

Save abaotem raets blong iu en responsibilitis: sexual harassment



Iumi evriwan garem raets en responsibilitis en laekem seif, respektful, en helti relasonsips, komunities en wakaples. Iumi evriwan garem raets fo stap fri from vaelens, olsem sexual harassment. Lo Australia, sexual harassment barava no akseptim en garem olketa laws fo protektim olketa wea affekted lo sexual harassment.

SAMARI

- Sexual harassment hem sexual behavior wea iumi no laekem, olsem hole hole, kis kis o hug, sexual tok tok, mek fani, o shom nogut tings lo iu o fo nara pipol.
- Sexual harassment lo wakaples o lo nara public ples hem agenstim law – iu save lusim waka blong iu o fasim kriminol chajes.
- Sapos iu wanfala victim blong sexual harassment, hem no folt blong iu, en iu garem raet fo faendem help en tok lo samwan abaotem wat happen.

Wat nao sexual harassment?

Sexual harassment hem kondukt wea hem sexual o nature wea hem unwanted o unwelcomed, en wea hem garem o effekt wea hem offensif, degrading, humiliating o intimidating, wea enisensibol man bae faedem kondukt ea offensif, degrading, humiliating o intimidating lo olketa tings.

Disfala person harassim iu hem no save dat behaviour blong hem kosim distress o offens. However, sapos iu fil uncomfortable, offensif o treten lo olketa behaviour, hem still olsem sexual harassment en iu garem raet fo protekted from diswan.

Sexual harassment save raetem, tok o fisicol, en save happen lo pipol, lo fon o onlaen. hem save includim sexual kontakt - olsem hole man no laekem, hug, o kis. Bata, hem no nid fo fisicol, en save also includim sexual tok, no stret fani, o somrabis material long iu o nara pipol. Foto-based abuse hem taem samwan sharem, o talem tret fo sharem, intimate fotos without askem man insaet lo foto. Diswan hem kraem long Australia en save reportim long polis. Iu save visitim nao [eSafety Commissioner website](#) an rife lo disfala Pacific Australia Labour Mobility (PALM) skem [fact sheet](#) fo lanem moa abaotim teknologi facilitated abius, picasa-abius an law abaotem [consent](#).

Sexual harassment hem bik nem then sexual assault en hem tok abaotem staka moa nogud sexual behaviours. Hem mas samting no laekem – behaviours olsem flirting wea iu agri o givim consent hem no sexual harassment. Lanem moa abaotim sex an consent [lo hia](#).



SEXUAL HARASSMENT SAVE INCLUDIM SAMWAN:

- Hole, grabbim o mekem samfala fisikol kontakt wetem iu taem iu no agri
- mekem tok lo iu wea garem sexual meaning
- Askem iu for sex osexual fevor
- Luk luk folom en luk luk strong long iu
- mekem rude en rabis material so dat iu o nara pipol save lukim
- mekem sexual signal o saen lo movment lo body kam long iu
- mekem sexual fani fani en koment around o lo iu
- kwestenim iu abaotem sex laef blong iu
- tok nogut lo iu wetem sexual koment
- behav lo fon kol lo wei wea mekem iu fil no kamfotabol
- indecently som olketa seleva fo iu
- sexually assaultim iu.

Hu nao affekted Lo sexual harassment?



Sexual harassment save affektim eniwan. Australian Human Rights Commission¹ nasinol survey lo sexual harassment insaet lo Australian wakaples faedem dat 71% lo

Australians garem experiens wetem sexual harassment lo samfala taem insaet lo laef blong olketa, en wan third lo Australians repot fo experiensim sexual harassment lo wakaples.

Sexual harassment hem no stap nomoa lo wakaples but save tek ples lo nara ples, includim pablik spais, sosol venues en onlaen contexts.

Sexual harassment en law



Fo barava fri from sexual harassment hem wan human raet, wakaples raet en wan seifti raet. Lo Australia, hem agenstim law fo man sexually harassim eniwan else lo staka areas lo pablik laef.

Extreme form blong sexual harassment, includim sexual assault en indecent exposure, olketa also kraems en sud reportem long polis. Kriminol ofens hem save resalt lo penaltis olsem faens o prison en save afektim abiliti fo stap long Australia.

Lanem moa abaotim sex an consent [lo hia](#) an moa abaotem domestik an famili vaelens [lo hia](#).

Sexual harassment insaet lo wakaples



Sexual harassment wea garem konekson lo waka save lukim olsem bik miskondukt en hem gud reason fo saki. Konekson lo waka save olsem olketa tings happen aotsaed lo waka aoas en aotsaed lo wakaples. Hem nao, eni konekson go long wakaples hem enaf fo hem luk olsem sexsol harassment long saed lo waka. Samfala fom blong sexual harassment hem save olsem kriminol ofens en sud repotem lo polis.

