



Sexual harrassment and sex based discrimination



Easy Read

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Sexual harassment and sex based discrimination



This information is about **sexual harassment** and **sex based discrimination** at work.



Sexual harassment is when someone does or says something sexual to you that you do not want.



Sex based discrimination is when you are treated different because of your **gender**.



Gender means the way you feel inside and how you show yourself to the world.



You can ask support to read this information.



This might be a

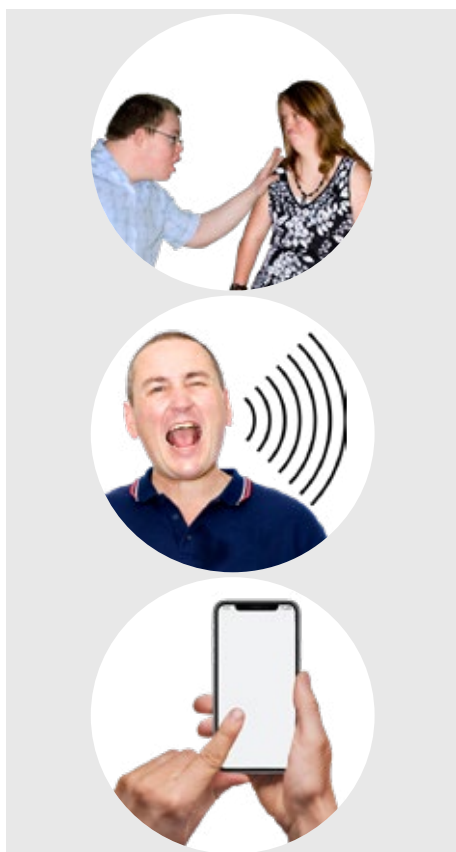
- Family member
- Friend
- Support person.

Sexual harassment



Sexual harassment is against the **law**.

The **law** means rules everyone has to follow.



It can be

- **Physical**

This means they do it with their body

- **Verbal**

This means they do it with their words

- **Written**

This means they write it down like in a text message.



Sexual harassment can be something that happens just 1 time.



Or it can happen lots of times.

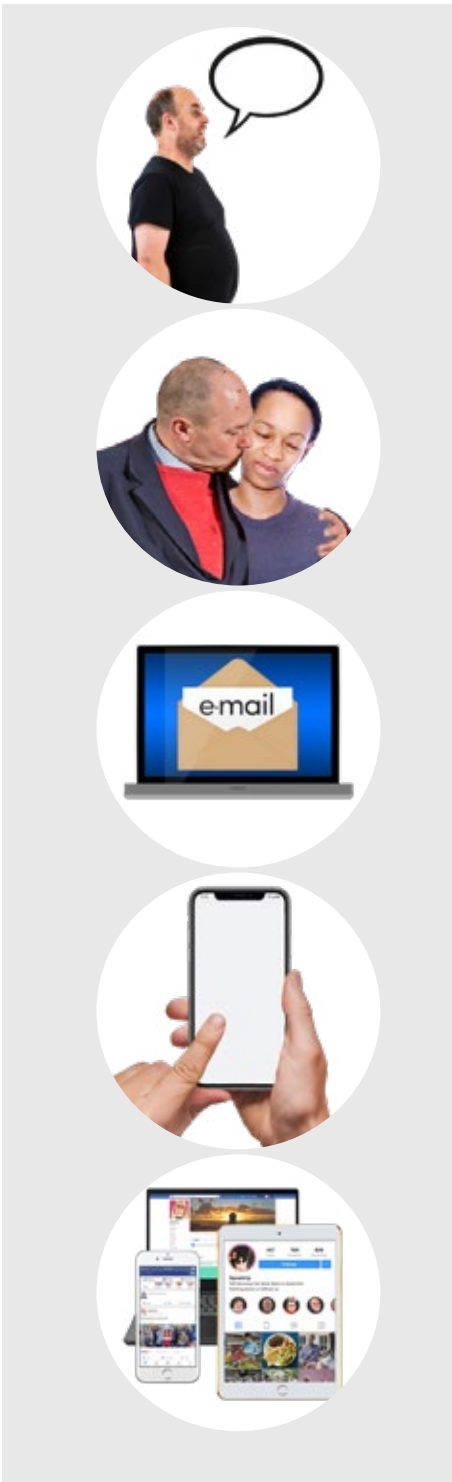


There are different ways sexual harassment can happen.



