

Policy for the prevention of sexual harassment in the workplace

NORTHERN TERRITORY PUBLIC SECTOR

Foreword

Sexual harassment policy

I am committed to providing a safe, flexible and respectful environment for employees irrespective of gender, age, sexuality, ethnicity, ability, culture or religion.

Sexual harassment is unlawful and will not be tolerated in the Northern Territory Public Sector (NTPS).

In our most recent survey of the public service in 2021, issues of bullying and harassment were raised as a concern for employees. To respond to the survey findings I committed to delivering a Whole of Sector Sexual Harassment Policy by the end of 2021.

This whole of sector policy for the Prevention of Sexual Harassment in the Workplace delivers on that commitment.

It complements the Northern Territory Government's 'Sexual Violence Prevention and Response Framework 2020-2028', released in 2020, which aims to prevent and respond to sexual violence, reduce its incidence, and support those who experience it to be safe and heal.

This whole of sector policy applies to all employees and customers of the NTPS and sets out the legal responsibilities and obligations for the NTPS and its employees.

Preventing sexual harassment in the workplace requires a united framework across all agencies. The combined efforts of governments, non-government organisations and the general public is needed.

In 2022, work will commence on a complaints and reporting framework to further support the prevention of and respond to sexual harassment complaints.

I envisage the framework will include:

- best practice principles in relation to preventing, managing and responding to sexual harassment in the NTPS; and
- a coordinated reporting process that enables individual agencies to actively monitor the prevention of sexual harassment and all forms of sexual violence in the workplace.

I thank all Chief Executive Officers and stakeholders for their support in the development of this policy.



Vicki Telfer,
Commissioner for Public
Employment PSM

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1. Policy statement

1.1 Purpose

Sexual harassment is unlawful and will not be tolerated in the Northern Territory Public Sector (NTPS).

The NTPS is committed to providing a safe, flexible and respectful environment for employees and customers that is free from all forms of sexual harassment at work. This policy applies to employees and customers of the NTPS and sets out the legal responsibilities and obligations for the NTPS and its employees.

All employees are responsible for the prevention of sexual harassment and in supporting and promoting a safe working environment across the NTPS.

In this policy:

Employee is defined inclusively to include employees of the NTPS (including employees covered by current NT Public Service Enterprise Agreements and executive contract officers (ECO) as well as persons seeking employment, contract workers, consultants, agency on hire employees, students and volunteers. This policy also extends to school council employees. The legislation and instruments mentioned in this policy may apply to particular categories of employees.

Customer is defined to include all persons to whom services are provided by the NTPS.

The definition of work is adopted from the [Anti-Discrimination Act 1992 \(NT\)](#) as:

- in a relationship of employment (including full time, part-time, casual, permanent and temporary employment)
- under a contract for services
- remunerated in whole or in part on a commission basis
- under a statutory appointment
- by a person with an impairment in a sheltered workshop
- under a guidance program, vocational training program or other occupational training or retraining program.

A **workplace** is a place where a person performs work.

Victimisation occurs when a person subjects or threatens to subject another person or an associate of the other person to any detriment.

1.2 Objectives

- Create a working environment which is free from sexual harassment and where all employees are treated with dignity, courtesy and respect.
- Implement training and awareness raising strategies to ensure that all employees know their rights and responsibilities.
- Provide an effective procedure for complaints based on the principles of natural justice.
- Treat all complaints in a sensitive, fair, timely and confidential manner.
- Guarantee protection from any victimisation or reprisals.
- Encourage the reporting of behaviour which breaches the sexual harassment policy.
- Promote appropriate standards of conduct at all times.

1.3 Scope

This policy applies to circumstances including but not limited to:

- all aspects of employment
- how the NTPS provides services to customers and how it interacts with other members of the public
- onsite, offsite, work related social functions, conferences – wherever and whenever employees may be as a result of their working duties
- out of work hours interaction where there is a strong connection to the employment relationship
- employees treatment of other employees, customers and members of the public encountered in the course of their working duties.

