



Speaking up about sexual harassment or sex based discrimination



Easy Read

About this information



This information is about speaking up 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 how you feel inside and how you show yourself to the world.



You can speak up about sexual harassment and sex based discrimination if

- Someone tells you it happened to them
- You see it happen.



You can ask for support to read this information.



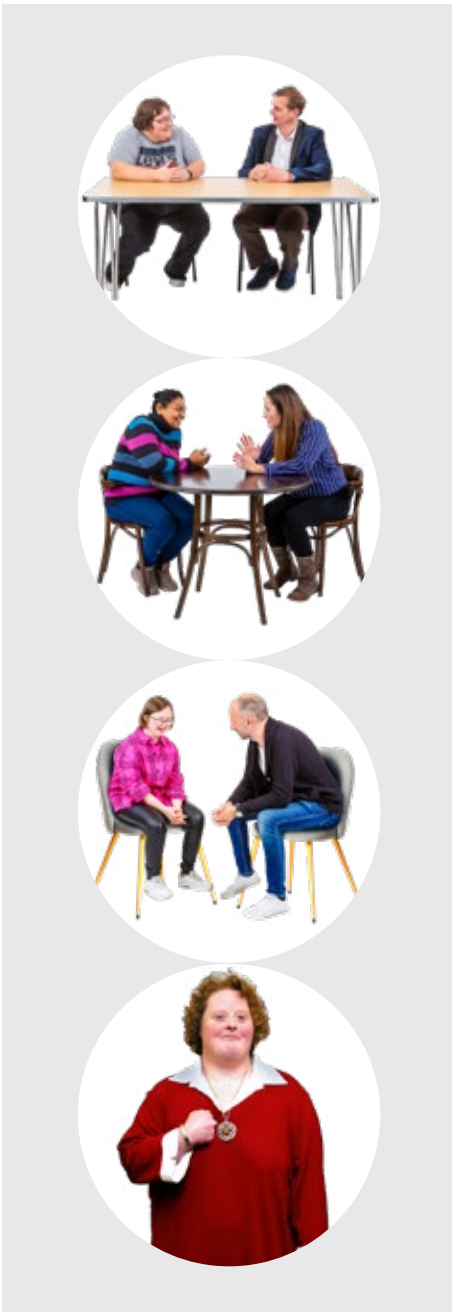
This might be a

- Family member
- Friend
- Support person.

When someone tells you something happened



You might have someone tell you that sexual harassment or sex based discrimination happened to them.



If someone tells you there are things you can do like

- Listen and believe them
- Try not to tell them what they should do
- Ask them how you can help
- Tell them what happened is not their fault.



You should not ask them why it happened.



You should let them take as much time as they need to tell you what happened.



You do not have to say anything if they do not talk.



You can ask them if they would like help to find out information and support.



It is important they make their own choices of what to do next.



You should say to them that you agree what happened to them was not okay.



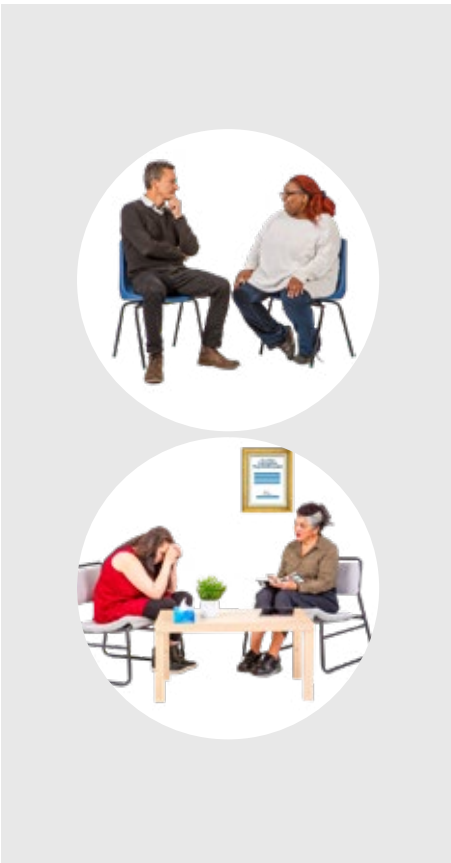
A good thing you can say is I am sorry it happened to you.



