



Workplace Respect Project:

Annual Impact Report 2022-23

Prepared by the Centre for Social Impact
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Paul Flatau, Leanne Lester, Syarif Abdul-Wahed,
Reuben Lester, Yasmine Hooper and Vanessa Goh



Acknowledgement of Country

In the spirit of reconciliation, CSI UWA acknowledges that their operations are situated on Noongar land, and that the Noongar people remain the spiritual and cultural custodians of their land, and continue to practise their values, languages, beliefs and knowledge. We acknowledge the Traditional Custodians of the country throughout Australia and their connections to land, sea and community. We pay our respect to their elders and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Authors:

REPORT AUTHORS		
Professor Paul Flatau	Director	paul.flatau@uwa.edu.au
Dr. Leanne Lester	Research Manager	leanne.lester@uwa.edu.au
Syarif Abdul-Wahed	Research Officer	syarif.abdul-wahed@uwa.edu.au
Reuben Lester	Research Assistant	reuben.lester@uwa.edu.au
Yasmine Hooper	Research Officer	yasmine.hooper@uwa.edu.au
Vanessa Goh	Research Intern	vanessa.goh@uwa.edu.au

Address for Correspondence

Professor Paul Flatau
Centre for Social Impact the University of Western Australia
Business School
The University of Western Australia
35 Stirling Hwy, Crawley, WA, 6009 Australia
paul.flatau@uwa.edu.au

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Disclaimer

The opinions in this report reflect the views of the authors and do not necessarily reflect those of the Centre for Social Impact or Circle Green Community Legal.

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ACRONYMS AND ABBREVIATIONS

AHRC	Australian Human Rights Commission
CLC	Community Legal Centres
CLE	Community Legal Education
LASP	Legal Assistance Service Providers
LE	Lived Experience
LEAP	Lived Experience Advisory Panel

LANGUAGE NOTE

In November 2022, Circle Green held its inaugural Lived Experience Advisory Panel (LEAP) meeting. The LEAP members represent a diverse range of experiences, sectors and skills which inform the development and delivery of the Workplace Respect Project.

At the November meeting LEAP members were consulted on preferred terminology for conveying when a person has been subjected to workplace sexual harassment. “Victim,” “survivor,” “person who has experienced sexual harassment,” “victim-survivor,” and “person with lived experience” are all applicable terms serving different purposes for those who have experienced, and/or are experiencing sexual harassment.

All participating LEAP members expressed, for a variety of reasons, that they did not identify with labels such as ‘victim’ or ‘survivor’ and would like the onus to instead remain on the perpetrator’s behaviour. Advisors unanimously preferred ‘person targeted by sexual harassment’ as they felt it clearly assigned responsibility to the perpetrator, and did not feel like a limiting, fixed identity label placed upon them.

The Workplace Respect Project resources now primarily use ‘person targeted by sexual harassment’, noting that other terms may be used interchangeably where appropriate, as determined by context.

This report also generally uses the term “person targeted by sexual harassment”. It is recognised that not everyone may identify with the preferred term and the use of this term is not intended to deny or diminish anyone’s experience, where it is not the person’s preferred terminology.

1. INTRODUCTION

In response to the Australian Human Rights Commission's (AHRC) Respect@Work Report: *The National Inquiry into Sexual Harassment in Australian Workplaces* (AHRC, 2020), the Commonwealth announced it would be providing \$5.514 million in funding to Western Australia (WA) over a four-year period (2021-22 to 2024-25) to help address and eliminate sexual harassment in the workplace. This funding has allowed for Circle Green Community Legal (Circle Green) to increase their provision of legal assistance services for people who have experienced workplace sexual harassment (WSH) or discrimination and serve as the lead agency delivering the Workplace Respect Project in WA.

1.1 Circle Green Community Legal

Circle Green are an independent not-for-profit community legal centre (CLC) providing specialist legal services in employment, workplace discrimination, residential tenancy law, family and domestic violence, and humanitarian services aimed at assisting people who are otherwise disadvantaged in their access to legal services. Their services include legal advice, casework, representation, duty lawyer services, state-wide outreach, community legal education (CLE), advocacy and referrals to further assistance. Collaborative partnerships with legal and non-legal organisations to help create better access to justice and permanent solutions are also valued by the legal centre.

Through specialist workplace law practice, Circle Green provides services to vulnerable and disadvantaged non-unionised workers across WA on state and national workplace law. The team's existing expertise in providing legal assistance to marginalised WA workers, including advice and representation to people who have been targeted by WSH and discrimination, demonstrates their capacity to deliver the Workplace Respect Project.

1.2 Project conceptualisation

To determine the activities and scope of the Workplace Respect Project, an initial understanding of WSH was required to develop a rationale for how actions of the project will lead to relevant outcomes for individuals and communities. In consultation with Circle Green, the Lived Experience Advisory Panel (LEAP), and based on existing literature, nine WSH related legal issues were identified as priority needs to address through the project's activities (Table 1).

Table 1. WSH related needs to address

Workplace Respect Project – needs to address:
1. The legal need for WSH legal assistance in WA is not well understood.
2. There exists a lack of monitoring around WSH data at a systems level.
3. WA workers who've experienced WSH have inadequate access to legal assistance.
4. WA workers aren't aware of their rights or options in relation to WSH.

5. The current system for addressing WSH is complex and confusing for WA workers trying to pursue their workplace rights.
6. Legal assistance service providers (LASPs) have limited capacity and capability to respond to WSH legal need and related employment law issues.
7. Pro-bono employment lawyers require capacity building in regard to providing trauma-informed practice.
8. The need to shift from reactive, response-focused approaches to proactive approaches that emphasise preventing WSH.
9. WA workers who've experienced WSH face systemic barriers to accessing justice.

Project partners and stakeholders

To help inform, deliver and assess activities for the Workplace Respect Project, collaborative partnerships have been established with a range of stakeholders including community organisations and support services; industry networks and associations; universities; pro-bono lawyers; legal assistance service providers (including community legal centres, Legal Aid, Aboriginal Legal Service, and family violence prevention legal services); commissions and regulators; government departments (such as the Department of Communities, Department of Justice, and Department of Mines, Industry Regulation and Safety); specialist peak bodies; clients, previous clients and prospective clients; Circle Green internal services; and Circle Green's LEAP.

As set out in Table 2, the Workplace Respect Project also has a multi-agency Working Group consisting of representation from legal assistance services (including agencies funded under the Project).

Table 2. Workplace Respect Project working group

Working Group Members:
Department of Justice
Circle Green Community Legal
Legal Aid WA
Aboriginal Legal Service WA
Aboriginal Family Law Service
Law Access

Summary of project activities

The Workplace Respect Project proposes a range of scheduled activities to help address WSH in WA. Considering the WSH related needs outlined previously, the state-wide initiative aims to deliver all activities through four main activity domains:

1. **Track Legal Need** – Identify, understand, and monitor the prevalence and nature of WSH and discrimination in WA so legal need can be met.