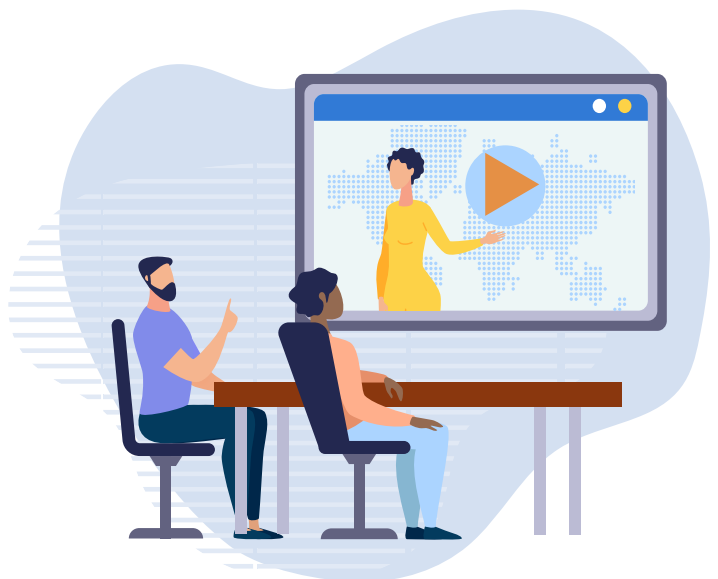
When managing reports of sexual harassment, the NTPS will also refer to relevant legislation and industrial instruments.



1.4 Principles

The principles associated with this policy are that:

- sexual harassment is unlawful, is a form of sexual violence and will not be tolerated in the workplace
- a single incident can constitute sexual harassment
- sexual harassment is a gender issue. Most instances of sexual harassment are experienced by women. Sexual harassment can happen to men and other gender identities
- the NTPS recognises that particular groups of employees may be more vulnerable to higher risks of sexual harassment including women, young people, LGBTQIA, people with disability, Aboriginal people and people from culturally and linguistically diverse backgrounds, and those engaged in insecure work
- the NTPS has a positive duty to ensure the health and safety of employees
- to eliminate risks to health and safety so far as is reasonably practicable
- employees may be personally liable if allegations of sexual harassment are substantiated against them.
- legal action (civil and/or criminal) may be taken against a person who has engaged in sexual harassment
- conduct constituting sexual harassment by an employee may also expose the NTPS to liability. The NTPS may be vicariously liable for an employee's conduct undertaken in the course of, or in connection with their employment
- the NTPS recognises that comments and behaviour that do not offend one person can offend another. All NTPS employees are required to treat others with dignity, courtesy, respect and professionalism and must not engage in unlawful conduct, including sexual harassment.



1.5 Responsibilities

Employees

All employees must:

- comply with this policy
- model appropriate behaviour
- be informed about what sexual harassment is
- treat information in relation to claims of sexual harassment with appropriate confidentiality
- ensure that a person is not victimised for making or being involved in a sexual harassment complaint
- participate in training as directed by management. Effective training is critical in responding to this issue, to achieve cultural change. Effective training is face to face, gender and trauma informed, specific to the workplace and will include information on bystander interventions
- act in accordance with Employment Instruction (EI) 12 Code of Conduct; EI 13 appropriate workplace behaviours and the NTPS's values, policies and procedures, and any other relevant agency policies related to conduct and behaviours in the workplace.

Employer

The NTPS acknowledges the key role of leadership in effectively preventing and addressing sexual harassment in the workplace. In addition to their responsibilities as employees, those with management responsibilities must also:

- ensure employees are informed about what sexual harassment is
- promote awareness of this policy including to all new employees
- consider what education and actions may need to be taken to identify and address issues of sexual harassment in the workplace including bystander interventions
- be a role model for employees about how to behave and set clear expectations of behaviour
- monitor the work environment and foster an inclusive and respectful work environment
- treat all complaints seriously and take prompt and appropriate action to address them
- assess immediate physical and psychological needs of an employee disclosing sexual harassment
- ensure steps taken and any communication protocols developed are victim led and trauma informed
- ensure the relevant employee is kept informed about steps taken and time lines for steps to be taken and in a way that is safe for them
- ensure natural justice is afforded to all parties during the complaint/investigation process
- record and report incident, retain relevant data securely.

