

DISCRIMINATION

The Australian Workers Union condemns any form of sexual discrimination or harassment in workplaces.

What is sex discrimination?

All unequal treatment because of gender or circumstances specific to gender, such as pregnancy/potential pregnancy, marital status or family responsibilities, is sex discrimination.

Sex discrimination in the workplace includes but is not limited to an employee being subjected to the following unlawful treatment.

- Unfairly dismissed
- Denied promotion
- Afforded poorer conditions of employment
- Denied equal access to training opportunities
- Adversely treated because of breastfeeding
- Adversely treated or dismissed because of carer's/family responsibilities

Employees have grounds to lodge formal complaints if you believe you have experienced any of the above.

What is sexual harassment?

Sexual harassment is defined, as "any unwanted or unwelcome sexual behaviour, which makes a person feel offended, humiliated or intimidated". This can include, but is not exclusive to:

- Staring or leering;
 - Unwanted familiarity, and touching;
 - Jokes and comments of a sexual nature;
 - Verbal abuse or insults of a sexual nature;
 - Inappropriate or sexual questions;
 - Displaying digital or hardcopy material of a sexual nature;
 - Sexually explicit emails or text messages;
 - Inappropriate behaviour via social networking sites;
 - Accessing sexually explicit material online;
 - Requests for sex or other unwanted advances,
- or
- Behaviour that may also be an offence under criminal law.

If you are subject to any of these, the AWU can support and represent you at work, and if the matter is not resolved, we can further represent you in the appropriate State or Federal jurisdictions.

No Excuses!

There is never any excuse for inappropriate behaviour.

With more women in the traditionally male dominated heavy industries and more men in the traditionally female dominated community sector, members can be exposed to inappropriate behaviour in their workplaces.

How the AWU can help

Workers are protected by laws that govern the conduct of all employees in workplaces, and the AWU will support and represent members who may be subject to these forms of unlawful conduct.

If you believe that you are being sexually harassed or discriminated against or not being treated equally or fairly in your workplace, contact the AWU. Our Organisers and Industrial Officers can support you through any complaints process you may choose to take.

How the AWU can help?

If you suspect that you are earning less than fellow male employees in the same role, because you are a woman, contact your AWU HSR/Delegate or Organiser, if you need more information, advice or support at your workplace. Or you can contact your branch directly:

QUEENSLAND BRANCH

Toll-free 1800 298 753

SOUTH AUSTRALIAN BRANCH

Phone: (08) 8360 1900

NEW SOUTH WALES BRANCH

Toll-free: 1300 763 223

WEST AUSTRALIAN BRANCH

Toll-free: 1800 810 723

VICTORIA BRANCH

Toll-free: 1300 362 298

TASMANIA BRANCH

Toll-free: 1300 795 677

