

Guide for having your say

Thank you for your interest in taking part in Speaking from Experience. This guide will help you think about what you'd like to share.

Some key points for you to keep in mind:

- You are the expert in your own experience.
- You have ideas that can help us make workplaces safer.
- Because there are no counsellors as part of this project, it's better if you don't share details about your experiences of sexual harassment. Instead, you can share your ideas for what you would like to see change in workplaces.
- You do not have to talk about or share anything that makes you feel uncomfortable.
- You can pause, stop, or walk away from participation in this project at any time.

This project won't offer counsellors or connect you with support services, the police or the courts. It also won't fix any problems from past experiences of workplace sexual harassment. If you want counselling or psychological help, you can get information from the [organisations listed](#).

As you go through this guide, you might decide that taking part in Speaking from Experience is not the right thing for you at this time. This is perfectly fine. You are free to make the best decision for you.

1.1 What is the Speaking from Experience project?

The Australian Human Rights Commission's Speaking from Experience project invites people who have been sexually harassed at work to have their say about what they think needs to change to make workplaces safer. What we are told will help us create resources that will help workers and employers to make workplaces safer for everyone.

We want to hear from you about:

- your thoughts on unhelpful responses to workplace sexual harassment
- your thoughts on helpful responses to workplace sexual harassment

- your ideas about what you think needs to change to address workplace sexual harassment.

1.2 Ways to have your say

There are two ways you can share your ideas:

| 1. Writing a submission: | 2. Recording an audio submission |
|--|---|
| <p>Write down what you want to share and send your written document online on the Australian Human Rights Commission website.</p> <p>If you choose to prepare a written submission, you have until the 30 September 2024 to send your written document. There will be no word or character limit. You can prepare a draft and revisit it a few times before you submit it.</p> | <p>Record your voice as you talk about what you want to share and send this audio recording through the Australian Human Rights Commission website.</p> <p>You can make a recording of up to 30 minutes in length. Unfortunately, our inbox cannot receive larger audio files. You have until the 30 September 2024 to send your voice recording.</p> <p>To help you plan and time your recording, it may be helpful to prepare some speaking points to refer to during your recording.</p> |

1.3 Preparing to make your contribution

Before you write or record your contribution, you may want to think about:

1. What are the key messages you want to get across to the community, colleagues, employers, industry leaders, employment regulators, and policy makers about the how to make workplaces safer.
2. What are the key things you want to tell community, colleagues, bosses, industry leaders, regulators, and policymakers about making workplaces safer?
3. What help do you need to feel safe and in control while sharing your thoughts?
4. If you have signed a confidentiality clause or non-disclosure agreement, consider what details (e.g., names of people or places) you cannot share for legal reasons, and alternative ways to talk about these aspects of your experience. Please consider getting independent legal advice before taking part.