What you hear might make you feel sad or upset.



You can get support for how it makes you feel.



You can talk to

- A manager

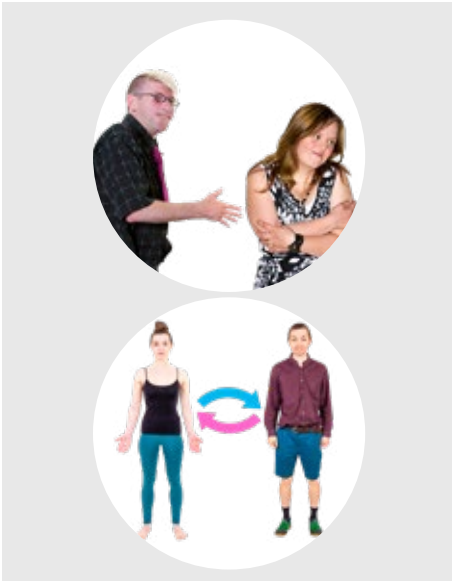
- The **Employee Assistance Program**

Employee Assistance Programs give free mental health support to all workers.



You should not talk about what happened to the other person without them knowing.

When you see something happen



It might be that you see something happen to someone else that is

- Sexual harassment
- Sex based discrimination.



When you do something to help then you are called an **active bystander**.



An **active bystander** is someone who helps if another person has sexual harassment or sex based discrimination happen to them.



Before you help make sure it is safe.



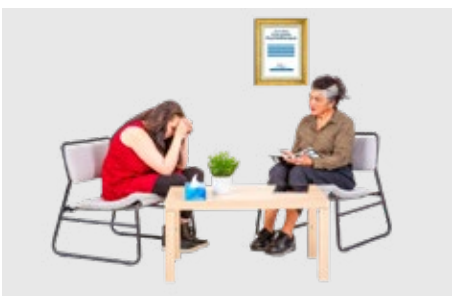
You might want to go and check if the person is okay.



You should not make the person talk about what happened if they do not want to.



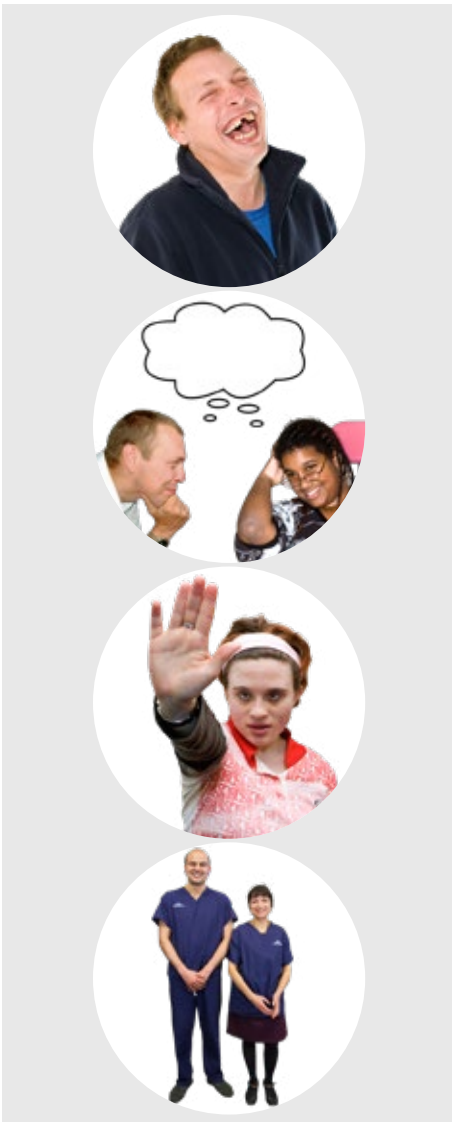
You should respect what it is they want to do.



