



Improving gender  
equality and safety  
of women in mining



## Leadership Statement

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The purpose of this statement is to define the expectations and goals of your organisation regarding [Sexual Harassment Sexual Assault Policy](#) and applicable procedures.

This statement has a focus on encouraging the building of respectful relationships at work.

This document can be changed in any way to reflect your organisation's policies or values.



[Company letterhead/logo]

Dear colleagues

### **Objective**

[Company Name] is committed to a workplace environment that is safe, respectful and inclusive. The building and maintaining of respectful relationships are key to [Company Name]'s success. Discrimination, bullying and harassment in any form are contrary to this objective and will not be tolerated.

### **Sexual harassment and sexual assault**

Sexual harassment is an unwelcome sexual advance, or an unwelcome request for sexual favours, or other unwelcome conduct of a sexual nature, in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the person harassed would be offended, humiliated or intimidated. It has nothing to do with mutual attraction or consensual behaviour.

Sexual assault is any sexual behaviour which is threatening, violent, forced, coercive, or exploitative and in which the victim or impacted person has not given, was unable to give, or has withdrawn consent. Consent is when the person freely and voluntarily agrees to a sexual activity and they have the freedom and capacity to make that choice.

Both the Australian Human Rights Commission's Respect@Work report and the Western Australian Parliament's Community Development and Justice Standing Committee's Enough is Enough report highlighted the prevalence of sexual harassment and sexual assault in the mining and resources industry. It is unacceptable. We have a responsibility to eliminate these behaviours from our industry's culture.

Sexual harassment and sexual assault will not be tolerated within [Company Name]'s workplace. This includes, but is not limited to: staring, suggestive comments, requests for sexual favours, intrusive questions about a person's private life and sexual communications in the workplace.

### **Professional and appropriate conversation and behaviour**

[Company Name] expects all workers to treat each other with respect. This means workers must interact appropriately and professionally. We must be aware of our behaviour in the workplace.

Working respectfully includes escalating any concerning conduct to supervisors and human resource representatives, speaking up and providing support to colleagues. The importance of building respectful relationships necessitates the strict adherence to appropriate standards of behaviour.

### **Going forward – our responsibilities within the resources sector**

We believe [Company Name] has much to be proud of. However, industry-based research suggests our industry has room for improvement.

**Inappropriate and disrespectful workplace behaviours will not be tolerated**

[Note: Option one: introduction of new initiatives]

As such, as part of this commitment, [Company Name] will be [detail introduction of new initiatives / policies].

[Note: Option two: refer to existing initiatives]

As such, [Company Name] maintains the [current policies and initiatives].

As always, I [appropriate leader/manager] am happy to discuss this further with you and I look forward to working with you to continue to create an inclusive and respectful workplace for all.

Best wishes

Signed

[CEO/Executive leader/Most senior regional officer]