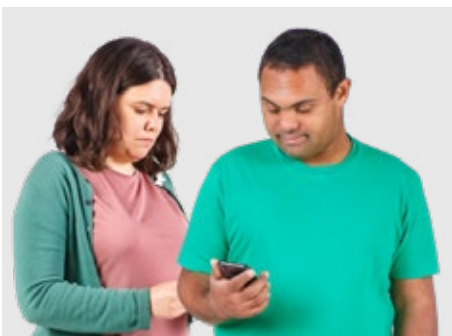
It can be that they

- Stare at you
- Put up sexual things in the office
- Say sexual things to you
- Ask you questions about your body.



It can also be they

- Ask you for sex
 - Touch or kiss you
 - Email you sexual things
 - Text you sexual things
 - Talk about sexual things with you on **social media**.
- Social media** means websites like Facebook and Instagram.



It might also be they show you **private** pictures or video of someone without their **consent**.



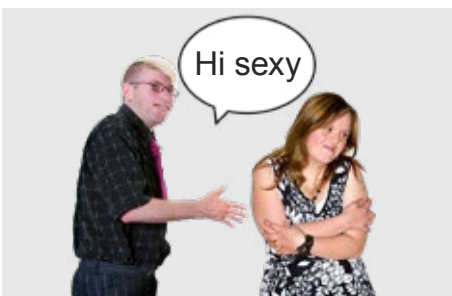
Private means no one else is meant to see them.



Consent means when you agree to something.



It might be they keep talking to you after you break up.



It might be they say things about how you look that make you feel not okay.



Sexual harassment can happen at places that are not the office like

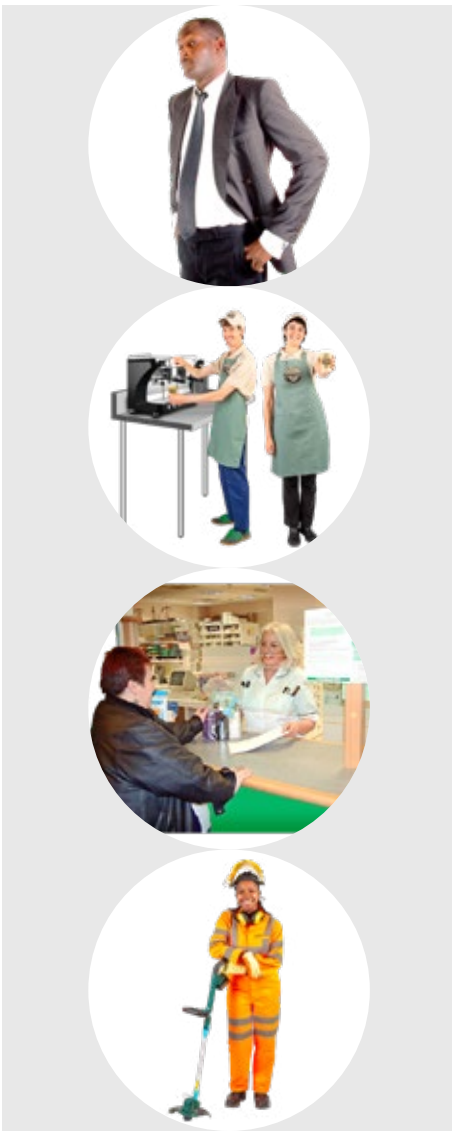
- Parties
- Events.



It can happen after the office is closed.



No one is allowed to do sexual harassment.



This means people like

- Bosses

- Workers

- **Customers**

Customers are people who get help from your service

- **Volunteers**

Volunteers are people who work for free.

Saying no to sexual harassment



Sexual harassment can happen even if you have not said no.



The person should not think it is okay just because you have not said no.



If sexual harassment happens at work it can be hard to say no.



You always have the right to say no when sexual harassment happens.

Consent



Consent means when you agree to something.



You must keep agreeing for it to be consent.



You can change your mind at any time.



You can consent to 1 thing and not to other things.