You can let them know you can help them find support like the Employee Assistance Program.



If you feel safe and confident you can speak up about the behaviour.



Some things that you can say are

- I do not think that joke was very funny
- I think we should take a break and think about what has happened
- Can we stop
- We need to respect each other.



If you are not sure what to do you can talk to a manager at work that you trust.



When you talk to the manager you do not have to say peoples names.



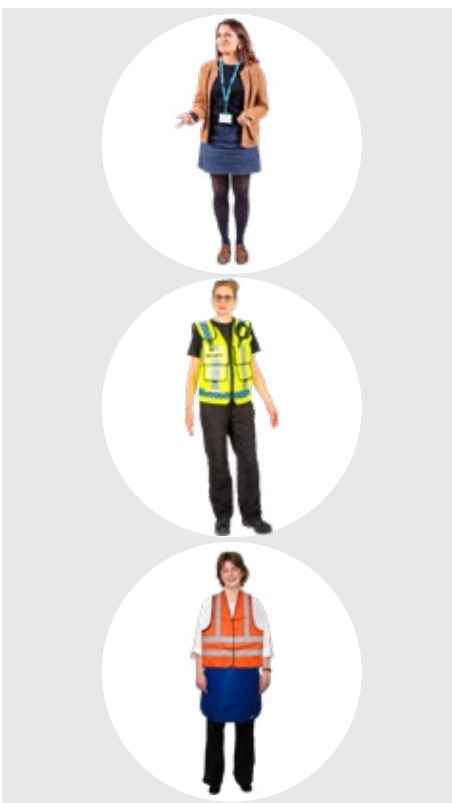
The manager can help you work out if you should make a report of what you saw.



You can also look at the **sexual harassment policy** where you work.



The **sexual harassment policy** is a list of rules for what to do if sexual harassment happens at work.

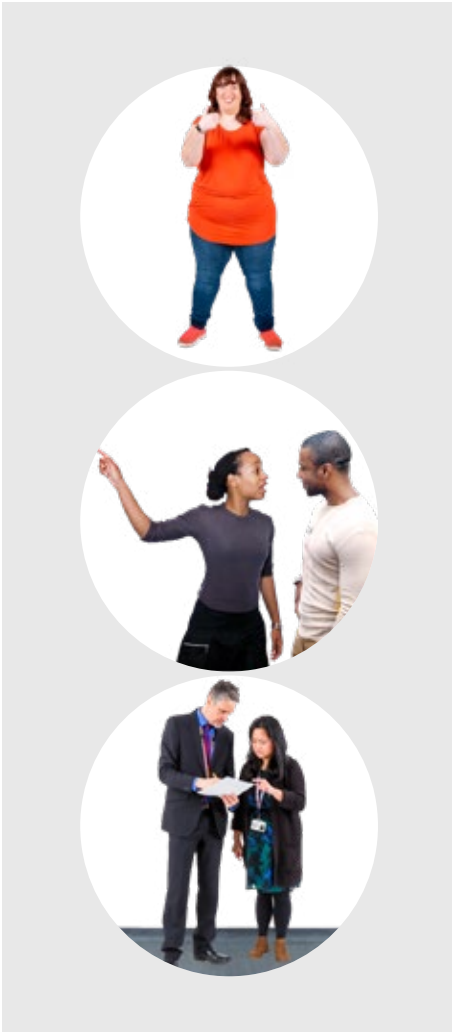


You might decide to report what happened to a

- Manager
- Security officer
- **Health and safety officer.**



A **health and safety officer** is a worker who makes sure everyone is safe at work.



It is good if people are able to

- Say you can support the person who had sexual harassment or sex based discrimination happen to them
- Stand up against the behaviour
- Make a report about what they saw.



You might feel unsure about what you saw.



You might not feel okay to do something about what you saw straight away.



You could talk to the **Human Resources** team about how you feel.



Human Resources is the team that deals with worker issues.



If you do something about what you saw it can make it better for everyone.

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