2. **Deliver Legal Services** – Improve the integration and responsiveness of legal assistance and support services for marginalised groups who are targeted by WSH and discrimination, including those facing intersectional discrimination.
3. **Facilitate Capacity Building** – Empower people, professions, workplaces and communities, to understand, respond to and prevent WSH and discrimination.
4. **Legal and Cultural Change** – Ensure discrimination and workplace laws protect workers and foster safe workplaces.

Table 3 outlines the activities scheduled to be undertaken during the course of the project and their current status. The responsibility of activity items are distributed across a range of participating organisations through project partnerships. Table 3 also provides an overview of several outputs developed through each activity during 2022-23. Further information around the context, process and outcomes of each activity and output are discussed in the findings section of this report.

Table 3. Summary of project activities undertaken during this reporting period

Domains	Project Activities	Outputs	Responsibility	Status
Track legal need	Literature review	<ul style="list-style-type: none"> • Research report 	Centre for Social Impact	Complete
	Collate publicly available data		Centre for Social Impact	Complete
	Lived experience and organisational interviews		Centre for Social Impact	Complete
	Final report and project recommendations		Centre for Social Impact	Complete
	Dissemination and communications on findings	<ul style="list-style-type: none"> • Report summary • Webinar planned 	Centre for Social Impact / Circle Green	On track
Deliver legal services	Review and enhance intake and referral pathways	<ul style="list-style-type: none"> • Project webpage with service entry points • Web-form process and phone scripts • WSH resources page and referral directory for website (in development) • Warm referral guide • Intake pathways promotion • Social media promotion 	Circle Green	On track
	Develop pro-bono referral pipeline	<ul style="list-style-type: none"> • Referral pipeline 	Law Access	Complete
	Facilitate referrals and manage conflicts	<ul style="list-style-type: none"> • Referrals • Legal Aid partnership 	Circle Green	Ongoing
	Provide client-focused legal assistance services	<ul style="list-style-type: none"> • Information and referral • Legal advice • Legal task 	Circle Green	Ongoing

		<ul style="list-style-type: none"> • Casework • Representation 		
	First nations community engagement, referral and liaison	<ul style="list-style-type: none"> • First Nations Community Engagement Officer 	Aboriginal Legal Service WA	On track
	Place-based legal services in collaboration with community organisations	<ul style="list-style-type: none"> • Regional outreach • CLE sessions 	Circle Green	On track
Facilitate capacity building	Educating workers about WSH and their legal rights and options	<ul style="list-style-type: none"> • Internal pilot 	Circle Green	Complete
		<ul style="list-style-type: none"> • CLE publications developed: <ul style="list-style-type: none"> ○ WSH & Active Bystander slide deck ○ WSH & Active Bystander training participant booklet ○ Workplace Respect Project Brochure 	Circle Green / Legal Aid	Ongoing
		<ul style="list-style-type: none"> • Train the trainer bystander intervention literature review 	Curtin University	Complete
		<ul style="list-style-type: none"> • Video/s (in development) 	Circle Green / Legal Aid	On track
	Training legal assistance service providers (LASPs) on WSH	<ul style="list-style-type: none"> • Training sessions 	Circle Green	Ongoing
	Providing CLCs and other community orgs with CLE resources or supports	<ul style="list-style-type: none"> • Training guide (delayed) • Webinars and training • CLE collaboration opportunities for other organisations 	Legal Aid / Circle Green	Ongoing
	Providing pro-bono lawyers with resources on trauma-informed practice	<ul style="list-style-type: none"> • Vicarious trauma resource • Webpage location with curated resources for lawyers on trauma informed practice 	Law Access	Ongoing
	Deliver regular WSH caselaw updates to the sector	<ul style="list-style-type: none"> • Seminar development (delayed) 	Pro-bono partner	Delayed
Legal and cultural change	Identify and advise on systemic barriers	<ul style="list-style-type: none"> • Open letters • Policy engagement • Policy submissions and campaigns • LEAP consultations 	Circle Green / LEAP	Ongoing

1.3 Structure of this report

This report aims to provide an evaluation update on the project's outputs, outcomes and overall impact for the 2022-23 reporting period, between July 2022 and June 2023. Findings from this reporting period will form the first of four annual impact reports. This iteration will focus on providing updates on the progress of scheduled activities as well as an early indication of the outcomes and impact of established activities. The Workplace Respect Project's 2022-23 Annual Impact report is structured as follows:

Chapter 1: Introduction

Chapter 1 provides contextual background on the Workplace Respect Project, its objectives and key stakeholders. An update on the progress of scheduled project activities is also presented.

Chapter 2: Evaluation framework

Chapter 2 presents an overview of the evaluation framework developed for the project. The section introduces the Program Logic Model and the Measurement Framework used to capture relevant data to appropriately measure project outcomes.

Chapter 3: Overall findings

Chapter 3 summarises all process and outcomes data collected by Circle Green for the current reporting period. This chapter draws upon the data collection tools and indicators proposed in the evaluation framework to synthesise findings by the project's outcome goals.

Chapter 4: Impact assessment

Chapter 4 provides an early indication of the project's overall impact through a Traffic Light Evaluation Tool. The assessment will consider any progress towards achieving the (long-term) outcome goals defined in the evaluation framework.

2. EVALUATION FRAMEWORK

2.1 Program logic

The Program Logic Model (see Figure 1) summaries the key elements of the Workplace Respect Project, outlining the range of activities and outputs delivered by Circle Green and in partnership with other organisations. Each activity contributes to achieving at least one of five main outcome goals identified. Outcome goals relate to addressing the overarching needs to provide legal assistance services for people targeted by WSH and discrimination. The five outcome goals include:

1. **Understanding Legal Need** – Legal need for assistance with WSH is understood and monitored.
2. **Accessible Legal Support** – Appropriate systems and pathways are in place to improve access to legal assistance for people targeted by WSH.
3. **Effective Legal Support** – The legal assistance sector (LASPs, community organisations and private pro-bono lawyers) have increased capacity and capability to respond and adequately support clients with their WSH legal need.
4. **Community Capacity Building** – All workers have increased capability to understand and address WSH.
5. **Fair Legislation and Policies** – Decision makers address systemic barriers faced by people experience WSH.

Each outcome goal has its own set of intermediate outcomes which provide more measurable targets and indicators focused on individual changes in knowledge, awareness and behaviour. It is important to note that many intermediate outcomes may contribute to more than one outcome goal, as activities tend to relate and/or inform one another. The final categorisation of outcomes has been completed in consultation with Circle Green and their existing knowledge and experience of this legal need. Progress towards all outcome goals will serve as an indicator towards achieving the intended overall impact of the project: reducing the prevalence and impact of WSH and discrimination in WA.

2.2 Measurement framework

The Measurement Framework (see [Appendix A](#)) presents a mixed methods approach to outcomes evaluation. A range of data collection tools include administrative data, surveys and interviews. The framework ensures appropriate data relating to indicators are being collected to evaluate project elements and outcomes outlined in the Program Logic as well as advising on how, when, and who is responsible to collect this data. As project activities evolve throughout the four-year period, it is envisaged that this framework exists as a living document as opposed to static – it should be tested, challenged and refined regularly as activities develop and mutual understanding broadens.