2. Legislation

Sexual harassment is a specific and a serious form of harassment that is unlawful and prohibited by both Northern Territory (NT) and Commonwealth legislation, and may be a crime if also a sexual, physical or indecent assault. Relevant legislation prohibiting sexual harassment at work and in the provision of goods and services are:

Anti-Discrimination Act 1992 (NT), Sex Discrimination Act 1984 (Cth), Work Health and Safety (National Uniform Legislation) Act 2011 (NT) and Fair Work Act 2009 (Cth) which allows a worker who has been bullied or sexually harassed at work to apply to the Fair Work Commission for an order to stop bullying or sexual harassment.



3. NTPS Code of Conduct and Values

3.1 NTPS Code of Conduct

Employees are required to conduct themselves in a manner that is consistent with the general principles relating to the public sector as set out in Part 1A of the *Public Sector Employment and Management Act 1993 (NT) (PSEMA)*.

Principles are further defined through *Employment Instruction 12: Code of Conduct* which is issued by the Commissioner for Public Employment. Local policies and procedures issued by public sector organisations may include specific expectations for employees in particular roles.

Employment Instruction 13: Appropriate Workplace Behaviour also sets out the requirement for all employees to behave appropriately in the workplace and requires Chief Executive Officers to foster a culture which supports appropriate behaviour and is free from bullying.

3.2 NTPS Values

Employees are obliged to adhere to the NTPS values. In the context of sexual harassment demonstrating the following values are particularly relevant:



Commitment to service:

the NTPS is professional, hardworking, effective, innovative and efficient, working collaboratively to achieve the best results for the NT.



Ethical practice:

the NTPS upholds the highest standards of practice and acts with integrity in all that it does.



Respect:

the NTPS respects all people and in particular their rights as individuals.



Accountability:

the NTPS is transparent and accountable in all its actions.



Impartiality:

the NTPS is apolitical and provides the government with advice that is objective, timely and based on the best available evidence.



Diversity:

the NTPS values the diversity of its workforce as well as the NT population it serves.

3.3 Contract of employment for executive contract officers

In addition to the NTPS Code of Conduct, NTPS standard contracts of employment for executive contract officers (ECO) provides that an executive shall conform to, observe and comply with the directions and restrictions, and regulation of the employer, and comply with all legal requirements, including the [NTPS Code of Conduct](#).

4. Sexual harassment in the workplace

4.1 What is sexual harassment?

Sexual harassment is a form of sexual violence that can take place in the workplace. It may take various forms and can be directed at, and perpetrated by, all persons including male, female, transgender and gender diverse. Data indicates perpetrators are frequently men but it must be recognised perpetrators can be anyone. Sexual harassment may be physical, spoken or written and may include but is not limited to:

- unwelcome physical contact of a sexual nature
- comments or questions of a sexual nature about a person's private life or their appearance
- sexually suggestive behaviour such as leering or staring or offensive gestures
- brushing up against someone, touching, fondling or hugging
- sexually suggestive comments or jokes
- displaying offensive screen savers, photos, calendars or objects
- repeated requests to go out
- unwanted displays or declarations of affection
- requests for sex
- sexually explicit emails, text messages or posts on social networking sites
- sexual assault, indecent exposure, physical assault and stalking which are also criminal offences
- actions or comments of a sexual nature in a person's presence even if not directed at that person.



4.2 Behaviour not considered to be sexual harassment

Sexual or romantic interaction that is entered into freely and is reciprocated between consenting employees is not a form of sexual harassment. This includes sexual interaction, flirtation, attraction or friendship which is invited, mutual, consensual or reciprocated action. However, personal relationships between employees must be managed appropriately with careful consideration given to perceptions of bias and conflict of interest. Employees must disclose and avoid actual conflicts of interest in the workplace.

Employees may face disciplinary action where their actions adversely affect other employees or their workplace responsibilities.

4.3 Prohibition of victimisation

An employee will not be victimised because they have made, or intend to make, a complaint of sexual harassment.



