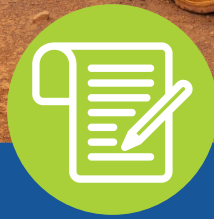




**Silent
≠ safe**

SEXUAL HARASSMENT: THE FACTS



RECOGNISE

1. Recognise: Ask yourself "what is happening here?"
 · If this was happening to a family member, would I be ok to walk past it?
 · If we said the same thing to anyone else, would it be ok?
 · Is this person's actions causing harm to another?

RESPOND

1. Respond: If you walk past, you accept that behaviour as ok.
 Let the person know:
 · That's not how we talk here
 · "Ah, what century are you working in?"
 Check in with the other person:
 · "Hey are you ok? That looked like an odd conversation"

It is our duty of care to our employees, contractors and visitors and is built into our business.
 · Code of Conduct
 · Equal Employment Opportunity
 · Whistle Blower Policy

REPORT

1. Report: Sexual assault, harassment and discrimination should not be handled alone.

We provide support and different ways for victims and witnesses to report it.

- Contact Officers
- HR Advisors
- Your Supervisors and Managers
- People and Culture Team
- Employee Assistance Provider
- Whistleblower Policy (anonymity protected)
- Police – support offered by People and Culture.

40% of people in mining have been sexually harassed at work in the last five years.

- 1 in 4 of people experiencing sexual harassment are male.
- 1 in 5 of harassers are female

40% of workplace sexual harassment incidents are witnessed by at least one person.

**Book your CONFIDENTIAL appointment.
HELP is available 24/7 in a crisis.**

1800 870 080
info@lifeskillsaustralia.com.au
www.lifeskillsaustralia.com.au



Head Office:
13/348 Albany Hwy
Victoria Park WA 6100