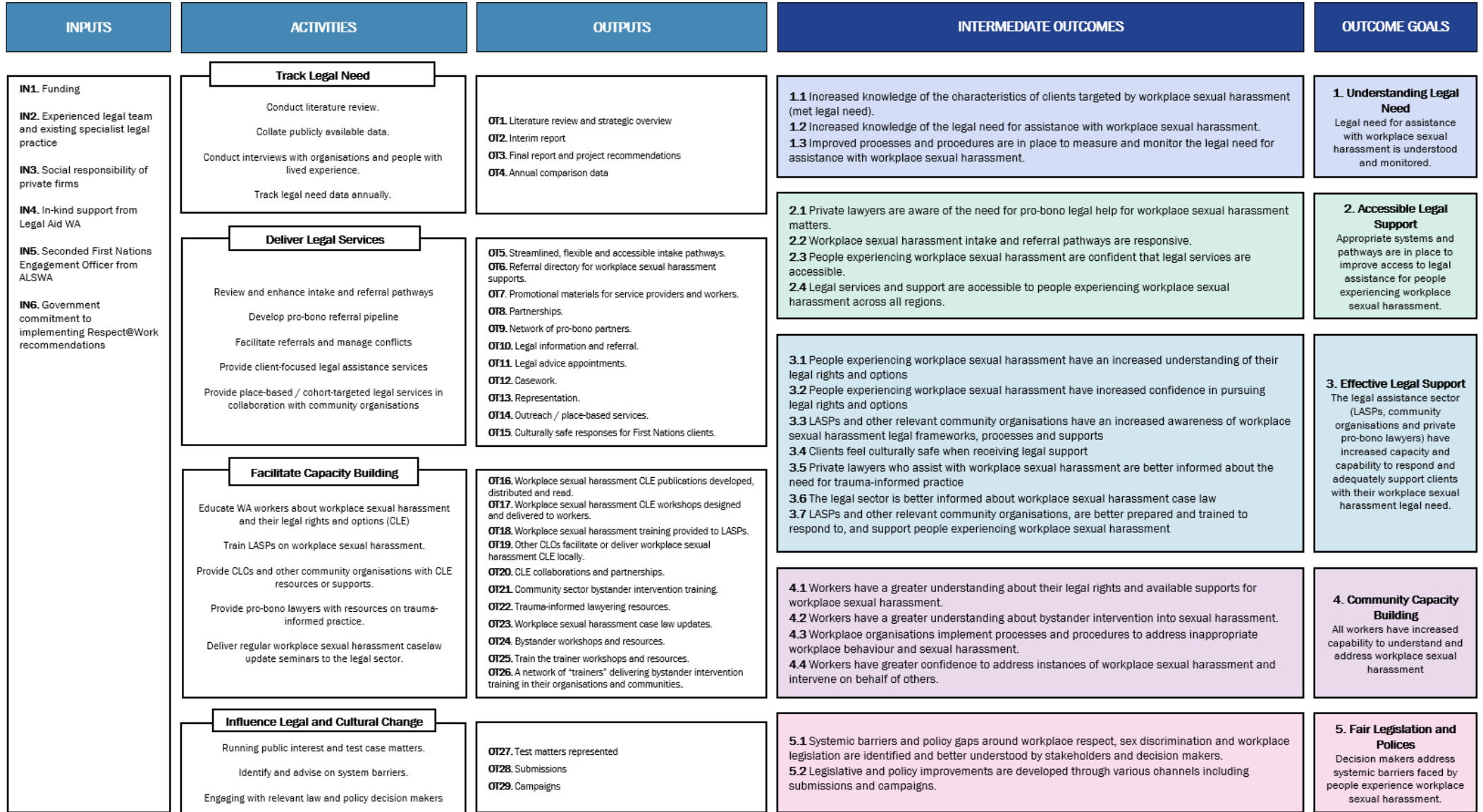


Figure 1. Workplace Respect Program Logic Model

3. SUMMARY OF FINDINGS

The Workplace Respect Project has successfully collected information on WSH clients to understand legal need, provided a range of accessible and effective WSH related legal services through various referral sources, delivered CLE training and resources state-wide and helped influence policy and law reform in Australia. Circle Green provided a total of 177 WSH legal services between July 2022 – June 2023. Over two in five (44%) WSH related services involved providing legal advice, 31% legal information, and 20% legal tasks.

Annual evaluation findings on the delivery and impact of the project thus far has been collected through the following data sources:

- Administrative database
- Advice appointment survey (n=14)
- Casework feedback survey (n=2)
- General CLE training survey¹ (n=45)
- Regional outreach stakeholder log (n=35)
- Research report findings, including interviews with LE (n=5) and CLC organisations (n=6)
- WSH and Active Bystander training survey pilot (n=35) and delivery (n=5)



3.1 Understanding legal need

Demographics and co-occurring legal issues of clients assisted with WSH matters (met legal need)

Circle Green reported a total of 62 clients with legal needs relating to WSH matters from July 2022 – June 2023. Of these clients, 51 identified as female, 8 male, and 2 as transgender – highlighting that women are disproportionately impacted by issues of WSH (Figure 2). Almost half (48%) of the clients were aged 25-34, a further 26% aged 35-49, 15% aged 50-64, 10% aged 18-24 and one client under 18 (Figure 3).

84% of Circle Green’s clients targeted by WSH **are women.**

Almost half (48%) of Circle Green’s clients targeted by WSH are **aged 25-34.**

¹ Delays in developing a range of data collection tools to capture the different learning outcomes of various CLE sessions resulted in the use of the existing general feedback survey used for all training sessions.