4.4 Threshold

The *Anti-Discrimination Commission Act 1992 (NT)* provides that sexual harassment takes place if a person:

- subjects another person to an unwelcome act of physical intimacy, or
- makes an unwelcome demand or request (whether directly or by implication) for sexual favours from the other person, or
- makes an unwelcome remark with sexual connotations, or
- engages in any other unwelcome conduct of a sexual nature.

AND that person does so:

- with the intention of offending, humiliating or intimidating the other person, or
- in circumstances where a reasonable person would have anticipated the possibility that the other person would be offended, humiliated or intimidated by the conduct.

There is no requirement that the unwelcome conduct be repeated; a one off incident can be sexual harassment. Equally, behaviour which might on its own not constitute conduct of a sexual nature may do so if it occurs in the context of a broader pattern of behaviour.

Just because someone does not object to inappropriate behaviour in the workplace at the time it occurs does not mean that they are consenting to the behaviour or consenting for the behaviour to continue at another time.

4.5 Beyond the workplace and outside working hours

Behaviour constituting sexual harassment can occur beyond the physical workplace and outside normal working hours. For example, workplace sexual harassment can occur where there is a link to employment including but not limited to:

- ✓ during periods of working from home
- ✓ at social functions sponsored and paid for by the NTPS
- ✓ at social functions in connection with the team/workplace but not sponsored or paid by the NTPS
- ✓ in vehicles while on the way to work functions or meetings
- ✓ at after parties to such events regardless of their location
- ✓ in accommodation (including hotel rooms) associated with or provided by the NTPS
- ✓ online via use of technology and social media
- ✓ any other location in situations where the conduct commenced in the workplace and continued outside the workplace and vice versa.

Consumption of alcohol or other drugs at work functions, or at a work related event outside the usual workplace and hours of work is not an excuse for conduct that constitutes sexual harassment. Employees should regulate their own behaviour and consumption of alcohol or other drugs (noting that some workplaces may have a zero tolerance approach) to ensure their behaviour does not adversely impact others. Employees should be mindful that in these situations they continue to be subject to the **NTPS Code of Conduct**.



5. Reporting sexual harassment

The NTPS will not stand for any form of sexual harassment in the workplace. The NTPS strongly encourages employees who believe they have been sexually harassed or have witnessed sexual harassment to speak up.

An employee should consider reporting the harassment to someone they trust from within their agency, Workforce Services or their Human Resources team.

Those who have experienced sexual harassment can report it in a number of ways. Some employees may not wish to lodge a formal complaint about the sexual harassment. The employer should discuss the options available to the employee and together agree next steps.

In some circumstances, the employee may wish to talk to the harasser directly - this should be done only if the individual feels comfortable and safe doing so (noting this approach may suit some situations and people but not others).

After a disclosure of sexual harassment has occurred, the employer must ensure check ins are undertaken with the employee to make sure they are travelling well. This to be done in a way that meets the employee's needs.

Employees affected by sexual harassment must be supported in dealing with their disclosure or complaint and offered support and assistance, including a referral to the NTPS Employee Assistance Program.

The NTPS will listen to and work with employees to ensure their safety and well being as required by the [Work Health and Safety \(National Uniform Legislation\) Act 2011 \(NT\)](#)

Employee support and advisory options are provided at the end of this policy. In cases of sexual assault, employees will be encouraged to make a report to the police. The employer will support employees, if requested, to make reports to police.

Making an internal complaint at work does not preclude an employee from also making an external complaint, such as to the Anti-Discrimination Commission NT and vice versa.



5.1 Confidentiality

Where appropriate, complaints of sexual harassment will be treated in confidence in order to protect an employee's personal privacy as much as possible. However, allegations of sexual harassment or potential criminal conduct are serious and should be considered accordingly. In some instances, a matter may need to be escalated or referred without agreement from the employee particularly in circumstances that may:

- ✓ constitute a criminal offence
- ✓ constitute a work health and safety risk and/or
- ✓ require disciplinary action.

Only relevant persons in the NTPS will be advised of the complaint and any arrangements necessary for the purpose of managing the complaint. At the time a complaint is made, the employer should notify the person making the complaint who in the agency will be privy to this information.



5.2 Bystander intervention

Bystanders, including colleagues, who witness or are aware of sexual harassment can play an important role in preventing sexual harassment in the workplace. When grounded in behaviours of integrity and respect, action taken by colleagues can positively impact defining workplace culture.

