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**Respect  
in Mining**  
PROGRAM



Improving gender equality and safety of women in mining

## Acknowledgement of Country

The Government of Western Australia acknowledges the traditional custodians throughout Western Australia and their continuing connection to the land, waters and community. We pay our respects to all members of the Aboriginal communities and their cultures, and to Elders both past and present.

We particularly acknowledge the caring strengths, resilience and central role of Aboriginal women within their families.

## Background

In 2021, the State Government committed to resourcing and developing the Mental Awareness, Respect and Safety (MARS) Program to address workplace culture and safety issues in the mining industry. This was in response to increased reporting and a parliamentary inquiry into sexual harassment against women in the fly-in-fly-out mining industry.

The MARS Program is led by the Department of Mines, Industry Regulation and Safety, in collaboration with the Department of Communities (Communities), the Mental Health Commission and the Equal Opportunity Commission.

Communities is leading the Respect in Mining Program with development undertaken by Curtin University's Collaboration for Evidence, Research and Impact in Public Health.

The Respect in Mining Program is built on the principles of Communities' Respectful Relationships programs, and seeks to build workers' relationships that are characterised by non-violence, equality, mutual respect and trust. It will be customised to the requirements of the Western Australian mining industry to promote gender equality and strengthen the awareness of, and responses to, sexual harassment and sexual assault (SHSA).

## Purpose

The Respect in Mining Program is designed to support small and medium mining organisations to increase awareness and knowledge of the gendered drivers of violence, the impact of gender inequality on women's safety and economic security, and the impact of gendered division in leadership and decision making.

A whole of organisation approach is taken to embed gender equality policies and practices to benefit all employees.

To improve  
gender equality  
and safety of  
women in the  
mining industry



## Tools and resources

The tools and resources of the Respect in Mining Program are designed to support mining organisations to set clear standards, policies and procedures for expectations of behaviour, and identify and appropriately respond to incidents of sexual harassment and sexual assault in the workplace.

The program provides organisations with a list of 19 tools and resources which can be adapted to their working practice. The tools include:

- Guidance on how to gain leadership support and commitment.
- Assessment and audit tools to identify culture or risk of SHSA.
- Template to develop a SHSA policy.

- Guidance on dealing with backlash and resistance.
- Procedures and guidance on how to review and improve practice.

A supporting implementation guide is available to assist organisations to understand how each can be put into practice and provides reference to other tools and resources and support available.