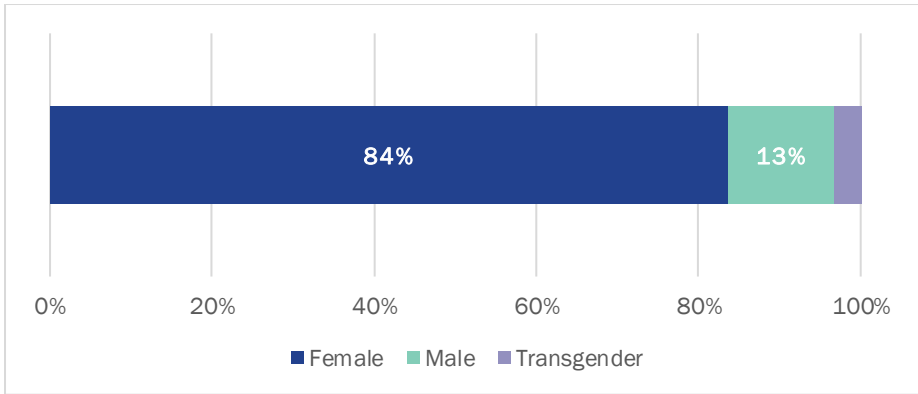


Figure 2. Gender distribution of Circle Green clients with WSH matters

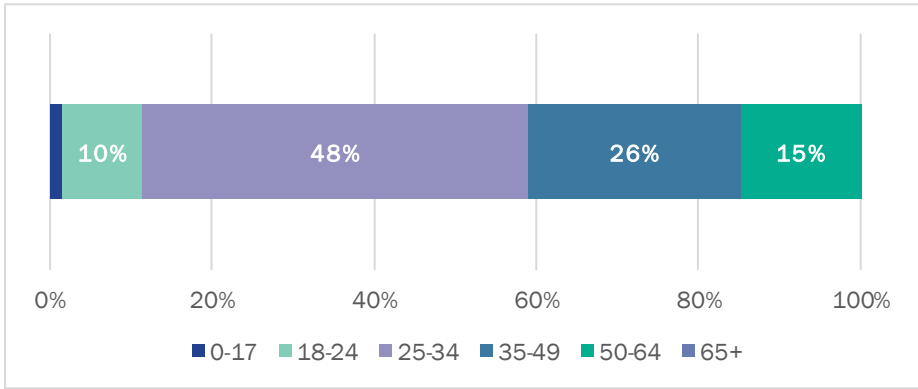


Figure 3. Age distribution of Circle Green clients with WSH matters

Approximately one in four clients (24%) were culturally and/or linguistically diverse and 5% identified as Indigenous Australians. Database records also reveal the extent to which WSH clients intersect across various socio-economically disadvantaged priority groups as almost all (98%) clients targeted by WSH were experiencing financial disadvantage.² About two in five clients (42%) had a disability or mental illness. Moreover, six clients were experiencing family violence and four clients indicated they were homeless.

In terms of geographical met legal need, the majority of clients (80%) resided in the Perth metropolitan area, 10 clients (16%) resided in inner or outer regional areas and two clients (4%) in remote or very remote WA. Clients were represented in seven of nine total regions in WA, including: Perth, South West, Peel, Great Southern, Mid West, Goldfields, and the Pilbara region.



WSH CLIENTS BY PRIORITY GROUP	
98%	FINANCIAL DISADVANTAGE
42%	DISABILITY AND / OR MENTAL ILLNESS
24%	CULTURALLY AND / OR LINGUISTICALLY DIVERSE
20%	REGIONAL OR REMOTE
10%	FAMILY VIOLENCE
6%	HOMELESSNESS
5%	INDIGENOUS AUSTRALIANS

² Under the National Legal Assistance Partnership (2020-2025), financial disadvantage means a person who does not have the means to pay for their legal representation without incurring serious financial difficulty.

Workplace industry data revealed that clients receiving WSH related legal services³ from Circle Green were targeted across 18 different workplace industries. The most commonly reported cases occurred in:

- retail trade (20%);
- accommodation and food services (15%);
- health care and social assistance (15%);
- and mining (11%).

Among the legal services provided by Circle Green to victims of WSH, a range of co-occurring workplace legal issues were also identified and supported through the project. Nearly three out of four WSH matters (73% and 72% respectively) also had employment discrimination due to sex/gender and occupational health and safety as co-occurring issues (Figure 4). Other co-occurring issues include bullying (47%), general protections around workplace rights (44%) and unfair dismissals (39%).

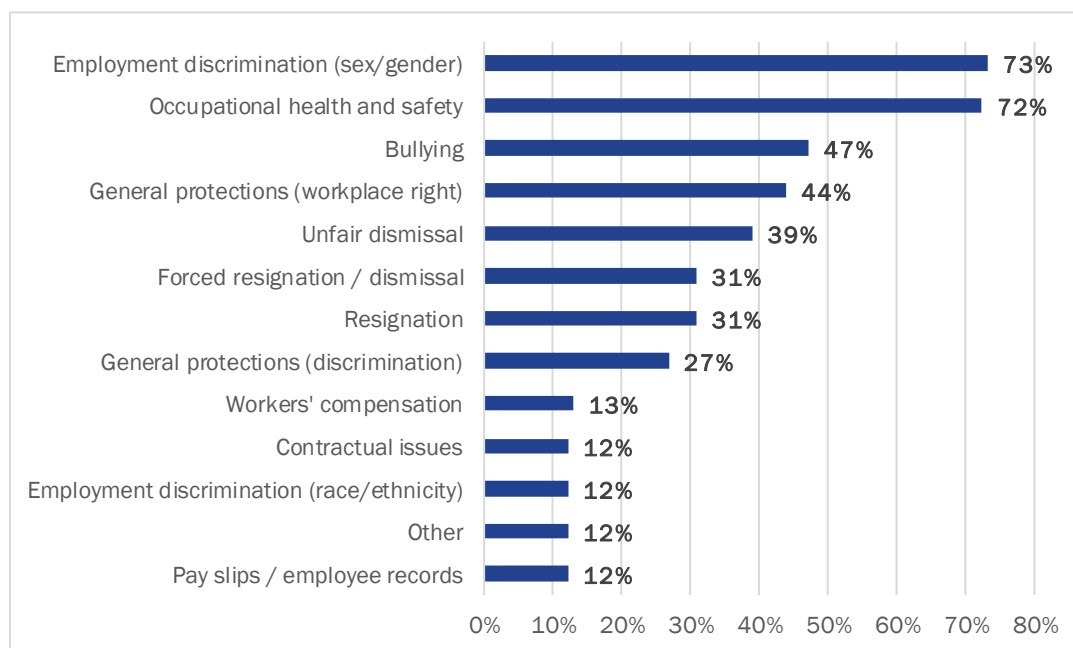


Figure 4. Top ten co-occurring workplace issues for victims of WSH serviced by Circle Green

Current or emerging legal need for assistance with WSH

In June of 2023, CSI UWA finalised a research report⁴ for Circle Green that investigated the prevalence, nature, and occurrence of WSH in WA (Flatau et al., 2023). Synthesis of existing

³ People who received WSH related information services (n=54) have been excluded from the workplace industry and co-occurring workplace issue analysis, as the majority of information services are provided to people who have allegations of WSH and/or misconduct issues.

⁴ <https://circlegreen.org.au/workplace/understanding-workplace-sexual-harassment-trends-barriers-to-legal-assistance-consequences-and-legal-need/>

literature sought to identify the frequency, nature, needs, and barriers associated with WSH in Australia. Additionally, a mixed methods approach using administrative data and interviews of stakeholders with lived experience (LE) and staff from CLCs helped to identify priorities for the delivery of legal assistance services in relation to WSH and discrimination.

Prevalence, nature and occurrence of WSH

The research investigation into WSH demonstrated that women remained to be disproportionately impacted by WSH and men are commonly the perpetrators. Significant power imbalances (and therefore, inequality) maintain the high prevalence of WSH. As well as WSH being a gendered issue, women with other intersecting social identities, such as LGBTQIA+, CALD, Aboriginal and/or Torres Strait Islander peoples, and people with disability, face additional risk due to patriarchal, hegemonic systems of power and hierarchy that favour cis-gendered, white, heterosexual, able-bodied males. Specifically, the CSI UWA research report highlighted sexual racism (or racial sexual harassment) and the intersection between sexual orientation, gender, and WSH. Male dominated industries and a toxic workplace culture, including complacency and victim-blaming facilitates the occurrence and acceptance of this behaviour, heightens the risk of WSH. Evidence also suggests that WSH is grossly underreported, likely because form-based reporting is onerous and challenging for people targeted by WSH and can have consequences for employment, career, relationships, and mental health. Certain information about legal assistance service users is either unable to be easily retrieved, or is not collected, resulting in limited information about service users with WSH matters.