Wakaples garem responsibiliti fo tekem evri reasonable steps fo stopem sexual harassment lo waka, olsem wakem sexual harassment polisi en provaedem training o infomason long sexual harassment.

WAT NAO MI SAVE DUIM SAPOS MI EXPERIENSIM SEXUAL HARASSMENT LO WAKA?



Raisim problem ea stret wetem man harass en talem olketa dat wei blong olketa iu no laekem



tok wetem wanfala fren o wakamet fo sapot



Mekem kompln go long maneja/wakaples



kontaktim wan komuniti legol senta o waka women senta fo legol advaes



kontaktim 1800 RESPECT fo telefon en onlaen counselling, infomason en referral



kontaktim Australian Human Rights Commission o state en federal anti-discrimination ajensis fo infomason o fo mekem kompln

Wat nao mi save duim sapos mi bin sexually harassed?

Iu no hav tu put ap wetem sexual harassment – garem olketa tings iu save duim sapos iu ting samwan hem sexually harassim iu insaet o aotsaet lo waka. Iu save raisim stret wetem man harass o tok lo waka blong iu o wanfala fren, wakamet, church minista o trusted kommuniti memba fo sapos.



Wat sapos sevises nao availabol?

Sapos iu bin experiensim sexual harassment, iu save fil stress, wari o sore. Hem impoten fo save dat sapos hem stap. Garem staka sevises long Australia wea givim sapos fo pipol experiensim sexual harassment. Iu save tingtingsapot fo:



pesonol seifti en security, iu save kolem o go lo lokol polis stason blong iu



heltkea provaedas wetem expert bae ansa stretfala lo wakaples sexual harassment



profesional crisis sevises, olsem sexual assault sapos sevises



mentol helt helplaen fo promotem recovery en provaedem counselling sapos



legol assistance save helpem iu fo andastanim law en representason lo sexual harassment tings



Wea fo getem help o tok wetem samwan

Sapos iu bin sexually assaulted en iu laekem mekem komplien, iu sud reportim lo polis kwik taem. Sapos iu no seif o hem na emergency kol 000. Iu save also getem sapos from wan sexual assault sapos sevis, olsem 1800RESPECT lo 1800 737 732.

Samwan lo PALM scheme save helpem mi?

Adjust lo laef lo nara kaontri hemi save had bat sapos en resos hemi stap fo helpem iu. Sapos iu garem kwestens abaotem adjust lo laef long Australia, iu save askem waka blong iu. Sapos olketa no save ansam, olketa save talem iu hu fo tok wetem, olsem nara PALM scheme sapos olsem:



Country Liaison Officer (CLO) o leba attaché

Iu save faendem evri CLO distaem kontakt details lo PALM website (<https://www.palmscheme.gov.au/contact>).










PALM sapos sevis laen lo (1800 51 51 31), o email (palm@dewr.gov.au)



Plis tek not dat sapos sevis laen en emailinbox hem monitored 8:30am-6:30pm AEST - calls afta Aoas sud be fo kritikal aksidens nomoa.





Hao nao mi save getem moa infomason o confidensol professional help?



Sapos iu o samwan iu save laekem fo faedem aot samfala moa infomason abaotem sexual harassment taem long Australia, iu save kontaktim disfala infomason en sapot sevises insaet lo tebol lo daon. Olketa oganaesason save helpem iu o pointim iu lo raet daerekson fo faedem sevis dat hem relevant lo nid blong iu.

KI REFERRAL EN SAPOT SEVISES LONG AUSTRALIA		
SEVIS	WAT NAO HEM DUIM?	KONTAKT INFOMASON
Emejensi sevises	Trifala zero (000) hem Australia's main emergency sevis namba. Iu sud kolem 000 Sapos iu nidim urgent help from polis, faea o ambulans sevis.	 Fone: 000 Nasonwaed, 24/7
Lokol polis o ambulans sevis	Sapos situason hem no urgent, iu sud lukim go namba blong iufala fo lokol polis, faea o ambulans sevis .	 Fo faedem lokol polis stason, lukaot lo 'Find my lokol police station in [your region]'.
Helt Direct	Best wei fo faendem wan dokta kolsap iu hem fo visitim Helt Direct website. Iu save iusim sevis finder blong olketa fo luk fo help kolsap Lo iu – selektim 'GP – General Practice' andea lo sevises en entam ypostcode blong iu fo faendem tdokta sevis kolsap lo iu, o lukaot lo 'sexual harassment' anda lo 'helt topics A – Z tab'.	 Kolem: 1800 022 222 Nasonwaed, 24/7  Web sevis finder: https://www.healthdirect.gov.au/australian-health-services  Web informason lo sexual harassment: https://www.healthdirect.gov.au/sexual-harassment
1800RESPECT	Sapos iu nid fo tok wetem wan profesonol kansela abaotem domestik o famili vaelens o seksol assault, disfala organisason provaedim fri konfidensol hotlaen sevis en wan web- based chat sapot sevis. Iu save go lo web peij blong olketa fo faendem sevises fo helpem iu an informason abaotem helti relasonsips.	 Fone: 1800 737 732 Nasonwaed, 24/7  Web: https://www.1800respect.org.au/

