

	Queensland Police Service (QPS)	Workplace Health and Safety Queensland (WHSQ)	Resources Safety and Health Queensland (RSHQ)	Queensland Human Rights Commission (QHRC)	Australian Human Rights Commission (AHRC)	Fair Work Commission (FWC)	Fair Work Ombudsman (FWO)
Legislation	<i>Criminal Code Act 1899 (Qld)</i>	<i>Work Health and Safety Act 2011 (Qld)</i>	<i>Coal Mining Safety and Health Act 1999 (Qld)</i> <i>Mining and Quarrying Safety and Health Act 1999 (Qld)</i> <i>Petroleum and Gas (Production and Safety) Act 2004 (Qld)</i>	<i>Anti-Discrimination Act 1991 (Qld)</i>	<i>Australian Human Rights Commission Act 1986 (Cth)</i> <i>Sex Discrimination Act 1984 (Cth)</i>	<i>Fair Work Act 2009 (Cth)</i>	<i>Fair Work Act 2009 (Cth)</i>
Role	<p>Some forms of sexual harassment may also be a criminal offence.</p> <p>The QPS prevent, disrupt, respond to and investigate sexual violence by putting victims first and holding perpetrators accountable.</p> <p>QPS sexual violence response strategy 2023-2025</p>	<p>Persons conducting a business or undertaking (PCBUs) have an obligation to manage psychosocial risks to workers, including the risk of sexual harassment.</p> <p>WHSQ assists businesses and workers to create safe and healthy workplaces by: ensuring compliance with WHS laws, investigating WHS complaints, taking enforcement action when laws are broken, and educating businesses and workers on their WHS rights and obligations.</p> <p>WHSQ assists PCBUs and workers with non RSHQ related psychosocial health and safety matters.</p>	<p>RSHQ undertakes regulatory activities in Queensland's resources industry to ensure physical and psychological risks to workers' health and safety associated with psychosocial hazards, including sexual harassment, are being managed to an acceptable level. This includes providing a dedicated mechanism for workers to make confidential complaints to RSHQ.</p>	<p>The QHRC deals with complaints of sexual harassment, sex discrimination and other contraventions of the <i>Anti-Discrimination Act 1991</i>.</p> <p>The QHRC delivers training on sexual harassment, equity contact officer and a range of other topics.</p>	<p>The AHRC can:</p> <ul style="list-style-type: none"> inquire into and attempt to resolve and conciliate workplace complaints and disputes about sexual harassment and sex discrimination inquire into and ensure compliance of employers and persons conducting a business or undertaking (PCBUs) (organisations and businesses) with the positive duty under the <i>Sex Discrimination Act 1984</i>. <p>The positive duty requires organisations and businesses to take 'reasonable and proportionate measures' to eliminate, as far as possible, sexual harassment, sex discrimination, sexist behaviour and related acts of victimisation in connection with work.</p>	<p>Most workers can apply to the FWC for an order to stop sexual harassment at work.</p> <p>For sexual harassment that started on or after 6 March 2023, most workers, people seeking to become workers and PCBUs can apply to the FWC to deal with a sexual harassment dispute by making an order to stop sexual harassment in connection with work, or deal with the dispute (other than by arbitration), or both.</p>	<p>Under the <i>Fair Work Act 2009</i>, workers, future workers and PCBUs are protected from sexual harassment connected to work. A person or company is liable for sexual harassment committed by an employee or agent in connection with work unless the person or company can prove that they took all reasonable steps to prevent the sexual harassment. They can also be liable in other circumstances, for example if they were involved in an employee's contravention.</p>
Complaints process	<p>For emergency situations call: Triple zero '000'. For non-emergencies call Police Link: 131 444.</p> <p>You can make a Sexual Assault Report, or an Alternative Reporting Option for a complaint not investigated by police.</p>	<p>Phone 1300 362 128 and WHSQ will email the psychosocial hazards complaint form to complete. WHSQ will decide on the most appropriate action by assessing the information provided and the circumstances of the request. WHSQ will also consider its Compliance Monitoring and Enforcement Policy and may contact the complainant for more information. WHSQ may contact the PCBU to assess their compliance with WHS laws.</p>	<p>Phone RSHQ's dedicated sexual harassment complaints number 1300 581 077 or complete the complaint form and email to complaints@rshq.qld.gov.au</p> <p>Complaints can be anonymous or kept confidential.</p> <p>All complaints are reviewed to determine what level of investigation is required. You may be contacted by a RSHQ officer, who works with our designated investigators who have received specific training in this area to determine whether obligation holders have met legislative requirements to manage the risks of sexual harassment in their workplace.</p>	<p>Phone: 1300 130 670 enquiries@qhrc.qld.gov.au</p> <p>A complaint must be in writing and sent to the QHRC. If the complaint is within jurisdiction the QHRC will usually direct the parties to participate in a conciliation conference. The QHRC role is to provide independent assistance for the parties to reach an agreement.</p>	<p>Phone 1300 656 419 for further information. If you wish to submit a complaint about discrimination or human rights breaches you may do so on AHRC's website.</p> <p>To tell the AHRC about any concerns you have about an organisation or business complying with the positive duty you may do so on AHRC's website.</p>	<p>Phone 1300 799 675 or find information about how to make an application on FWC's website.</p> <p>Applications to FWC must be made using the:</p> <ul style="list-style-type: none"> Form F72A for sexual harassment that started before 6 March 2023, or Form F75 for sexual harassment that started on or after 6 March 2023. <p>FWC publishes information on the complaints process here.</p>	<p>Phone 13 13 94 or submit an online enquiry at FWO's website. More information on FWO's compliance and enforcement functions can be found here.</p> <p>The FWO can help with some issues around sexual harassment at work, usually when an employee has already sought help, such as via the FWC or another government body.</p> <p>If a person (or a group of people) believes they have been sexually harassed in connection with work, they (or an industrial association such as a union) may be able to apply to the FWC. Other government bodies like the AHRC may also be able to assist with sexual harassment complaints.</p>