Structural barriers to legal assistance

A key barrier identified in the report was the legal system and its processes. The WA legislation inconsistently and inadequately defines and deals with WSH as an issue. Failure to clearly define sexual harassment in legal instruments represents a missed opportunity to remove ambiguity and confusion about the specific workplace safety risks it poses. Time limits to reporting and the size/capacity of an organisation are barriers experienced in both metropolitan and regional locations, whereas perceived lack of privacy and confidentiality, isolation, and a more complacent workplace culture, were barriers observed in regional/rural areas. Additionally, people experiencing WSH are often unaware of the legal pathways available to them, and the benefits and consequences of each pathway/option.

Priorities for delivering WSH legal assistance services

Ten recommendations were made in the report relating to service delivery for LASPs. The themes included: an informed legal assistance sector, securing key partnerships, clarity around process/pathways, improving reporting and integrating LE support (see Table 4).

Table 4. WSH recommendations for organisations providing legal assistance (Flatau et al., 2023, p. 72)

Organisations providing legal assistance
Recommendation 1: Ensure legal assistance services are knowledgeable about the barriers to seeking help following an incident of WSH – including how these differ across regional/rural and metropolitan areas of WA.
Recommendation 2: Ensure staff providing legal assistance to people who have experienced WSH are trauma informed.
Recommendation 3: Ensure provision of an advocate with the same cultural background (to better support CALD persons and Aboriginal and/or Torres Strait Islander people). Ensure that information is available in languages other than English.
Recommendation 4: Legal assistance services should partner and/or provide warm referrals to other services to ensure a holistic, wrap-around model of care. This includes partnering with services that the client may already have relationships with (or who are operating in the same geographical area) to avoid isolation from prior supports.
Recommendation 5: Legal assistance services should partner with services that can aid clients with legal documents (to ensure correct form or allow access to technology).
Recommendation 6: Increase knowledge about legal assistance services – for example, using online information and resources.
Recommendation 7: Ensure client is aware of the options and pathways available to them and ensure they are presented with the cost and benefit of each option (precedents, likely length of the investigation, likely outcomes, and cost).
Recommendation 8: Improve or create comprehensive internal data capture systems to collect and collate information relative to legal needs.
Recommendation 9: Integrate LE voices – advisory groups, peer support, etc. to more effectively support people who have experienced WSH.
Recommendation 10: Develop resources for clients to provide clarity and their understanding of processes – e.g., legal framework in layperson terms; rights; legal pathways and outcomes; information specifically for vulnerable populations (designed in consultation with LE).

3.2 Accessible legal support

WSH intake and referral pathways

Circle Green have completed a range of activities in 2022-23 to review and enhance intake and referral pathways for people targeted by WSH, including:

- developing a project webpage with service entry points;
- simplifying the web-form process;
- amending phone scripts;
- developing a warm referral guide;
- promoting intake pathways with service providers; and

- starting to develop a WSH referral directory for the website.

In conjunction with these activities, Circle Green received a total of 127 referrals regarding WSH from a range of community, government, and non-government services over the 2022-23 reporting period (Figure 5). Of the known inbound referral sources, 33% were from Fair Work Commission, 19% from Legal Aid Commission, and 11% from Fair Work Ombudsman.

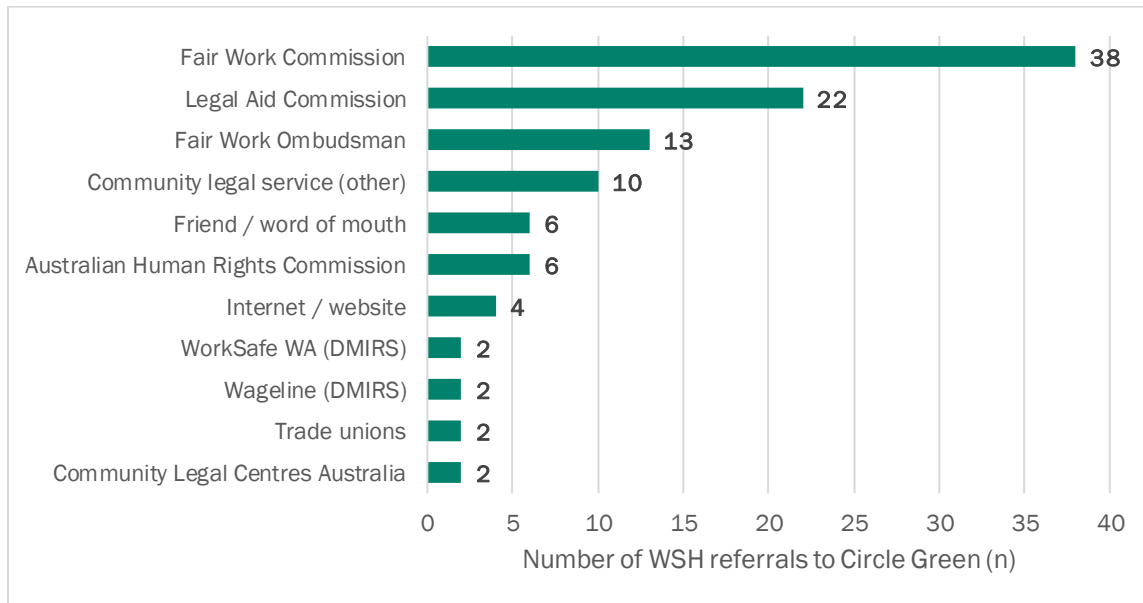


Figure 5. Top WSH related inbound referral sources to Circle Green

Circle Green have also established key partnerships in the legal service delivery domain as part of the Workplace Respect Project to help facilitate referrals and manage conflicts. Partnering with Legal Aid has enabled Circle Green to refer alleged perpetrators for legal information and advice⁵, thereby avoiding potential conflicts associated with providing legal assistance to victims of WSH. A pro-bono referral pipeline for people targeted by WSH has also been established with Law Access and is ready to be triggered when Circle Green lacks capacity. Opportunities for social media promotion options to enhance referrals have also been explored through a partnership with the McCusker Centre.

Accessible legal services

Legal advice appointment survey findings reveal that almost all clients with WSH related matters shared a positive response (strongly agree or agree) in relation to their experience accessing legal services from Circle Green. In particular, 93% of clients felt that the process of requesting advice was clear and easy and 86% felt that it was easy to access Circle Green’s services (Figure 6).

⁵ This represents the majority of 54 legal information services provided by Circle Green in this reporting period.

