

Submission 314

I was personally harassed myself on many occasions, most recently in an HR consulting business where I was a lead consultant and the harasser was my female Director. This Director would repeatedly make advances towards me, whenever we were at an event, or she had consumed alcohol. It started with her comments, calling me "hot" and stating things like I wouldn't have any trouble in meetings, or I could win business with women clients easily. She also rubbed my upper thighs under the table a few times at events and business-related dinners, one time, while sitting opposite from the other female Director while I was talking with her. She also noticed my facial expression and witnessed what occurred, but ignored it and continued to talk with me. The offending Director would also tell me stories of sleeping with clients.

I honestly believe that many women think they can't be guilty of sexual harassment simply because they're women. They believe they're immune, and this has happened to me many times over my 12-year career in HR - the Human Resources industry is rife with inappropriate women, not just inappropriate in a sexual way, but there are also many bullies and women who discriminate against males in HR teams. I've left organisations due to this behaviour in the past, even organisations with huge career opportunities that I strived for a period of time to earn permanent employment with [REDACTED]

I've also been the subject of a person's false stories. A woman made a pass at me and I declined her advances. Later, I resigned from that workplace and was told by ex-colleagues that once I resigned, she told stories to everyone that I had resigned because I made advances at her which she declined, and then I became embarrassed. Nobody believed those stories, but they were never dealt with - however, had that person telling mistruths been male, I believe the matter would have been managed.

The Drivers of sexual harassment are far too often communicated to workforces as "male" in origin. Males frequently are harassed, and I would say that in my total career, the harassment I've witnessed is equal male to female.