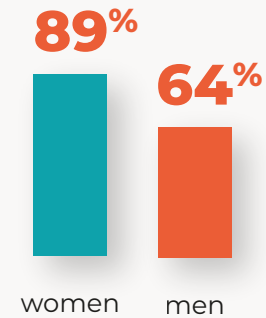


Prevalence of lifetime sexual harassment (not limited to the workplace)

77% of Australians aged 15 or older have experienced sexual harassment at some point in their lives (89% of women and 64% of men).



Incidence of workplace sexual harassment

In the last 12 months

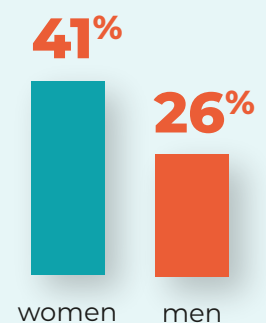
About **1 in 5** people

(19%) have been sexually harassed at work.

In the last 5 years

About **1 in 3** people

(33%) have been sexually harassed at work (41% of women and 26% of men).



In the last 5 years

some people experienced workplace sexual harassment at rates **disproportionate** to the total population (33%):



47%

of people aged between 15–17* and



46%

of people aged between 18–29.



46%

of people who identified as gay, lesbian, bisexual, pansexual, queer, asexual, aromantic, undecided, not sure, questioning or other.



70%

of people with an intersex variation.



56%

of Aboriginal and Torres Strait Islander people.



48%

of people with disability.

*Indicates small sample size

Nature of workplace sexual harassment

Forms of workplace sexual harassment

The most common types of workplace sexual harassment experienced in the last 5 years:¹



sexually suggestive **comments or jokes** (27%)



intrusive questions about a person's private life or physical appearance (23%)



inappropriate **staring or leering** that made them feel intimidated (19%)



unwelcome touching, hugging, cornering or kissing (19%)



inappropriate **physical contact** (19%)

Where sexual harassment occurs

People's most recent experiences of workplace sexual harassment most commonly occurred at:



38% **workstations** or places where the person harassed does their work

44%

of women harassed

29%

of men harassed



23% **workplace social areas** for employees, such as a break area or lunchroom.

21%

of women harassed

27%

of men harassed

1. Respondents were able to submit multiple responses.

Witnessing and hearing about workplace sexual harassment



In the last five years,

41% of people **witnessed or heard** about the sexual harassment of another person at work.

Just over **a third** of those people (35%) **took action** to prevent or reduce harm.

The majority of people (61%) who took action after witnessing or hearing about workplace sexual harassment **said that the harassment stopped** as a result.

Industries where sexual harassment occurs¹

Modelling used to impute incidence of workplace sexual harassment across industries highlights that workplace sexual harassment is notably higher than the national incidence rate of 33% in the following industries:

Information, Media and Telecommunications

64%

Arts and Recreation Services

44%

Electricity, Gas, Water and Waste Services*

40%

Retail Trade

40%

Accommodation and Food Services

34%

When compared by gender, it is estimated that women were more likely to have been sexually harassed in nearly all industries. Women were significantly more likely to be harassed in:



Arts and Recreation Services

An estimated **72%** of women compared to **14%** of men.



Electricity, Gas, Water and Waste Services*

An estimated **71%** of women compared to **30%** of men.



Mining

An estimated **62%** of women compared to **25%** of men.



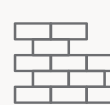
Agriculture Forestry and Fishing*

An estimated **47%** of women compared to **17%** of men.



Administrative and Support Services

An estimated **34%** of women compared to **12%** of men.



Construction*

An estimated **29%** of women compared to **8%** of men.

1. Please note: These figures are calculated using the 2022 National Survey results and the ABS Labour Force Estimates. See Chapter 4, Section 4.1, in the 2022 National Survey report for more on this approach.

*Indicates small sample size

Who the harassers are

Over half (56%) of people's most recent experience of workplace sexual harassment was carried out by an individual harasser and 1 in 5 (19%) were carried out by multiple harassers.

Most harassers are men. Overall, **77%** of people sexually harassed at work were harassed by a man.

Of those who experienced workplace sexual harassment in the last 5 years:



91% of women and **55%** of men were harassed by men.

9% of women and **44%** of men were harassed by women.¹

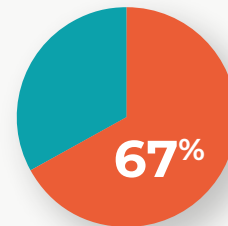


1. The proportionally lower rates of sexual harassment experienced by men mean there were far fewer female harassers when compared with male harassers.