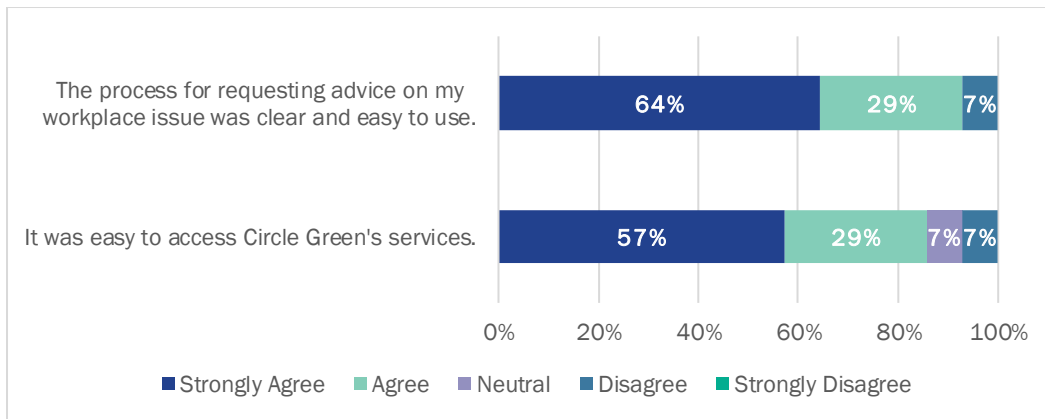


Figure 6. Client's perception of the accessibility of Circle Green's WSH related legal services

Regional outreach

Circle Green visited 35 different LASPs and community organisations in 2022-23, across seven regions outside of the Perth metropolitan area, to help ensure their outreach legal services and support are accessible and applicable to people targeted by WSH across the state. Outreach activities included engagement, awareness raising and capacity building with each community to address and understand the barriers to WSH reporting, disclosure and help-seeking behaviour.

Consistent with findings from the research report, outreach findings support the understanding that there are a lack of disclosures/reports and people presenting to local CLCs or community organisations in relation to WSH in regional towns. However, stakeholders suggest they are anecdotally aware of WSH occurring in their community, despite the apparent lack of demand.

Tables 5 and 6 summarise common themes reported by regional stakeholders regarding: the trend and prevalence of WSH, and the barriers to legal assistance in regional areas of WA.

Table 5. WSH prevalence and trends in regional WA findings

WSH prevalence and trends in regional WA
Finding 1: Women are the predominant targets of WSH. Reported across multiple regions and various industries, women are also subject to unfair dismissals and sex-based discrimination in the workplace and online.
Finding 2: High occurrence of WSH in hospitality and mining industries across regional WA. Multiple stakeholders report WSH occurring in the hospitality industry – including retail, food services and accommodation. Moreover, WSH in the mining industry has been described as an “endemic problem”.
Finding 3: Anecdotal observations of intersecting issues of WSH co-occurring with Family Domestic Violence (FDV).

Table 6. Barriers to WSH legal assistance in regional WA findings

Barriers to WSH legal assistance in regional WA
<p>Finding 1: Fears of unemployment and a tarnished reputation to business monopolies in small towns serves as a barrier to reporting disclosures in relation to WSH.</p> <p><i>“...people [targeted by WSH] don’t want to become ‘unemployable’ and develop a reputation as a ‘troublemaker’ so they don’t say anything and just find a new job.”</i></p>
<p>Finding 2: Stigma around seeking WSH information, legal advice and training in small towns.</p>
<p>Finding 3: Workers have a lack of knowledge regarding WSH and their workplace rights.</p>

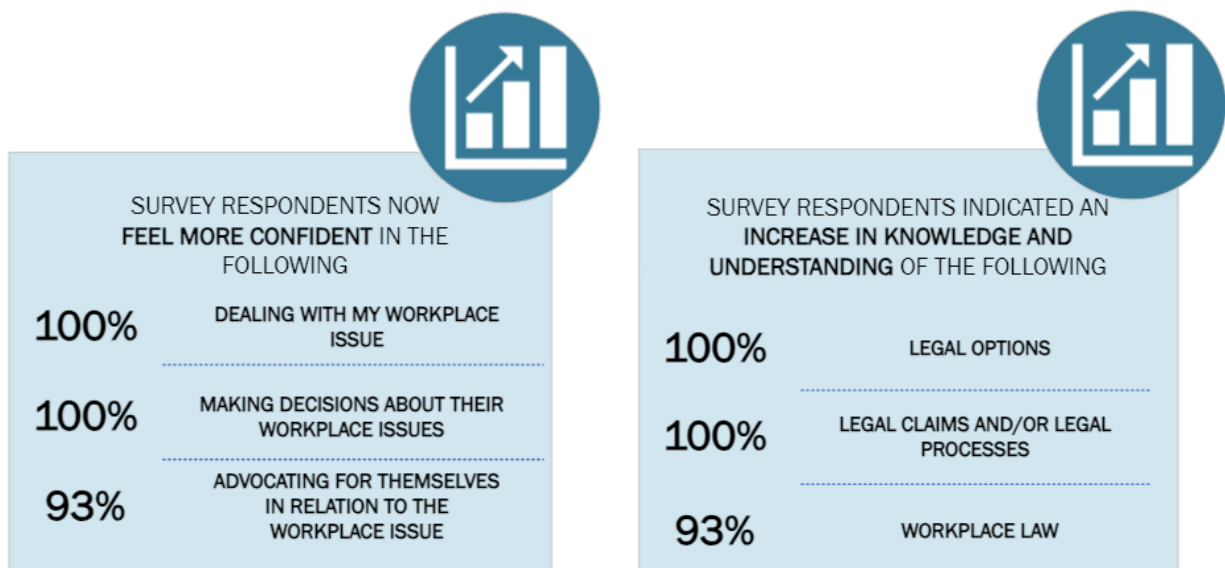
3.3 Effective legal support

Circle Green provided a range of WSH client-focused legal assistance services in 2022-23 including 78 legal advice services, 54 legal information services, 36 legal tasks cases and 8 representation cases. As part of the Workplace Respect Project, Circle Green have also recruited a First Nations Community Engagement Officer in partnership with Aboriginal Legal Service WA to assist with engagement, referral and liaison with Indigenous Australians – ensuring culturally safe responses for First Nations clients targeted by WSH.

Within this section, evidence of effective legal support has been extracted from surveys collected following legal advice appointments (n=14) and casework (n=2). The findings highlight the extent to which Circle Green’s service helped clients to increase their understanding of legal rights and options and how to pursue them. Moreover, this section delves into the positive impact of having legal assistance staff prepared to respond to, and support people targeted by WSH. It is important to acknowledge the limitations of findings based on a small sample size, as they may not be representative of the experience of all clients.

Understanding and pursuing legal rights and options

Based on the legal advice services provided by Circle Green in 2022-23, all 14 survey respondents provided positive responses (strongly agree or agree) in relation to an increase in their knowledge and understanding of legal options, legal claims and/or legal processes. An increase in understanding of workplace law was also experienced by almost all of the participants (93%) following their appointment. Strong improvements in knowledge and understanding were reflected in the client's confidence levels as all survey respondents indicated that they felt more confident in dealing with their workplace issue and making decisions regarding it. Moreover, 93% of respondents felt that they could advocate for themselves in relation to workplace issues – noting that a key facilitator of their newfound confidence to self-advocate was Circle Green's "knowledgeable, well-prepared and helpful staff". A high percentage of clients (86%) also indicated accessing online resources either before or after their legal advice appointment.



