

# If you've experienced sexual harassment at work



Sexual harassment is unwelcome sexual behaviour that could make a person feel offended, humiliated or intimidated. Work-related sexual harassment happens at work, work-related events, or between people sharing the same workplace. See over for examples.



## Help is available

If you want to report sexual harassment, or seek advice or information, the **Victorian Equal Opportunity & Human Rights Commission (VEOHRC)** and **WorkSafe Victoria (WorkSafe)** can help you.

We know it's difficult to talk about work-related sexual harassment, and we're here to help.



## VEOHRC

VEOHRC can help you with matters relating to equality and discrimination, including sexual harassment.

### Contact VEOHRC if you need:

- someone to provide information about your rights if you've experienced sexual harassment at work
- someone to help resolve a dispute with your employer or the person who harassed you and seek an outcome (such as an apology, a promise to address the behaviour, financial compensation)
- someone to work with your employer to help change your workplace culture to prevent future sexual harassment.



### Call

1300 292 153

Monday to Friday, 10 am to 2 pm.



### In your language

Call 1300 152 494 to speak to VEOHRC in your language.



### Email

enquiries@veohrc.vic.gov.au

## WorkSafe

WorkSafe can help you with matters relating to your health and safety at work, including sexual harassment.

### Contact WorkSafe if you need:

- someone to check if your employer is meeting their legal duty regarding sexual harassment at work (WorkSafe may investigate further if your employer isn't doing enough to prevent sexual harassment)
- someone to help your employer understand how to prevent sexual harassment in the future or help make changes at your workplace.



### Call

1800 136 089

Monday to Friday, 8:00 am to 5:30 pm.



### In your language

Call 131 450 to speak to WorkSafe in your language. For more information about this free service, visit [tisnational.gov.au](http://tisnational.gov.au).



## National Relay Service

If you are deaf or find it hard hearing, or speaking with people who use a phone, you can call us through the National Relay Service on 1300 555 727. For more options, you can visit [accesshub.gov.au/about-the-nrs](http://accesshub.gov.au/about-the-nrs).

## It's safe for you to call us

Our staff are trained to help people who have experienced sexual harassment. You can remain anonymous when you call us. You don't have to tell us your name, your employer, or other personal information.

## If you're unsure about who to call

You can contact one or both organisations. We can provide more information and guidance on next steps.

## Our services are free

Our services are free and available to everyone.

See over for more information about our services.

Scan for more information about how VEOHRC and WorkSafe can help you.



[worksafe.vic.gov.au/sexual-harassment-help](http://worksafe.vic.gov.au/sexual-harassment-help)

# If you've experienced sexual harassment at work



## If you need legal advice

You can call the legal services below or talk to your union about the best option for you.

VEOHRC and WorkSafe don't provide legal advice or represent workers or employers\*.

### Victoria Legal Aid

Call 1300 792 387  
Monday to Friday, 8 am to 6 pm.  
Visit [legalaid.vic.gov.au](http://legalaid.vic.gov.au)

### Victorian Aboriginal Legal Service

Call 1800 064 865  
Monday to Friday, 9 am to 5 pm.  
Visit [vals.org.au](http://vals.org.au)

### Q+Law

Free legal service for and by LGBTIQ+SB people.  
Call (03) 9968 1002  
Monday to Friday, 9 am to 5 pm.  
Visit [qlaw.org.au](http://qlaw.org.au)

### Federation of Community Legal Centres

Find a community legal centre near you.  
Call (03) 9652 1501  
Monday to Friday, 9 am to 5 pm.  
Visit [fclc.org.au/find\\_a\\_community\\_legal\\_centre](http://fclc.org.au/find_a_community_legal_centre)

## Your rights

It's against the law for your employer to treat you unfairly because you discuss or report sexual harassment or safety concerns with VEOHRC, WorkSafe, your union, health and safety representative (HSR) or a co-worker.

If you feel your employer has treated you unfairly for getting help, you can contact VEOHRC or WorkSafe to report it or find out more about your rights.

## Examples of work-related sexual harassment

It can be something that happens once or more than once, and can involve unwanted or unwelcome:

- touching, hugging or other physical contact, like brushing against someone
- staring or leering
- suggestive comments or jokes
- display of explicit images, pictures or posters
- repeated requests to go out
- requests for sex
- sexual acts like masturbating in front of someone
- intrusive questions about your personal life, body or appearance
- abuse, threats or insults based on your sex, gender or sexuality
- sexually explicit emails, text messages or posts online
- sexual assault or rape.

## We're here to support you

We'll help you regardless of:

- the language you speak
- your race or ethnic background
- your religious beliefs
- your gender identity
- your sexual orientation
- your visa or migration status
- your age
- whether you have a disability.

We offer culturally safe services for First Nations people.

You can contact us yourself or you can ask someone else to make a complaint for you, such as a family member, friend, advocate, union, HSR or lawyer.

You can remain anonymous when you call us. However, there are some things we may not be able to do unless we know your name, and details about your workplace or who has sexually harassed someone. We can talk to you about this when you call us, so you can make an informed decision.

We won't share your information with anyone unless you give us permission.



## If you feel unsafe, if you're in danger or in an emergency, call 000

### Victoria Police

To report a crime like rape, assault or sexual assault, call Victoria Police on 131 444.



## If you're not in danger, but need support

There are free counselling services that provide compassionate support for people in crisis.

### Lifeline

Call 13 11 14  
(24 hours/7 days)  
Visit [lifeline.org.au](http://lifeline.org.au)  
for online chat or text

### 1800RESPECT

Call 1800 737 732  
Visit  
[1800respect.org.au](http://1800respect.org.au)  
for online chat or text

### Sexual Assault Crisis Line

Call 1800 806 292

### Rainbow Sexual, Domestic and Family Violence Helpline

Call 1800 497 212

### 13 YARN

Call 139 276

