



MCA INDUSTRY TOOLKIT

The minerals industry is committed to eliminating sexual harassment in its workplaces and has adopted a national Industry Code that provides clear expectations on members to establish both preventative and response measures to address sexual harassment.

This document is part of the MCA Industry Toolkit that has been developed for our members and their employees and comprises a suite of Fact Sheets, Guidance and Templates.

FACT SHEET

Does sexual harassment occur in the mining industry?

The Australian Human Rights Commission has conducted four periodic surveys on the national experience of sexual harassment since 2003. *Everyone's Business: Fourth National Survey on Sexual Harassment in Australian Workplaces* (2018) results were incorporated into the [Respect@Work Report](#). The survey covers the experience of workers over the previous 5 years.

The survey showed that sexual harassment in Australian workplaces is widespread and pervasive. One in three people experienced sexual harassment at work in the past five years.

The results pertaining to the mining industry were alarming and profoundly disappointing.

Mining industry data

- Workplace sexual harassment in the mining industry was notably higher (40%) than the national prevalence rate (33%).
- The proportion of male perpetrators of workplace sexual harassment in the mining industry was higher (83%) than the national rate (79%).
- Most people (64%) who experienced workplace sexual harassment were sexually harassed by one person. However, in male-dominated industries, the likelihood of being sexually harassed by more than one person was higher.
 - Overall, the mean number of perpetrators of sexual harassment was 1.7, however in the mining industry it was 3.0.
- 48% of those who experienced sexual harassment in the mining industry reported that the perpetrator was a co-worker at the same level as them, compared with 30% of people who were sexually harassed in the workplace overall.
- One quarter (26%) of all workplace sexual harassment occurred in a social area for employees such as a break or lunch room. However, this rises to close to half (48%) of all sexual harassment in the mining industry.
- In total, 17% of people made a formal report or complaint

- However, people were comparatively more likely to make a formal report or complaint about sexual harassment in the mining industry (24%).
- Most people who experience sexual harassment never report it. They fear the impact that complaining will have on their reputation, career prospects and relationships within their community or industry.