Legal assistance staff support

In terms of the support delivered by Circle Green staff during legal advice appointments, all 14 respondents (100%) felt that staff: took the time to understand their workplace issue; were knowledgeable about workplace law; provided advice in a way that was easy for them to understand; and treated them with courtesy and respect. Open-ended responses in the survey also emphasized the positive interactions had with Circle Green staff, in particular:

- the professionalism and empathetic nature of staff members – describing their service as “extremely understanding and compassionate”;
- communication skills of staff members, referencing their ability to explain difficult concepts and systems; and
- the promptness of relevant legal advice to their situation.



In relation to client’s overall satisfaction, all respondents indicated they were satisfied with the service they had received – noting that they all now knew what to expect for each step of their legal process. Furthermore, 96% percent of respondents strongly agreed or agreed that they received high quality legal advice. Feedback from respondents who received casework and court representation services from Circle Green reinforce the quality of service provided to clients. Respondents reported the highest level of satisfaction with both the assistance received with their WSH related matter and the corresponding outcome of their matter. Clients also acknowledged that the support they received from staff helped them attain an outcome they couldn't have achieved themselves, thereby enhancing their overall sense of wellbeing and confidence.

[in response to the extent of Circle Green’s impact]
“Definitely my confidence... I probably wouldn’t have gone through with my claim if it wasn’t for them [Circle Green].”

“[If Circle Green didn’t help my WSH case] ...I don’t think I would have done anything.”

3.4 Community capacity building

The need to shift from reactive, response-focused approaches to proactive approaches that emphasise preventing WSH are addressed in the Workplace Respect Project through the provision of community capacity building opportunities across WA. Between July 2022 – June 2023, Circle Green has facilitated 31 capacity building opportunities by targeting LASPs, community organisations,

community members, high school students, youth advisory groups and local governments through the following eight activities and events presented in Table 7.

Table 7. Capacity building opportunities delivered by Circle Green

Activity / event	Description	N =
'Your Rights At Work' training	Training session concerning employment law, including employee rights and protections, and the employment law services being provided by Circle Green. Learning outcomes include the ability to define and identify workplace bullying, discrimination, and sexual harassment.	106
WSH and Active Bystander training	Interactive training session designed for all workers to learn about WSH and the important role of an active bystander in creating a more inclusive, safe workplace for all.	81
Workplace Respect Project - service overview	Overview session providing insight into the background of the Respect@Work National Inquiry, the services provided by Circle Green, and the Workplace Respect Project, with a focus on improving bilateral referrals between agencies.	52
WSH training	Training session designed for all workers to understand the nature and impact of WSH in Australia using lived experience stories; and be able to define and identify WSH more clearly.	25
WA Collaborative Services Planning Forum	Presentation on the Workplace Respect Project to the WA Collaborative Services Planning Group including LASPs, the Commonwealth's Attorney General Department and the WA Department of Justice.	20
Q&A Panel Discussion	Participation in a Q&A panel discussion delivered to CLCs as part of Law Week in Northam. Circle Green's focus was on workplace sexual harassment and bystander intervention.	15
Employment Law Intensive training [legal issues that intersect with WSH]	Training session to build a comprehensive knowledge on employment law, including employee rights and protections, and the employment law services being provided by Circle Green.	12
Sexual harassment, sex discrimination and FDV at work training	Training session providing comprehensive information on preventing and responding to sexual harassment, sex discrimination and FDV at work, and applicable legislation and protections.	4

Activities were delivered in-person and online, attracting a total of 315 attendees from 59 different community, government and non-government organisations and/or groups. The majority of activities involved the delivery of CLE sessions state-wide to build the capacity of community groups and legal services in regional WA to understand and address WSH related matters. In collaboration with local services, 26 of 31 capacity building opportunities provided by Circle Green in 2022-23 were delivered outside the Perth metropolitan area. Circle Green have also developed resources including webpages, newsletter articles, blog posts, graphics, brochures, training booklets, training slide decks

and stakeholder guides to help inform and support CLE sessions but also to connect and update the community and stakeholders about the Workplace Respect Project and its progress (Table 8). As was highlighted in the measurement framework, an importance was placed on providing resources to pro-bono lawyers, and this was achieved through the Vicarious trauma resource for pro-bono lawyers, and the Webpage location with curated resources for lawyers on trauma informed practice.

Table 8. Community capacity building resources published

Resource	Publication type
Workplace Respect Project Update January - June 2022	Blog post
3 things we learned from our lived experience advisory panel	Blog post
More learning from our LEAP in January 2023	Blog post
WSH and Active Bystander training booklet	Handout
WSH and Active Bystander training slides	Slide deck
Workplace Respect Project - How we can help	Brochure
Warm Referrals Guide	Stakeholder resource
Understanding the new data on WSH	Blog
Workplace Respect Project webpage	Webpage
Vicarious trauma resource for pro-bono lawyers	Pro-bono lawyer resource
Webpage location with curated resources for lawyers on trauma informed practice	Webpage
Train the trainer bystander intervention literature review	Literature review

CLE training session pilot

The WSH and Active Bystander training session was internally piloted on the 1st of December 2022 and was attended by 60 Circle Green staff members. A total of 40 people completed a pre-workshop survey and 35 a post-workshop survey. The pre survey covered whether the participant had completed WSH and bystander training previously, participant understanding of WSH and bystander intervention into sexual violence, and what participants wanted to learn about in the training sessions. The post-workshop survey covered participant understanding of WSH and bystander intervention into sexual violence and asked specific questions around whether the training has improved understanding of identifying and defining sexual harassment, the prevalence of WSH in Australia, the drivers of sexual harassment, the importance of being an active bystander, what bystander intervention strategies are available, and what bystander intervention looks like in

practice. The survey also collected information about satisfaction with the workshop content, and open-ended responses around what interested the participant and how the workshop could be improved.

Twenty per cent (n=8) of participants had previously attended WSH training, and 12.5% (n=5) had previously attended bystander training. On a scale of 1 (low) to 5 (high), the mean rating of understanding of WSH pre-workshop was 3.5 compared to 2.7 for bystander intervention into sexual violence (Figure 7). Participants who indicated they had previously attended WSH training rated understanding of WSH pre-workshop significantly higher than those who had not previously attended WSH training (p=0.006), and participants who had previously attended bystander training rated understanding of bystander intervention into sexual violence pre-workshop significantly higher than those who had not previously attended bystander training (p=0.035).

Understanding of WSH significantly increased from 3.5 pre-workshop to 4.4 post-workshop (p<0.001), similarly, understanding of bystander intervention into sexual violence significantly increased from 2.7 pre-workshop to 4.3 post-workshop (p<0.001).

