

## **SEXUAL HARASSMENT**

**VERSION: 1.1**

Australian Workplace Training Pty Ltd (AWT) supports the Sexual Discrimination Act of 1984, and will ensure compliance with Commonwealth/State/Territory legislation and regulatory requirements are met. The Act and defines sexual harassment as any act, which contravenes the Sexual Discrimination Act and thereby violates human rights. Sexual harassment does not refer to mutually acceptable behaviour. Sexual harassment is constituted if a person makes an unwelcome conduct of a sexual nature, including an unwelcome request for sexual favours.

Sexual comments includes comments, gestures, leering, and jokes that have overt unsolicited sexual connotations, which may cause offence or unease. Sexual comments also includes invasion of personal space, sexual offensive staring, leering or gesturing, displays of erotic or sexual graphic material, repeated advances, belittling comments relating to sex roles, or activities, repeated requests for dates, offensive body and hand movements, and any unwelcome questioning concerning personal life and gender preferences.

All people have the right to feel safe in all matters connected with AWT; therefore, no discrimination, victimisation, bullying or harassment will be made or tolerated on the basis of gender or sexual preference.

Grievance procedures will be followed to deal with any complaints.

- All complaints of sexual harassment are treated seriously and confidential, and all parties are entitled to written notification of the outcome.

AWT supports the education of staff and trainees in relation to equal opportunity, discrimination, victimisation, bullying or sexual harassment issues.

### **Australian Workplace Training**

Level 1, Raleigh Chambers  
Elizabeth Shopping Centre  
50 Elizabeth Way  
Elizabeth SA 5112

Ph (08) 8282 7600  
Fax (08) 8252 0977  
[www.awt.edu.au](http://www.awt.edu.au)