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Prevention of Sexual Harassment

DFES is committed to safe, inclusive and respectful work environments and that is why it is important to remember that we have zero tolerance for sexual harassment.

Sexual harassment in Australian society is prevalent, yet preventable. If ignored, the impact on individuals and organisations can be significant.

I am reiterating and reinforcing to all personnel the importance of early intervention and the reporting of unwanted or offensive behaviours as an effective way to prevent sexual harassment.

Sexual harassment is defined as:

- an unwelcome sexual advance
- an unwelcome request for sexual favours
- unwelcome conduct of a sexual nature in circumstances where a reasonable person would anticipate the possibility that the person harassed would be offended, humiliated or intimidated.

Unlike bullying, which is characterised by repeated behaviour, sexual harassment can be a one-off incident. It is not an excuse in a sexual harassment claim that sexual conversations and banter are part of work culture.

All of us should assume the responsibility of reporting any incident of sexual harassment that you may experience or observe to an appropriate manager so DFES can take prompt and effective action.

Alternatively, you can email employee.relations@dfes.wa.gov.au or call 9395 9446 for assistance.

Every report will be investigated promptly and impartially, ensuring confidentiality and procedural fairness. DFES gives assurance that you will be listened to, respected, and provided with appropriate support.

A range of support services are available from DFES and other organisations no matter when or where the sexual harassment happened.



By understanding and addressing the drivers of sexual harassment and understanding our legal liability, together we can help prevent sexual harassment.

I am committed to ensuring that where ever and when ever you work with us, you can expect your work environment to be safe, inclusive and respectful.

For more information, upskilling and training, available support services visit Sexual Harassment Prevention on the DFES [Intranet](#) and [Volunteer Hub](#).

DARREN KLEMM AFSM
COMMISSIONER