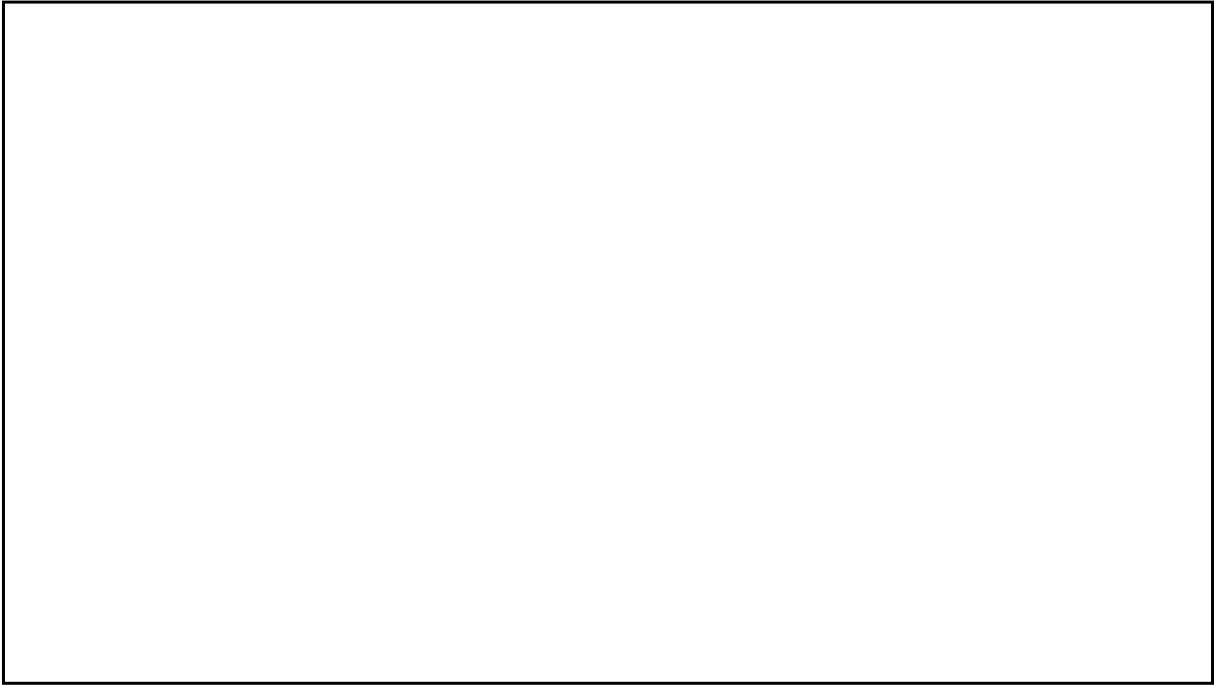
- Because there are no counsellors as part of this project, it's better if you don't share details about your experiences of sexual harassment.

1.4 Content ideas

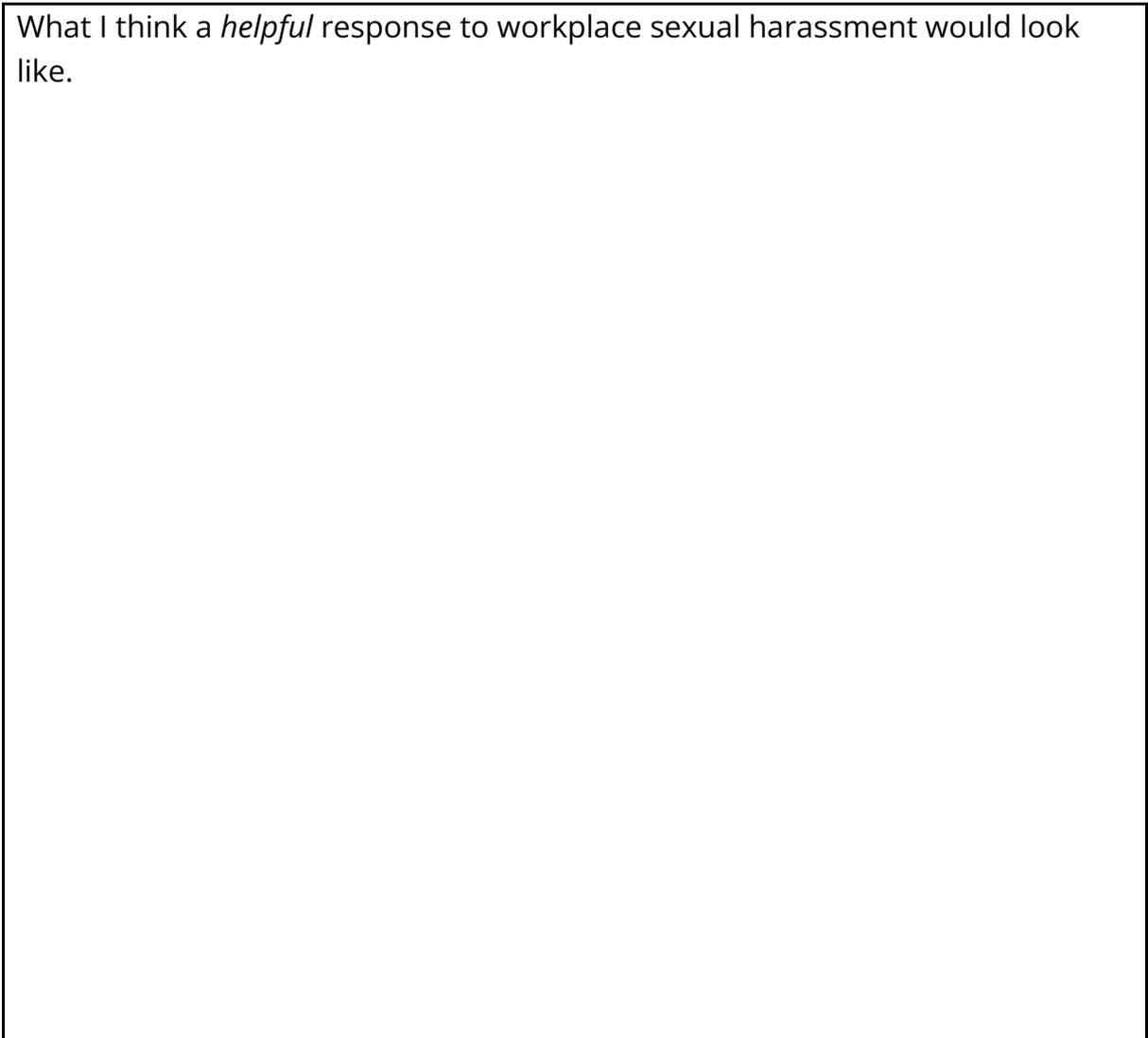
If you would like some help to think about what you might like to share, we've prepared a set of questions to help with your planning. You may wish to fill out the below questions. You could then refer to these while preparing your contribution. Doing this is completely voluntary.