Impacts of workplace sexual harassment



Two thirds (67%) of people sexually harassed in the workplace experienced **negative mental health impacts** (71% of women and 59% of men).



From their most recent incident of workplace sexual harassment, many also experienced **negative impacts** related to:

decreased job satisfaction

62%

self-esteem and confidence

57%

decreased commitment to their organisation

53%

employment, career or work

51%

productivity at work

50%

health and general well-being

46%

Reporting of workplace sexual harassment

Fewer than

1 in 5 people

(18%) made a **formal report or complaint** about sexual harassment at work.



2 in 5 people

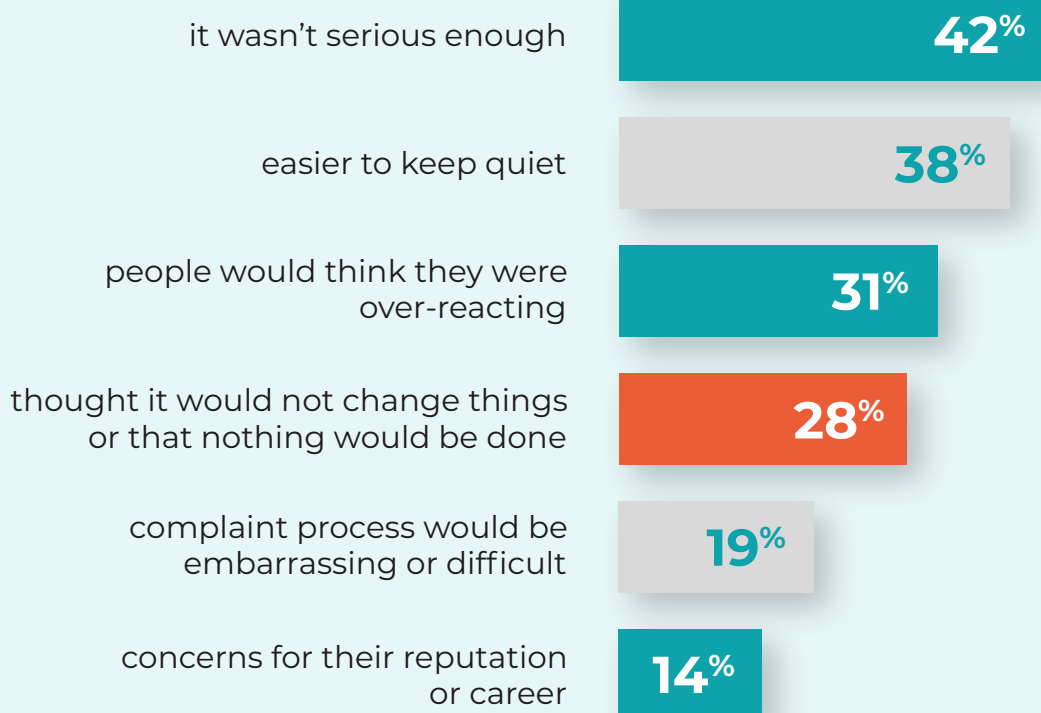
(40%) who made a formal report or complaint said that **no changes occurred** at their workplace as a result.



People who reported sexual harassment experienced negative consequences, including being **ostracised, victimised** or **ignored** by colleagues (13%), **resigning** (13%) or being **labelled a troublemaker** (12%).



Reasons why people did not report:



Employer action

37% (over a third) of people thought their organisation should be doing more to prevent and address sexual harassment.



Leadership and communication¹

71% agreed their organisation was committed to ensuring a **safe working environment** free from sexual harassment.

62% agreed their organisation **prioritises gender equality and diversity** in the workforce.

47% agreed their line manager or direct **supervisor showed leadership** in preventing and responding to sexual harassment.

31% agreed sexual harassment is **regularly spoken about** in their organisation's briefings and communications.



Policies, information, support and training¹

65% agreed their organisation has a **policy on sexual harassment**.

51% agreed that their organisation provided their workers with information on **how to make a report or complaint** about sexual harassment.

44% agreed their organisation **provided wellbeing support** during and after a report or complaint of sexual harassment at work.

38% agreed they **attended training** on sexual harassment at, or organised by, their organisation.

1. In this context, 'agree' is made up of respondents who answered 'agree' and 'somewhat agree'.