

Sexual harassment is against the law.

Sexual harassment is any unwanted or unwelcome sexual behaviour that makes a person feel offended, humiliated or intimidated.

SEXUAL HARASSMENT

Sexual harassment isn't just touching someone inappropriately, making unwelcome sexual advances or making unwelcome requests for sex.

The laws against sexual harassment apply in a wide range of contexts including at work, in clubs, in the provision of goods and services and at school.

It's against the law for a teacher or another school employee to sexually harass a student. It's also against the law for a student to sexually harass another student, a teacher or another school employee.

SEXUAL HARASSMENT

→ Staring or leering at someone

→ Deliberately brushing up against someone

Making sexually suggestive comments, jokes or gestures

Sexually taunting or insulting someone

→ Asking intrusive questions about someone's private life

Repeatedly asking someone to go out on a date

Making inappropriate advances on social networking sites

Sending sexually explicit emails or text messages

→ Putting up posters or using screen savers of a sexual nature

Some types of sexual harassment are an offence under criminal law.

Physical assault, indecent exposure, sexual assault and stalking are all criminal offences. If someone is found guilty of any of these types of sexual harassment they can be sent to prison for between 2 and 10 years.

Anyone who's the victim of sexual harassment can make a formal complaint.

The complaint is lodged with either the Victorian Equal Opportunity and Human Rights Commission or the Australian Human Rights Commission. It doesn't cost anything to make a complaint and a lawyer can help.

The complaint will be investigated by the Commission. If the complaint is proven the Commission will try to settle it through conciliation.

Conciliation means that an independent person helps the victim and the perpetrator talk through the issues and try to agree on a settlement. Settlement can include things like an apology by the perpetrator or an agreement to stop the harassment.