Supports I need in place to feel comfortable participating in this project (e.g., psychological support / therapeutic services / a comfortable space / a support person) and how I will access this / these:

What I think an *unhelpful* response to workplace sexual harassment would look like.



What I think a *helpful* response to workplace sexual harassment would look like.



What I think *should change* to address workplace sexual harassment.

1.5 Additional content ideas

Here are some ideas to help you think about what you might want to include or leave out in your submission:

What do you think a helpful response to workplace sexual harassment would look like?

- What in the workplace or wider environment could be done to stop workplace sexual harassment?
- What kind of support do you think could help those who experience workplace sexual harassment?
- What kind of response to formal complaints do you think would be helpful?
- What do you think would be helpful for people who have been sexually harassed to know when seeking support?

What do you think an unhelpful response to workplace sexual harassment would look like?

- What do you think it is about work that means sexual harassment happens?
- What do you think it is about work that allows sexual harassment to continue?
- What gets in the way of support at work?
- Why do you think it is difficult to get support or advice if someone has been sexually harassed at work?
- What kind of responses are unhelpful if someone is sexually harassed at work?
- What do you think being harassed in the workplace does to people's health; money; career?
- What do you think are the barriers to justice for those who have been sexually harassed at work?

What do you think needs to change to address workplace sexual harassment?

- What do you think could make workplaces safer for you or your community?
- What do you think is most important to change?
- What do you think justice looks like for people who have been sexually harassed at work?
- What kind of education needs to be in place to make workplaces safer?
- What else needs to be considered to stop workplace sexual harassment?
- If you could wave a magic wand and everyone in workplaces understood something about stopping sexual harassment, what do you think they should know?

No matter what you decide to share or keep private, it's a good idea to discuss it with someone you trust, like a friend, family member, or counsellor. They can offer support as you get ready to share your thoughts.