



Improving gender equality and safety of women in mining



Worker Sexual Harassment and Sexual Assault Experience Survey

The purpose of this survey is to assess workers' recent experiences with sexual harassment and sexual assault (SHSA) at **[Company Name]**. Your responses will help guide the implementation of policies and strategies that aim to eliminate SHSA from the workplace. All responses are anonymous, confidential and will be used for research purposes only.

Content warning

This survey contains questions relating to sexual harassment and sexual assault. These can be confronting and triggering for some people. If you need to talk to someone, support is available through support services.

The following services are available 24 hours a day:

Beyond Blue: 1300 224 636

1800RESPECT: 1800 737 732

13 YARN: 13 92 76

MensLine Australia: 1300 789 978

Lifeline: 13 11 14

Please answer the questions below:

Think about the various locations on site. Do you feel that all workers are safe from SHSA in the...	Yes	No	N/A
[Note: please edit to make the list specific to your organisation]			
Offices			
First aid building/office			
Canteen			
Tavern			
Gym			
Accommodation			
Laundry			
Worksites			
Transport to and from site			
Online forums (messaging, chat rooms)			
Camp grounds (during the day)			
Camp grounds (at night)			



Worker Sexual Harassment and Sexual Assault Experience Survey continued

Have you experienced any of the following from someone you work with at [Company Name] in the past 12 months?	Yes	No
Unwelcome touching, hugging, cornering, or kissing		
Inappropriate staring or leering that made you feel uncomfortable		
Sexual gestures, indecent exposure, or inappropriate display of the body		
Sexually suggestive comments or jokes that made you feel offended		
Sexually explicit pictures, posters, or gifts that made you feel offended		
Repeated or inappropriate invitations to go out on dates		
Intrusive questions about your private life or physical appearance		
Inappropriate physical contact		
Being followed, watched, having someone loitering nearby		
Requests or pressure for sex or other sexual acts		
Actual or attempted rape or sexual assault		
Indecent phone calls (including voicemail messages and two-way radio)		
Sexually explicit messages via emails, SMS, social media		
Repeated or inappropriate advances on email, social networking sites, or chat rooms		
Sharing or threatening to share intimate images or video of you without your consent		
Any other unwelcome conduct of a sexual nature occurring online or via some form of technology		
Personal items (such as underwear) disappearing from accommodation and/or laundry		
If yes to any of the above...		
Did you know who to talk to about it?		
Did you report the incident to someone in this organisation?		
Did you report the incident to an external body?		

Worker Sexual Harassment and Sexual Assault Experience Survey continued

If you did not report the incident, what was the reason (tick all that apply)	<input type="checkbox"/>
I was not aware of who to report to	
I was advised (by family/friends/co-workers) not to report	
It was easier to keep quiet	
I thought reporting would be embarrassing or difficult	
I thought it would not change things or that nothing would be done	
I was worried about other people finding out	
I was worried it might affect my reputation or career opportunities	
I thought others would think I was over-reacting	
I did not think it was serious enough	
I do not know	

If you did report the incident, who did you report it to? (tick all that apply) [Note: please edit to make the list specific to your organisation]	<input type="checkbox"/>
Head of the organisation (e.g. CEO)	
Your direct manager/supervisor	
Human resources department	
Sexual harassment officer/health and safety representative	
Co-worker	
Union or employee representative	
Legal service	
Australian Human Rights Commission	
WA Equal Opportunity Commission	
Fair Work Commission	
WA Police	
Other	

Worker Sexual Harassment and Sexual Assault Experience Survey continued

Have you observed (or been told of any of the following happening to someone else) at [Company Name] in the past 12 months?	Yes	No
Unwelcome touching, hugging, cornering, or kissing		
Inappropriate staring or leering		
Sexual gestures, indecent exposure, or inappropriate display of the body		
Sexually suggestive comments or jokes that appeared to make the receiver feel offended		
Sexually explicit pictures, posters, or gifts that appeared to make the receiver feel offended		
Repeated or inappropriate invitations to go out on dates		
Intrusive questions about a person's private life or physical appearance		
Inappropriate physical contact		
Someone being followed, watched, having someone loitering nearby		
Requests or pressure for sex or other sexual acts		
Actual or attempted rape or sexual assault		
Indecent phone calls (including voicemail messages and two-way radio)		
Sexually explicit messages via emails, SMS, social media		
Repeated or inappropriate advances on email, social networking sites, or chat rooms		
Sharing or threatening to share intimate images or video of you without your consent		
Any other unwelcome conduct of a sexual nature occurring online or via some form of technology		
Personal items (such as underwear) disappearing from accommodation and/or laundry		
If yes to any of the above...		
Did you take any action?		

If you did take action, what did you do? (tick all that apply)	<input type="checkbox"/>
Speak with the perpetrator	
Report the incident	
Talk with the impacted person about the incident	
Offer advice to the impacted person	
Express sympathy or empathy	
Share your own experience of SHSA with the impacted person	
Offer to give a witness statement	
Go with the impacted person to report the incident	
Other	
If you did not take action, what was the reason? (tick all that apply)	<input type="checkbox"/>
I did not want to make things worse for the impacted person	
I was worried about the negative impact it might have on me	
I did not think it was serious enough to intervene	
I did not think it was my responsibility	
I knew that other people were supporting and assisting the impacted person	
I did not know what to do	
I did not want to get involved	
The impacted person asked me not to do anything	
The perpetrator asked me not to do anything	