	Queensland Police Service (QPS)	Workplace Health and Safety Queensland (WHSQ)	Resources Safety and Health Queensland (RSHQ)	Queensland Human Rights Commission (QHRC)	Australian Human Rights Commission (AHRC)	Fair Work Commission (FWC)	Fair Work Ombudsman (FWO)
Litigation outcomes	The maximum penalty for the offence of sexual assault is life imprisonment.	WHSQ actively enforces WHS laws, including using enforceable undertakings as a compliance and enforcement tool. Prosecutions of the <i>Work Health and Safety Act 2011</i> are the responsibility of the independent Office of the Work Health and Safety Prosecutor .	If an obligation holder is found to be non-compliant, RSHQ may take action in accordance with the RSHQ Compliance and Enforcement Policy . Outcomes may include advice and education, the issuance of a statutory directive, issuance of a civil penalty, or commencement of prosecution action through the Office of the Work Health and Safety Prosecutor .	Many complaints accepted by the QHRC are resolved through the conciliation process. However, if the complaint is not resolved, the person who made the complaint may refer it to the Queensland Industrial Relations Commission (for work-related complaints) to hear and decide the complaint. Outcomes may include an order for compensation.	Complaints to the AHRC about discrimination or human rights breaches may be resolved through conciliation. Complaint outcomes can include an apology, reinstatement to a job, compensation for lost wages, compensation for general damages, changes to a policy or developing and promoting anti-discrimination policies. AHRC has powers to enforce the positive duty, including the power to: <ul style="list-style-type: none"> • inquire into compliance with the positive duty • make findings of non-compliance • issue compliance notices that can be enforced by courts and enter into enforceable undertakings with employers and PCBUs. 	A stop sexual harassment order is intended to prevent any future harassment. FWC will assist the parties to resolve the issues informally. If the matter is not resolved informally, FWC may make an order to stop the harassment if there is a risk of it continuing. An application for FWC to otherwise deal with the dispute is intended to remedy past harm caused by sexual harassment. FWC can seek to assist the parties to resolve the dispute, including by conciliating, making a recommendation or expressing an opinion. If the parties consent, FWC may arbitrate the dispute.	The FWO commences litigation in accordance with its Compliance and Enforcement Policy . They will only commence litigation if they consider that there is sufficient evidence to do so and it would be in the public interest. FWO publishes information about its powers to commence litigation here .
Additional Information (for employers and workers)	<ul style="list-style-type: none"> • A guide for sexual violence, choices and reporting pathways • Alternative reporting options • Information about sexual assault, consent, myths and facts • LGBTIQ+ communities 	<ul style="list-style-type: none"> • Harassment including sexual harassment • Managing the risk of psychosocial hazards at work Code of Practice 2022 	<ul style="list-style-type: none"> • Sexual assault and sexual harassment information for the resources industry • Managing psychosocial hazards in Queensland's resources industries 	<ul style="list-style-type: none"> • Sexual harassment fact sheet • Sexual harassment case studies • Complaints information 	<ul style="list-style-type: none"> • Complaints under the Sex Discrimination Act • The Positive Duty under the Sex Discrimination Act 	<ul style="list-style-type: none"> • Free workplace sexual harassment online course 	<ul style="list-style-type: none"> • Sexual harassment in the workplace • Making a complaint about workplace sexual harassment

