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After attending the program, our staff's perception of sexual harassment has shifted. They now recognize that using physical and verbal abusive language is unacceptable. They've learned that some terms which they thought was normal to use could actually be considered as forms of harassment, and they are more aware of their behavior towards each other. As a result, there has been a change in their approach towards each other, with less use of offensive language and a more respectful environment.

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*The Business Coalition for Women is supported by the Australian Government through the PNGAus Partnership.*



To find out more about how our Family & Sexual Violence solutions can help your business, contact us on: E: [communications@pngbcfw.org](mailto:communications@pngbcfw.org) Office Landline: 323 0310 | Mobile: 7459 3108. Or visit our website: [www.pngbcfw.org](http://www.pngbcfw.org) or find us on Facebook.



Did you know that **sexual harassment** affects the workplace?

**1 in 12 women experience sexual harassment in the workplace**

**1 in 20 men also report experiencing sexual harassment in the workplace**

Source: UN International Labour Organisation (ILO)

Does your business need an anti-sexual harassment policy?

Tools are now available.

SAFE spaces make GREAT workplaces

## What is Sexual Harassment?

Sexual harassment is the unwelcomed, unwanted, or uninvited conduct of a sexual nature, which makes a person feel offended, humiliated and/ or intimidated.

Some forms of sexual harassment are a crime and are punishable under the Criminal Code Act 1974.



## What is an Anti-Sexual Harassment Policy?

The Anti-Sexual Harassment Policy promotes a safe work environment that demands respect for the dignity of each

individual. This policy aims to protect women and men of an organisation from sexual harassment. It describes the types of behaviours that should be eliminated from the workplace, explains how to report incidents on how to address any incidents of sexual harassment.

### WHAT IS THE BUSINESS VALUE FOR IMPLEMENTING THE ANTI-HARASSMENT POLICY?



## Anti-Sexual Harassment Policy Package

We offer two (2) types of packages:

1. Combined training - Individual 1-6 participants

## 2. Company Specific Training

Companies will receive the following:

- Management briefing
- Model policy
- 2 Day Anti-Sexual Harassment training
- 30 minutes Post Management briefing
- 3 and 12 month follow up implementation support
- 4 x free 1 - hour Sexual harassment education sessions for ALL STAFF

## Akino Wano

Senior HR Business Partner,  
Kina Bank



At Kina the anti-sexual harassment training made the staff feel empowered and informed. They now have a clear understanding and work within their Business Units as an advocate to create a respectful environment. We believe in a workplace where everyone feels safe, supported, and valued. We also ensure that, our commitment to a safe and respectful workplace means empowering every employee to thrive without fear and in doing that we feel we have created a Safe Workplace for all.