

SEXUAL HARASSMENT

WHAT IS SEXUAL HARASSMENT?

Sexual harassment is conduct of a sexual nature that is unwelcome. Sexual harassment is against the law. Sexual harassment can be physical, verbal or written. It involves behaviour that can be expected to make a person feel offended, humiliated or intimidated. Sexual harassment can involve:

- An unwelcome sexual advance
- A request for sexual favours
- Unwelcome comments about a person's sex life or physical appearance
- Suggestive behaviour such as leering and ogling
- Unnecessary physical intimacy such as brushing up against a person
- Sexually offensive comments, anecdotes or jokes
- Displaying sexually offensive visuals (photos/pinups/calendars)
- Sexual propositions or continued requests for dates
- Physical contact
- Indecent assault or rape
- Pictures or statements transmitted by any form of telecommunications

Sexual harassment should not occur in your workplace. The ASU has a zero tolerance policy towards Sexual Harassment. No employee should be subject to this behaviour in their workplace. Your employer has a responsibility to ensure that it doesn't occur.

Every organisation should have a policy that makes it clear that sexual harassment is not tolerated and that sets out procedures for dealing with enquiries/complaints. The ASU is committed to ensuring that all members work in a sexual harassment free workplace. The ASU works with delegates and members to ensure this occurs.

Checklist

- You do not have to tolerate sexual harassment
- If you feel uncomfortable, seek information or advice
- Your organisation should have a policy for dealing with sexual harassment
- Unwanted sexual advances or similar behaviour is not your fault
- The ASU is here to offer confidential advice and assistance to ASU members
- The ASU can help organisations to develop appropriate policies and practices

How the ASU can help

The ASU provides advice and information to members regarding workplace rights and obligations. ASU members can contact their State ASU office for more information. If required the ASU provides members with individual representation.

To obtain the contact details of your local ASU Branch visit the ASU national website www.asu.asn.au or contact the JSA National Project Coordinator on (03) 9342 1400 or help@employmentservicesunion.org.au

www.employmentservicesunion.org.au

WHAT YOU CAN DO ABOUT SEXUAL HARASSMENT

Talk to the ASU

Try to resolve the issue informally

If possible, talk to the person who is harassing you or making you feel uncomfortable and ask them to stop, or if you are uncomfortable with speaking to the person directly, ask your ASU delegate, or a work colleague/manager to do so on your behalf.

Try to resolve the issue formally

If the behaviour continues and/or you wish to take the matter further, you should inform your employer and follow any internal procedures to resolve the matter. Your local ASU Delegate, ASU Office or ASU Women's Officer can assist you.

Get advice

As an ASU member, we can give you confidential advice on how to proceed. It would then be your choice as to whether you wished to act on this advice

Make a formal complaint

If your matter is still unresolved and you wish to proceed further by making a formal complaint about the behaviour, you can contact your state's Equal Opportunity Commission, or Human Rights & Equal Opportunity Commission (HREOC), or the ASU can assist any organisation where there are ASU members affected.

