door-to-door salesperson, sales associate	CONTINUE
6	Manufacturer's Representative – outside sales person, sales representative	CONTINUE
7	Service Worker – policeman / woman, fireman, waiter or waitress, maid, nurse's aide, attendant, barber or beautician, fast-food	CONTINUE
8	Skilled Tradesman – printer, baker, tailor, electrician, machinist, linesman, railroad engineer, plumber, or does mechanical work such as garage mechanic, carpenter, etc.	CONTINUE
9	Semi-skilled Worker – operates a machine in a factory, is an assembly line worker in a factory, drives a truck, taxi cab, or bus, etc.	CONTINUE
10	Unskilled / Labourer / Elementary Occupations – plumber's helper, construction labourer, longshoreman, sanitation worker, maintenance, housekeeping, or other physical work	CONTINUE

11	Technology professional – web designer, network administrator, systems engineer, programmer, systems analyst, Internet, IT	CONTINUE
12	Agriculture and Fishery Workers	CONTINUE
13	Home Duties	CONTINUE
14	Retired / Pensioner	CONTINUE
15	Student	CONTINUE
97	Other (SPECIFY) _____ (DO NOT READ)	CONTINUE
98	Don't know (DO NOT READ)	CONTINUE
99	Refused (DO NOT READ)	CONTINUE

IF ANY CODE 2 ON Q5b, OR IF ANY CODE ON Q19 ASK:

Q21. Have you been aware of sexual harassment happening to someone else in your current workplace in the last five years?

SINGLE RESPONSE – INTERVIEWER NOTE: READ OUT

1	Yes, I observed or witnessed sexual harassment myself	CONTINUE
2	Yes, another person who was sexually harassed told me about it	CONTINUE
3	Yes, I heard about a person who was sexually harassed on the workplace grapevine	CONTINUE
4	No	GO TO Q24

IF CODE 1 OR 2 OR 3 ON Q21, ASK:

Q22. Did you take any of the following actions after witnessing this?

MULTIPLE RESPONSE – ROTATE LIST – INTERVIEWER NOTE: READ OUT

		1	2	3
		Yes	No	Don't know
A	Confront the harasser			
B	Report the harassment to your employer			
C	Talk / Listen to the victim			
D	Offer advice to the victim			
E	Take any other action (SPECIFY) _____			

ANY CODE 1, CONTINUE

FOR ANY CODE 2 OR 3, GO TO Q24

IF ANY CODE 1 ON A OR B OR C OR D OR E ON Q22, ASK:

Q23. Were there any consequences for you in taking these actions?

MULTIPLE RESPONSE – INTERVIEWER NOTE: READ OUT IF NECESSARY

1	You received positive feedback for making the complaint	CONTINUE
2	You were disciplined	CONTINUE
3	You were transferred or changed shifts	CONTINUE
4	You resigned	CONTINUE
5	You were dismissed	CONTINUE
6	The harassment stopped	CONTINUE
7	You were demoted	CONTINUE
8	You were ostracised, victimised, ignored by colleagues	CONTINUE
9	You were labelled a trouble maker	CONTINUE
10	There were no consequences for me	CONTINUE
97	Other (SPECIFY) _____ (DO NOT READ)	CONTINUE

READ OUT: Now just a few questions about your current situation...

ASK ALL:

Q24. Where would be your preferred sources of information about sexual harassment?

MULTIPLE RESPONSE – INTERVIEWER NOTE: DO NOT READ LIST, PROBE

A	Friends or family	CONTINUE
B	Internet including search engines such as Google or Yahoo	CONTINUE
C	Manager / supervisor at work	CONTINUE
D	Employer / boss	CONTINUE
E	Human Resources manager or equivalent at work	CONTINUE
F	Equity Officer / Sexual Harassment Contact Officer / Harassment Contact Officer	CONTINUE
G	Co-worker	CONTINUE
H	Co-worker more senior than you	CONTINUE
I	A union or employee representative	CONTINUE
J	A lawyer or legal service	CONTINUE
K	Australian Human Rights Commission or a state or territory anti-discrimination agency	CONTINUE
L	Library	CONTINUE
M	Counsellor / Psychologist	CONTINUE
N	Print media such as newspapers, magazines	CONTINUE
O	TV or radio	CONTINUE
P	Don't know	CONTINUE
Q	Other (SPECIFY) _____ (DO NOT READ)	CONTINUE

ALL CODES, CONTINUE

Q26. Are you of Aboriginal and/or Torres Strait Islander descent?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ – PROMPT IF NECESSARY (I.E. IF SAYS ‘YES’ ASK “ARE YOU ABORIGINAL, TORRES STRAIT ISLANDER OR BOTH?”)

1	Aboriginal	CONTINUE
2	Torres Strait Islander	CONTINUE
3	Both	CONTINUE
4	No	CONTINUE
99	Not disclosed (DO NOT READ)	CONTINUE

Q27. What is your total annual HOUSEHOLD income from all sources before taxes? Would it be...

SINGLE RESPONSE – INTERVIEWER NOTE: READ LIST

1	Less than \$15,000 per year	CONTINUE
2	\$15,000 up to \$24,999 per year	CONTINUE
3	\$25,000 up to \$34,999 per year	CONTINUE
4	\$35,000 up to \$44,999 per year	CONTINUE
5	\$45,000 up to \$55,999 per year	CONTINUE
6	\$55,000 up to \$74,999 per year	CONTINUE
7	\$75,000 up to \$99,999 per year	CONTINUE
8	\$100,000 up to \$149,999 per year	CONTINUE
9	\$150,000 up to \$199,999 per year	CONTINUE
10	\$200,000 and over	CONTINUE
98	Don't know (DO NOT READ)	CONTINUE
99	Refused (DO NOT READ)	CONTINUE

Q28. We may be conducting further research in the future. Can the Australian Human Rights Commission or its agents re-contact you in that case?

SINGLE RESPONSE – INTERVIEWER NOTE: DO NOT READ

1	Yes
2	No

ALL, READ OUT: Ok, the interview is now finished. Thank you for your time and for your support. You made a valuable contribution to the success of this important study.

This research is carried out in compliance with the Privacy Act and Telecommunications and Research Calls Industry Standard, and the information you provided will be used only for research purposes.

We are conducting this research on behalf of the Australian Human Rights Commission. If you would like any more information about this project or Roy Morgan Research, you can phone us on 1800 667 248.

IF EXPERIENCED SEXUAL HARASSMENT (CODE 1 ON Q1,Q5a OR Q4a), OR IF WITNESSED SOMEONE ELSE BEING SEXUALLY HARASSED (CODE 1, 2 OR 3 ON Q21), READ OUT:

Please note that your survey responses about any sexual harassment you may have experienced do not constitute a formal report of that sexual harassment. If you would like to make a formal report of sexual harassment, you may do so by contacting the police, the Australian Human Rights Commission, a state or territory anti-discrimination agency or Fair Work Australia.



Further Information

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