Support Services

Different types of support are available by those impacted by sexual harassment and sexual assault in the workplace.

If you are unsure about reporting sexual harassment and sexual assault, legal services such as those outlined below may be a good first point of contact. Unless otherwise stated, hours listed are AEST.

Specialist sexual assault related services	Counselling and support services	Legal, financial and other practical support services	Agency contact information
<ul style="list-style-type: none"> • 1800RESPECT <ul style="list-style-type: none"> – 1800 737 732 – 24/7 crisis support • Queensland Health Sexual Assault Services • Sexual Assault helpline <ul style="list-style-type: none"> – 1800 010 120 – 7 days (7.30 am to 11:00pm) • Sexual Health Clinic • Living Well - Supports for men affected by Sexual Assault 	<ul style="list-style-type: none"> • For emergency situations call: Triple zero '000' • Workers Psychological Support Service <ul style="list-style-type: none"> – 1800 370 732 (Monday to Friday, 9am to 5pm) • Mental health access line <ul style="list-style-type: none"> – 1300 64 22 55 – 24/7 crisis support • Suicide Callback Service <ul style="list-style-type: none"> – 1300 659 467 – 24/7 crisis support • Lifeline <ul style="list-style-type: none"> – 13 11 14 – 24/7 crisis support • 13 YARN <ul style="list-style-type: none"> – 13 92 76 – 24/7 crisis support for Aboriginal and Torres Strait Islander people 	<ul style="list-style-type: none"> • Legal Aid • Basic Rights Queensland • LGBTI Legal Service Inc • Victims Assist 	<ul style="list-style-type: none"> • Queensland Police Service <ul style="list-style-type: none"> – For emergency situations call: Triple zero '000' – For non-emergencies call Police Link: 131 444 • Resources Health and Safety Queensland <ul style="list-style-type: none"> – 1300 581 077 • Workplace Health and Safety Queensland <ul style="list-style-type: none"> – 1300 362 12 (Monday to Friday, 8am to 5:30pm) • Queensland Human Rights Commission <ul style="list-style-type: none"> – 1300 130 670 (Monday to Friday, 9am to 4.30pm) • Australian Human Rights Commission <ul style="list-style-type: none"> – 1300 369 711 (9am to 5pm) • Fair Work Commission <ul style="list-style-type: none"> – 1300 799 675 (Monday to Friday, 9am to 5pm) • Fair Work Ombudsman <ul style="list-style-type: none"> – 13 13 94 (Monday to Friday, 8am to 5pm)