Bystanders that are aware of sexual harassment are encouraged to:

- provide support to the colleague who is being subjected to sexual harassment
- formally or informally challenge concerning behaviour
- report sexual harassment to a supervisor or a senior person they trust within the agency.

The standard that people walk past is the standard that people accept.

In some situations, a bystander may wish to remain anonymous and where appropriate, anonymity will be provided. However, it may not be possible in all circumstances to keep the identity of a person, or people providing information, confidential. In some situations, a respondent may need to be provided with the full details of allegations when consideration of natural justice is taken into account.

6. Responding to sexual harassment

6.1 Employer's responsibility

How an employer first responds to a complaint of sexual harassment is very important. If a complaint of sexual harassment is made, or sexual harassment is observed or brought to the attention of the NTPS, it must be acted upon as a priority. This approach ensures that experiences are not trivialised or downplayed and that victim blaming is avoided. All complaints are expected to be managed in a manner that gives appropriate consideration to the sensitive and confidential nature of the complaints, while ensuring natural justice to those against whom the complaint is made.

All employees with management responsibilities, regardless of level, have a responsibility to improve the work culture by adopting a zero tolerance approach to sexual harassment. Management must take active steps to prevent sexual harassment in a workplace, not just respond to complaints if they arise.

The appropriate action for the employer to take when a complaint is raised, or when a matter is otherwise brought to their attention, is likely to vary on a case by case basis. Doing nothing or keeping quiet even where the employee states that they do not want any further action to be taken can be the wrong choice. This is because in some instances the conduct to which the subject of the complaint relates may constitute a work health and safety risk, or a criminal offence, or require disciplinary action.

Employers must ensure the safety and well being of all employees as per the *Work Health and Safety (National Uniform Legislation) Act 2011 (NT)*

Ensure that the employee and respondent are informed of the support available to them. A list of available support is provided at the end of this document in Part 8.



6.2 Process

Complaints of sexual harassment will generally be managed by the agency with the assistance of Workforce Services within the Department of Corporate and Digital Development (DCDD) or other internal Human Resources teams. Workforce Services/Human Resources is well placed to provide support to the employee and employer on work health and safety concerns and how best to review the allegations. In some cases, the agency or Workforce Services/Human Resources may engage an external investigator to undertake an independent investigation.

Processes will be trauma informed and undertaken in line with relevant industrial instruments, (e.g., an enterprise agreement) and organisational policies and procedures, where applicable.

6.2.1 Early intervention

Where appropriate, Workforce Services/ Human Resources teams may be able to resolve complaints involving sexual harassment by conducting or facilitating discussions to address the behaviour, or conducting refresher training for the general work area on the requirements of this policy. This training should support the regular training that is provided for employees regarding sexual harassment and other related people and culture matters, and should be face to face to ensure effective delivery. Where face to face training options are not available, employers should offer online training that meets the needs of the agency.



6.2.2 Complaint framework

In other cases, a more formal approach may be appropriate. Complaint processes involving sexual harassment typically include investigating the complaint, making a finding as to whether the sexual harassment can be established, and deciding an appropriate outcome. Where findings of sexual harassment cannot be established on the evidence this, does not mean that the employee's account of the sexual harassment is false but rather that the employer was unable to reasonably satisfy itself that the incident occurred as reported. In such circumstances, the employer and employee should continue to work together to ensure a safe and productive working arrangement.

Depending on the nature of the concerns raised and the parties involved, it may be necessary or appropriate to temporarily change operations within a team to ensure a safe workplace and maintain the integrity of any review process.

A number of temporary changes could be considered including:

- ✓ operational change to reporting lines and team composition
- ✓ change to seating arrangements
- ✓ change to physical work location
- ✓ transfer to another role within the agency or to another agency
- ✓ taking periods of approved leave
- ✓ suspension pending investigation.

It will not be presupposed that the temporary change will involve the employee who raised the complaint. The employee should be consulted before any decision relating to temporary change involving them or the respondent is finalised. It is important that the measures do not result in any detriment to the employee as this may amount to victimisation which is unlawful.

