



inappropriate physical contact



repeated or inappropriate invitations to go out on dates



sexually explicit comments made in person or in writing, or indecent messages (SMS, social media), phone calls or emails—including the use of emojis with sexual connotations

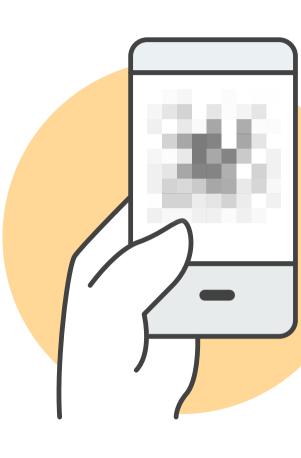
References: Australian Human Rights Commission, Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Human Rights Commission, Respect at Work: National Inquiry into Sexual Harassment in Australian workplaces (2020). Deloitte Access Economics, The Economic Costs of Sexual Harassment in the Workplace (Final Report, February 2019).

What does sexual harassment look like?

Sexual harassment includes a wide range of behaviours such as:



intrusive questions about a person's private life or physical appearance



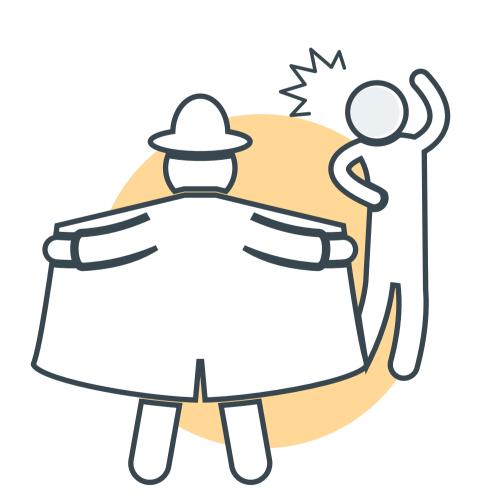
sharing or threatening to share intimate images or video without consent



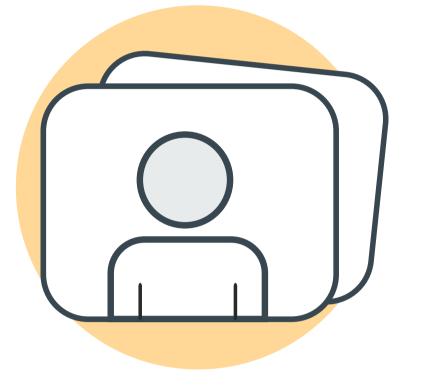
sexually suggestive comments or jokes that offend or intimidate



requests or pressure for sex or other sexual acts



sexual gestures, indecent exposure or inappropriate display of the body



images or videos that are sexually suggestive or that constitute a sexual advance



sexually explicit gifts, images, videos, cartoons, drawings, photographs, or jokes



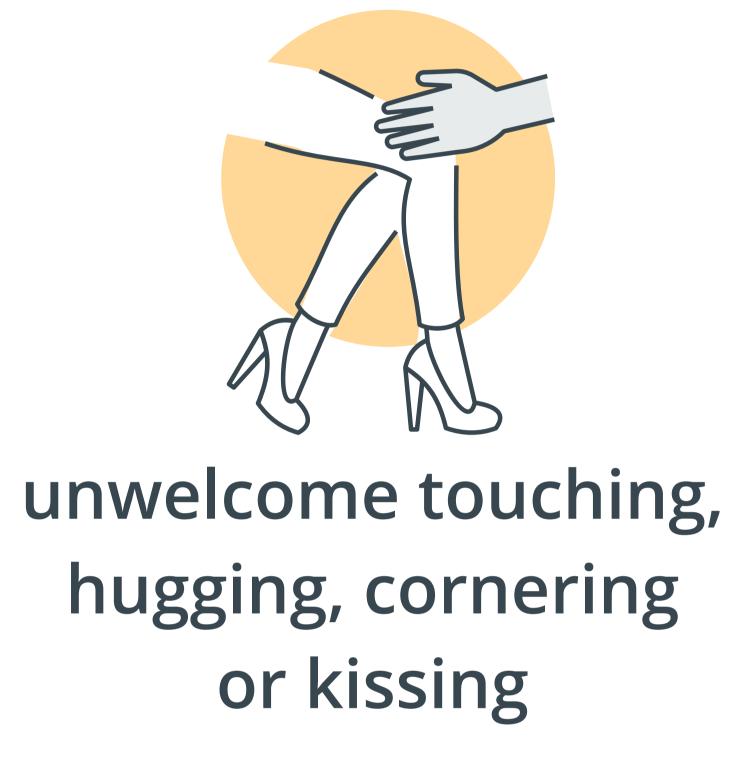
actual or attempted rape or sexual assault

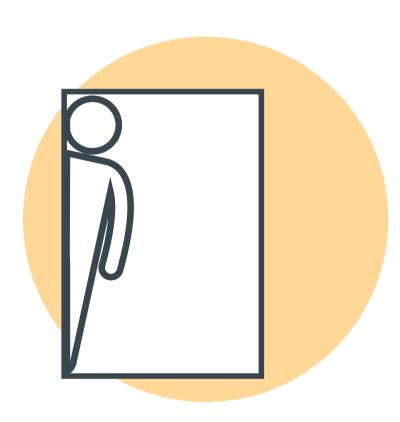


technology-facilitated unwelcome conduct of a sexual nature including on virtual meetings



Inappropriate staring or leering





being followed or watched inappropriately, or someone loitering inappropriately, either in person or via technology



repeated or inappropriate advances on email or other online social technologies