



**FACT SHEET:**

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# Seasonal workers and sexual harassment: Know your rights

Sexual harassment is any conduct which is unwelcome and of a sexual nature. It includes touching, sexual comments or jokes, staring or leering, sex-based insults, and sexually offensive text messages, phone calls, or social media contact.

Sexual harassment is against the law in Queensland.

Some sexual harassment, such as sexual assault, indecent exposure and stalking, can be a criminal offence.

## Examples of sexual harassment:

- A farm contractor makes sexual or suggestive comments, jokes, or taunts to workers.
- Your boss makes unwelcome requests for sex, offers to trade you sex or sexual favours for other things like better accommodation or time off work, or asks questions about your sex life.
- Workmates text rude photos to your mobile.

## Where does sexual harassment happen?

Sexual harassment can happen anywhere – in the street, at a nightclub, during an interview, at work, in a shop or a restaurant, at school or college, looking for accommodation, online or through social media, or dealing with business owners.

The law in Queensland makes it unlawful no matter where it happens or who it happens to.

## What can you do about it?

You could talk to the person or people involved. Tell them you object to what they are doing, and ask them to stop. Often, this is enough.

If the harassment happens at work and is by another worker, tell your boss and ask for their help.

You can also contact the Queensland Human Rights Commission on 1300 130 670 or at [enquiries@qhrc.qld.gov.au](mailto:enquiries@qhrc.qld.gov.au) to make a complaint.

If you believe it is a criminal offence then contact the Queensland Police. You can make an official complaint and ask police to investigate, but if you don't want to do this you can still report a sexual assault to police, who may then use the information to help other prosecutions against an offender in the future. You can [find out more about your options on the Queensland Police website](#), where you can also [find your closest police station](#) if you do choose to report an assault. Only call 000 if it's an emergency.

## Is your employer responsible for what happens in the workplace?

Yes. Your employer, as well as the person or people who sexually harassed you, can be liable for what happened to you.

Employers need to take reasonable steps to ensure they protect their staff from sexual harassment and other types of discrimination and vilification, and make sure their workplaces are free of this type of behaviour.

Employers or organisations can't avoid their legal responsibility by saying they were not aware of sexual harassment in their workplace.