KI REFERRAL EN SAPOT SEVISES LONG AUSTRALIA		
SEVIS	WAT NAO HEM DUIM?	KONTAKT INFOMASON
Reach Aot	<p>Reach Out hem wan onlaen self- help informason, peer-sapot program en referral tools fo helpem pipol stap okay en stap gud.</p> <p>Sapos iu laekem moa informason abaotem sexual harassment, olsem wat fo duim en who fo kontaktim, visitim Reach Out website.</p>	<p> Visitim website blong olketa https://au.reachout.com fo moa informason on:</p> <p><u>What is sexual harassment?</u></p> <p><u>5 ways you can call out your mates for sexist behaviours</u></p>
Beyond Blue	<p>Beyond Blue hem wanfala mentol helt sapot organasason. Website blong olketa provaedem informason abaotem mentol helt en wellbeing, en sapot sevis en hao fo aksesim olketa. Olketa provaedem konfidensol counselling long fon o web- based chat. Visitim website fo moa informason.</p>	<p>Fone: 1300 22 46 36</p> <p>Nasonwaed, 24/7</p> <p>Web: https://Get mental health support - Beyond Blue</p>
Fair Work Commission (FWC)	<p>Fair Work Commission (FWC) hem nasinol wakaples relasons tribunol wea dil wetem aplikasons fo stoppem sexual harassment lo waka anda Fair Work Act, en website blong olketa garem informason en gaedans abaotem mekem aplikasons fo stoppem sexual harassment lo waka.</p> <p>Faend aot abaotem okleta opsons blong iu fo stoppem sexual harassment lo waka. Olso lane hao fo respon lo aplikason abaotem sexual harassment long waka en hao Fair Work Commission dil wetem aplikasons.</p>	<p> https://www.fwc.gov.au/issues-we-help/sexual-harassment</p> <p><u>Wat nao sexual harassment lo waka?</u></p> <p><u>Wat fo duim sapos iu sexually harassed lo waka</u></p> <p><u>Respon go long aplikason abaotem sexual harassment long waka</u></p>

KI REFERRAL EN SAPOT SEVISES LONG AUSTRALIA		
SEVIS	WAT NAO HEM DUIM?	KONTAKT INFOMAISSON
<p>Australian Human Rights Commission</p>	<p>Australian Human Rights Commission investigatim en conciliates komplens abaotem discrimination en breakup blong human raets.</p> <p>Sapos iu belief iu garem experiensim sexual harassment, iu save kontaktim Australian Human Rights Commission's Nasinol Informason Sevis o mekem komplen onlaen.</p>	<p> Rights Commission's National Informason Service: 1300 656 419.</p> <p> Mekem komplen onlaen lo http://www.humanrights.gov.au/complaints/make-complaint</p> <p> O visitim website, https://humanrights.gov.au/ , fo moa informason lo:</p> <p>Sexual Harassment</p> <p>Luk save en respon lo sexual harassment insaet wakaples: Informason fo wakaman</p> <p>Save abaotem raets: Sex discrimination en sexual harassment (2012)</p>
<p>eSafety Commissioner</p>	<p>eSafety helpem Australians preventim en deal wetem harm wea serious onlaen abuse o illegol en restricted onlaen content kosim. Go lo website blong olketa fo faedem aot hao fo repot picasa base abuse, aotem content, repot lo polis etc.</p>	<p> Visitim website, https://www.esafety.gov.au/key-issues/image-based-abuse</p> <p>Fact sheet:</p> <p>Onlaen safety fo parens en carers</p> <p>Young pipols gaed fo deal wetem online sexual harassment en picasa-based abuse</p>

Taem evri care bin tekem fo prepearem disfala material, no responsibiliti bae akseptem from PALM scheme, staff blong olketa, volunteers o patnas, fo eni rong, missing, no stret samting relate lo informason insaet disfala factsheet o fo eni loss o damej wea kamap from eni person wea relae lo eni informason insaet disfala factsheet. Disfala infomason wea provaedem lo disfala factsheet olketa bin wakem fo provaedem general infomaisson nomoa. Hem no min fo relae lo hem o chenjim fo legol o nara professional advaes. No eni responsibiliti bae olketa PALM scheme o patna blo olketa fo eniting wea save o no save wea bae happen fo relae lo eni infomaisson wea disfala factsheet provaedem.

