

Sexual Harassment

Sexual harassment is a workplace hazard as it can result in psychological and physical harm of the victim. Employees should feel safe coming to work, whether that be at an office space or on a farm, knowing that they can do their job without the threat of being harassed by a coworker or manager. Farmers should ensure all staff are aware that sexual harassment is against the law, and not tolerated in their workplaces.

OBJECTIVE

Learn how to avoid sexual harassment on your farm

BEST PRACTICE

There are steps farmers can take to prevent sexual harassment occurring in their workplaces.

- Farmers should create a safe physical and online work environment
- Farmers should create a positive and respectful workplace culture
- Farmers should provide information and training on preventing sexual harassment
- Farmers should be in constant communication with their workers to build trust
- Farmers should implement safe work systems and procedures
- Farmers should implement workplace policies, including in relation to sexual harassment
- Farmers should address unwanted or offensive behavior early
- Farmers should quickly respond to reports of sexual harassment
- Farmers should encourage workers to report any sexual harassment
- If sexual harassment is reported, farmers should provide support

ACTIONS

There are actions you can take to ensure your workplace is free from sexual harassment.

- Ensure your farm is a safe physical and online work environment
- Ensure your farm has a positive and respectful workplace culture
- If you have not trained staff recently, conduct training on preventing sexual harassment
- Review and if necessary update your workplace policies, including in relation to sexual harassment
- Ensure you remind staff that they are encouraged to report any sexual harassment
- Research the ways you can support staff - formally and informally - if they report sexual harassment to you

GET HELP

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