Any operational change should only be enacted in collaboration with Workforce Services/ Human Resources to ensure it is an appropriate and proportionate response to the matter and approved at the necessary delegate level, if required. Workforce Services/Human Resources can assist with conducting discussions with affected employees about any operational changes.

Disclosure of information or making a complaint can be very difficult for the affected employees. Employers should take necessary welfare steps, such as letting employees go home for the day, ensuring they have safe transport, connecting them with a support person and with the Employee Assistance Program (EAP) or equivalent.

6.3 Breaches of discipline

A breach of discipline will be found if an employee sexually harasses another person. The process for managing breaches of discipline for those employed in the NTPS is outlined under Part 8 of the *Public Sector Employment and Management Act 1993* (NT).

A substantiated complaint of sexual harassment may result in a number of outcomes against an employee, including termination of employment.

Any person found to victimise, harass or take reprisal action against people participating in procedures associated with this policy may also be subject to separate disciplinary action.

6.4 Natural justice

Both the employee and respondent are to be afforded natural justice. This will allow relevant evidence to be examined in a procedurally fair way. Relevant evidence might include manager reports, emails, witness reports of the alleged conduct, text messages, or the employee's personal records.

When considering a complaint of sexual harassment, the employee and respondent will be:

- treated fairly and respectfully
- allowed the opportunity to respond to any allegations made against them before any report is finalised and a final decision is made within a reasonable timeframe.

6.5 Findings

A substantiated complaint of sexual harassment may result in a number of outcomes against an employee including termination of employment. Depending on the severity of the case actions following a finding of sexual harassment can range from an apology to disciplinary action against the person found to have engaged in harassment.

Determination of outcomes will be undertaken in line with PSEMA and relevant industrial instruments. Each case will be assessed on its own merits.

6.6 Criminal matter

Although sexual harassment is generally not a criminal offence, some types of harassment may also be offences under criminal law. These include but are not limited to:

- physical molestation or assault
- indecent exposure
- sexual assault
- stalking
- obscene communications - telephone calls, letters, etc.

It is recommended that the employer speaks with Workforce Services/Human Resources for advice on individual matters as each matter must be considered on its merits.

Note: some employees may request that the circumstances of their assault not be reported to police and this request must be given careful consideration by the employer.

7. Additional considerations

7.1 Consent

A key element of sexual harassment is that it is unwelcome.

It is important to note that if a person does not object to inappropriate behaviour at the time it should not be assumed that they are giving their consent. Consent exists where clear and unambiguous consent has been freely given and continues to be given. Employees should also be aware that consent to one act or behaviour does not provide consent for other acts or behaviours of a sexual nature.

7.2 Intent

The *Anti-Discrimination Act 1992 (NT)* and the *Sex Discrimination Act 1984 (Cth)* provide that sexual harassment occurs in circumstances in which the conduct was unwelcome and a reasonable person, having regard to all the circumstances, would have anticipated that the other person would be offended, humiliated or intimidated.

Sexual harassment can still occur even when a harasser does not intend it. Motive is irrelevant; the test focuses on how the behaviour is received by the other person and its impact. It is the responsibility of every employee to ensure that they do not engage in any behaviour that could amount to sexual harassment.

The NTPS will not excuse conduct which was intended as a joke if it meets the definition of sexual harassment.

7.3 Technology and social media

Sexual harassment can occur through electronic means such as emails or text messages or by viewing pornographic websites and through social media, regardless of whether the post was made during work hours or not. Where there is a link to employment, employees are subject to the same rules about sexual harassment in the virtual world as they are in the real world.

As such, employees are required to use technology and social media appropriately in the workplace and in relation to anything or anyone associated with the workplace. This extends to the use of technology and social media outside the workplace where there is a strong connection to the employment relationship, for example, between colleagues where the foundation of the relationship is a common workplace practice.

7.4 Information or claims without substance

Employees found to have knowingly provided false information or knowingly made allegations of sexual harassment without any substantive merit may be subject to a separate disciplinary action.

8. Support and advisory options

If an employee does not wish to raise their concerns with their manager or with someone within their own agency, a range of internal and external support and advisory options are available to NTPS employees who have experienced or witnessed sexual harassment in the workplace.