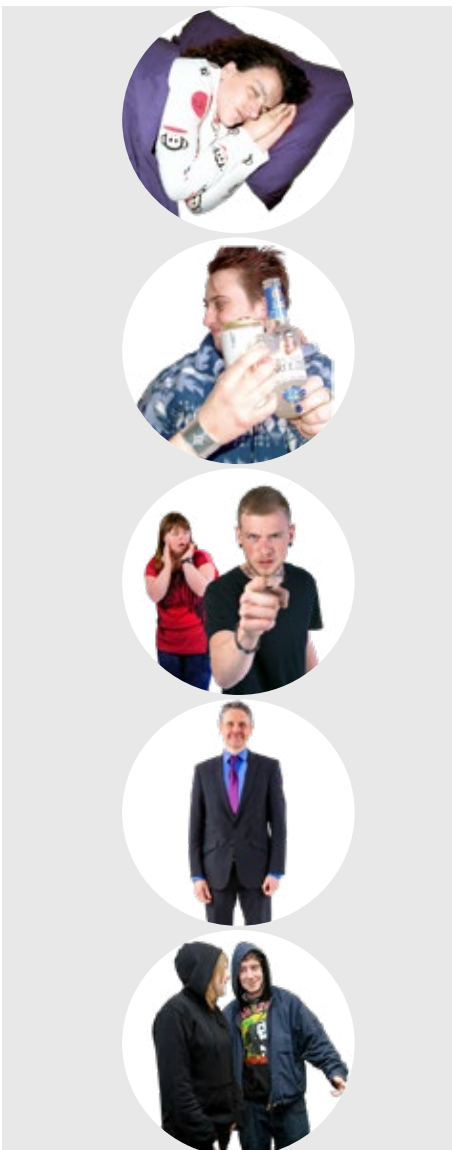
This might be like you consent to a hug but not a kiss.



You should always ask someone if they consent before you do anything sexual with them.



The law says there are times you can not give consent.

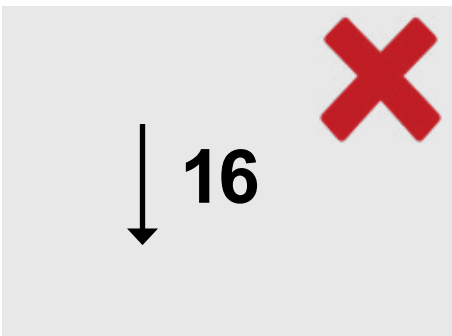


This is if you are

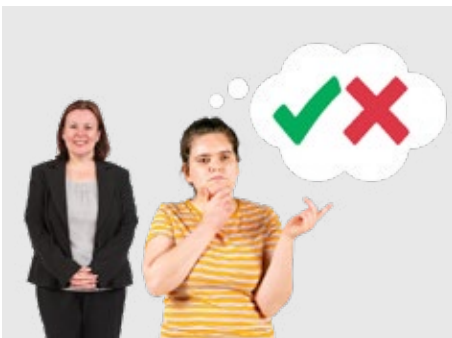
- Asleep
- Drunk or high on drugs
- **Threatened**
Threatened means the person says they will hurt you or others if you do not do it
- Made to do it by someone who has more power than you like a boss
- Tricked into it.



The law says you can not consent if you are kept somewhere you do not want to be.



It says you can not consent if you are under 16 years old.



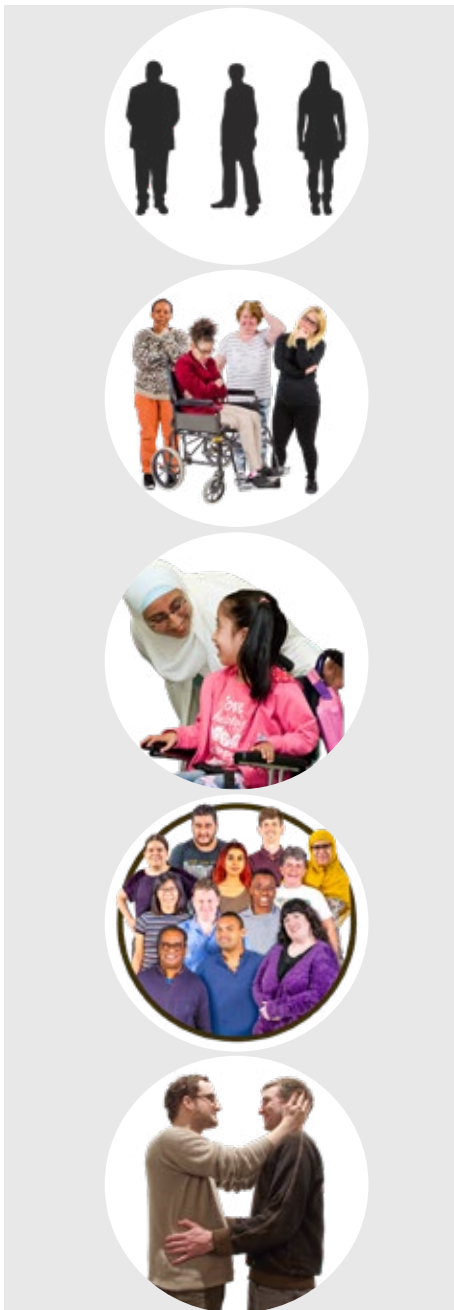
You can not consent if the law has said you can not make decisions for yourself.

