

WHAT ENABLES SEXUAL HARASSMENT TO THRIVE AT WORK?

MALE-DOMINATED WORKPLACES

In male-dominated workplaces, where there are structures built on traditional male roles and characteristics or apprentice-style arrangements, women and LGBTI people may be at greater risk of sexual harassment.

LEADERS WITH UNQUESTIONED AUTHORITY

Workplaces where leaders have authority to hire, fire and promote staff without any external checks and balances can be at heightened risk of sexual harassment.

WORKPLACES THAT PROTECT 'HIGH-VALUE' EMPLOYEES

Some workplaces go to great lengths to protect their 'high value' employees – for example, a leading partner in a firm, a well-regarded surgeon, a political leader, or a high-profile actor. These kinds of workplaces shelter harassers and increase the risk of complainants being harassed further.

WORKPLACES WITH RIGID GENDER STEREOTYPES

Entrenched attitudes about gender, including rigid stereotypes, can enable or increase a workplace's tolerance for sexual harassment and may result in victim-blaming and harassers not being held accountable. In such environments, women may be concentrated in lower-paid or insecure jobs.



WHAT EMPLOYERS CAN DO TO MANAGE THE RISK

- Ensure leadership commit to changing workplace culture
- Implement robust policies and procedures for preventing and dealing with sexual harassment
- Respond appropriately when sexual harassment occurs
- Be vigilant to backlash against complainants
- Support bystanders to act if they witness sexual harassment
- Provide effective workplace training



Victorian Equal Opportunity
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