Workforce Relations, Department of Corporate and Digital Development (DCDD)

Workforce services for most NTPS agencies are centralised within DCDD. Other agencies should contact their internal Human Resources unit for assistance.

1800 225 547 | workforceservices@nt.gov.au

Public Sector Appeals and Grievance Reviews, Office of the Commissioner for Public Employment (OCPE)

The Commissioner for Public Employment may review the actions or decisions of an agency. If an employee is concerned that their complaint of sexual harassment is not being managed well by an agency, they may contact the Public Sector Appeals and Grievance Reviews team for assistance.

8999 4129 | grievance.ocpe@nt.gov.au

NT Anti-Discrimination Commission

An employee may contact the Anti-Discrimination Commission about alleged discrimination or sexual harassment. A formal complaint can be made within 12 months of the alleged incident.

1800 813 846 | antidiscrimination@nt.gov.au

Employee Assistance Program (EAP)

EAP is a short-term, confidential, counselling service designed to offer a problem solving, solution oriented approach to support employees with personal or work related issues.

All NTPS employees and their immediate family have access to the EAP at no cost to the employee, and can be provided over the phone or face to face.

Managers and supervisors can access Manager Assist through the EAP to help with workplace issues.

Darwin

8941 1752 | easadarwin@easa.org.au

Alice Springs

8953 4225 | easaalicesprings@easa.org.au

Katherine

8941 1752 | easadarwin@easa.org.au

Australian Human Rights Commission (Sydney)

The Australian Human Rights Commission investigates and resolves complaints of discrimination, sexual harassment and breaches of human rights. Employees can make a complaint no matter where they live in Australia.

1300 369 711 | humanrights.gov.au

NT WorkSafe

NT WorkSafe is responsible for the Territory wide regulation of:

- workplace health and safety
- electrical safety laws, licensing, equipment safety, notification requirements and inspections
- dangerous goods
- rehabilitation and workers' compensation.

1800 019 115 | ntworksafe@nt.gov.au

Fair Work Commission

The Fair Work Commission is the national workplace relations tribunal that deals with applications to stop sexual harassment at work under the *Fair Work Act*. Eligible workers who believe they've been sexually harassed at work can make these applications from 11 November 2021.

Complaint application forms can be downloaded at fwc.gov.au

NT Working Women's Centre

The NT Working Women's Centre is a community based non profit organisation with a mission to support women in the workplace. With offices in Darwin and Alice Springs, the centre provides free and confidential advice to women about work related matters.

1800 817 055 | admin@ntwwc.com.au

Top End Women's Legal Service Inc.

Provides free legal advice to all women or people who identify as women. Provides free legal casework and representation services on a case by case basis.

Provide community legal education and advocate on behalf of women about systemic issues and/or issues of significance for women, including via law reform submissions and public campaigns.

1800 234 441 | admin@tewls.org.au

Katherine Legal Services

KWILS is a non profit community legal centre that provides free legal services for women in the Katherine Region.

1800 620 108

Central Australian Women's Legal Services

CAWLS delivers a holistic, culturally safe, trauma informed legal service for women. It can assist with legal issues and provide legal advice and representation.

1800 684 055

North Australian Aboriginal Justice Agency

NAAJA delivers high quality and culturally competent legal services to Aboriginal people in the Northern Territory.

Darwin: 1800 898 251

Katherine: 1800 897 728

Alice Springs: 1800 636 079

NT Legal Aid Commission

A free information and legal service for everyone.

1800 019 343

Ruby Gaea Darwin Centre

Ruby Gaea provides free, confidential counselling and support to women and children who have experienced sexual assault at any time in their lives.

8945 0155 |

dvrcv.org.au/ruby-gaea-darwin-centre

Men's Legal Services

Provides services to customers in a dignified and professional manner. Enables and encourages positive and responsible outcomes in the lives of customers and their families. Provides an informed, apolitical voice on issues that affect customers.

1800 463 675 | menslegalservice.org.au

Union Support

An employee may also wish to contact their union for representation and support.

8941 0001 | admin@unionsnt.com.au