Sexual harassment is different for some people



There are people who might have sexual harassment happen to them

- More than others
- In a different way than others.



These are people who already go through hard things because of their

- Gender
- Disability
- Religion
- **Culture**
Culture means the way you do things because of where you or your family are from
- **Sexuality**
Sexuality means how you feel about others.



It can also be people who go through hard things because of

- The place they come from
- If they are married or single
- Their age
- If they went to school or not
- What **visa** they have

A **visa** is something you may need to stay in Australia if you were not born here.



Workplaces should think of how to keep these people safe when they deal with sexual harassment.



Workplaces can do things to try stop sexual harassment happening to these people.

They can do things like



- Get information about these people to know how to support them



- Look into what might stop these people from getting support



- Look into what might stop these people to speak up if sexual harassment happens



- Make new ways to stop sexual harassment happening to these people.

Other types of harassment



There are other types of harassment that can happen at work.



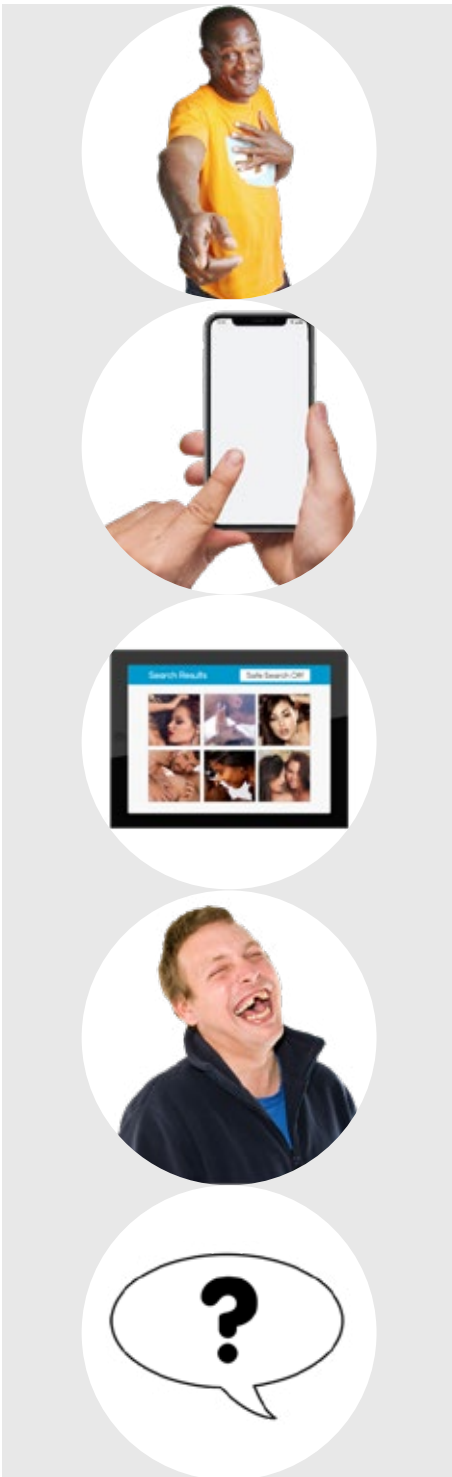
Harassment can be when someone treats you bad because of your

- Culture
- Gender
- Sexuality
- Disability
- Age.



It could also be they treat you bad because you are **pregnant** or married.

Pregnant means there is a baby growing inside you.



Harassment can be things like

- Saying mean jokes about groups of people
- Sending sexual emails or texts
- Having sexual things on your computer screen
- Making fun about who you are
- Asking personal questions like if you have sex.

Sex based discrimination



Sex based discrimination is when you do not get the same chances as someone else because of your gender.



This might be someone gets training or more money than you because of their gender.



Sex based discrimination can also be when there are rules that make things worse for you because of your gender.

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