



Improving gender equality and safety of women in mining



## Sexual Harassment and Sexual Assault Workplace Audit Tool

This survey is an internal resource which has been created to assess **[Company Name]**'s current position in relation to its approach to sexual harassment and sexual assault (SHSA). The responses will help guide the implementation of policies and strategies that aim to eliminate SHSA from the workplace.

	Strongly agree	Agree	Neutral or don't know	Disagree	Strongly disagree
<b>[Company Name]</b> 's leaders are committed to ensuring a safe work environment free from SHSA					
<b>[Company Name]</b> 's leaders are committed to promoting a positive ethos and culture					
<b>[Company Name]</b> 's leaders or executive team openly talk about SHSA and its prevention					
My line manager or direct supervisor shows leadership in preventing and responding to SHSA					
SHSA is regularly spoken about in <b>[Company Name]</b>					
<b>[Company Name]</b> has a policy on SHSA					
<b>[Company Name]</b> prioritises gender equality and diversity in the workplace					
I have attended training on SHSA at <b>[Company Name]</b> (or organised by <b>[Company Name]</b> ) within the last two years					
<b>[Company Name]</b> provides workers with information on how to make a report or complaint about SHSA					
<b>[Company Name]</b> provides support for workers' wellbeing during and after a report of SHSA					
<b>[Company Name]</b> shares general information about SHSA incidents and reports with its workers					
<b>[Company Name]</b> provides support for all types of bystanders and witnesses during and after a report of SHSA					



## Sexual Harassment and Sexual Assault Workplace Audit Tool continued

	Strongly agree	Agree	Neutral or don't know	Disagree	Strongly disagree
I would be comfortable in reporting incidents of SHSA to my leaders without fear of victimisation or negative career implications					
I am aware of my organisation's policy on the prevention of SHSA in the workplace					
I feel safe from SHSA behaviours on site					
I feel safe working in isolated locations					
Workers displaying SHSA behaviours are managed appropriately					
I understand the grievance process for cases of SHSA in the workplace					
Sexual jokes and innuendos are an everyday part of our workplace					
Everyone is treated with respect regardless of gender					
I feel safe from SHSA behaviours when travelling to and from site					

Questions related to frequency	Answers				
	Once per month	Once every three months	Once a year	Hardly ever	Never
How frequently does your manager meet with you to discuss any concerns you have about work?					
How often does your manager talk to you about <b>[Company Name]</b> 's workplace behaviour policy?					

Adapted from:

Minerals Council of Australia. (2023). Respect@Work example culture survey template. <https://minerals.org.au/policies/safety-and-health/respectwork/>

Workplace Gender Equality Agency. Guide to consulting workers on gender equality Survey Bank <https://www.wgea.gov.au/resources/guide-to-consulting/conducting-a-survey>