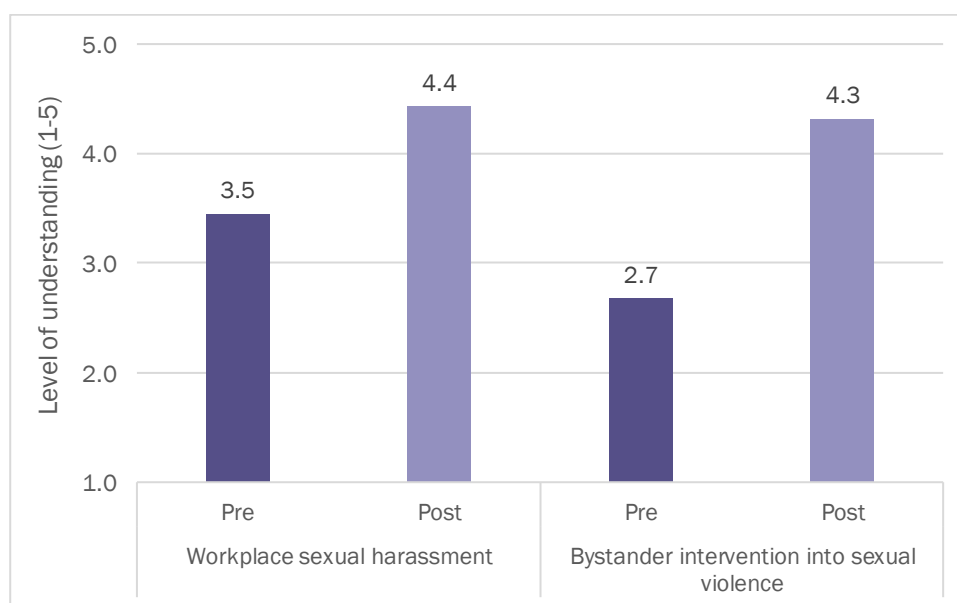


Figure 7. Participant's understanding of WSH and bystander intervention into sexual violence pre- and post- workshop

The majority of participants strongly agreed/agreed the workshop improved their understanding of: identifying and defining sexual harassment (94%), the prevalence of WSH in Australia (94%), the drivers of sexual harassment (85%), the importance of being an active bystander (100%), what bystander intervention strategies are available (97%), and what bystander intervention looks like in practice (97%) (Figure 8).

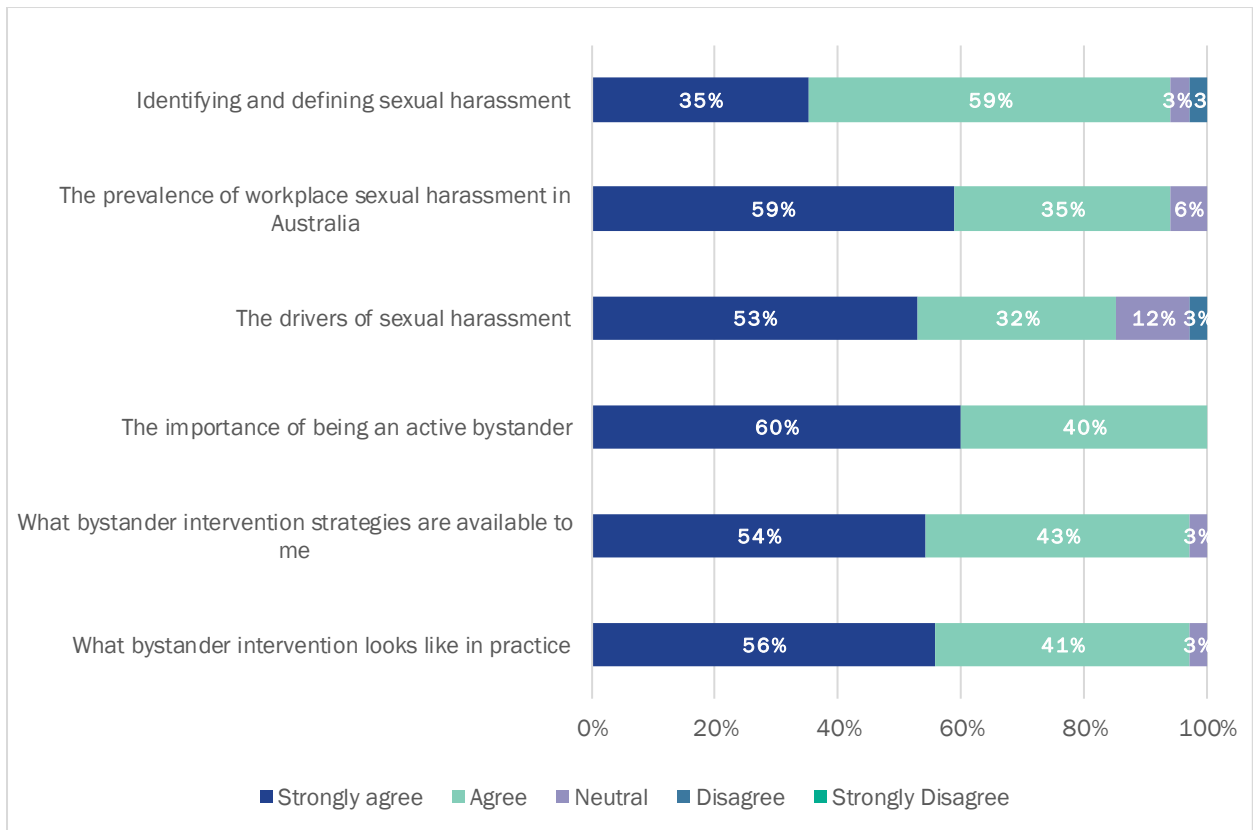


Figure 8. Improvement in understanding around WSH and bystander intervention

The vast majority of participants (97%) found the workshop content relevant and informative, while 80% found the content engaging. Participants commented that they were interested by behaviours that constitute sexual violence, discussions around appropriate ways to disrupt sexual harassment, the different categories of bystander intervention and how to be an active bystander, activities around WSH, outcomes of reporting, and the relationship between sexual harassment and long-term health. Participants also found technology assisted interactions, for example, statistics and the use of polls were conducive to learning.

In terms of improving the workshop, suggestions included:

- more information about how WSH occurs and when (i.e. online and out of work hours), and employer obligations;
- building greater understanding around bystanders and protections they are offered;
- more information about reporting pathways and the complexities of bringing a successful legal sexual harassment claim;
- tailoring the workshop to industry and audience with care taken not to enforce stereotypes;
- more range of practical strategies, examples, case studies, and scenarios;
- more interactivity such as role plays and quizzes;

- more time between slides for comments and slides meeting accessibility guidelines;
- less reliance on volunteering and public answering as this may not be appropriate for everyone; and slide handouts and cheat sheets on pointers in disclosure.

“I left the session armed with many new ways of identifying and disrupting sexual harassment and of assisting people who have experienced sexual harassment.”

After conducting the internal pilot, Circle Green engaged in consultations with a diverse range of stakeholders, including the LEAP, to further refine the training session prior to its delivery across the state.

CLE training session delivery

A total of 23 CLE training sessions were undertaken during this reporting period, reaching 284 participants. The response to the training sessions in the community was overwhelmingly positive, with 98% of survey respondents indicating they either agreed or strongly agreed that: the speaker was knowledgeable in the content area, the session was good overall, it improved their understanding of the topic, and the information was useful (Error! Reference source not found.).

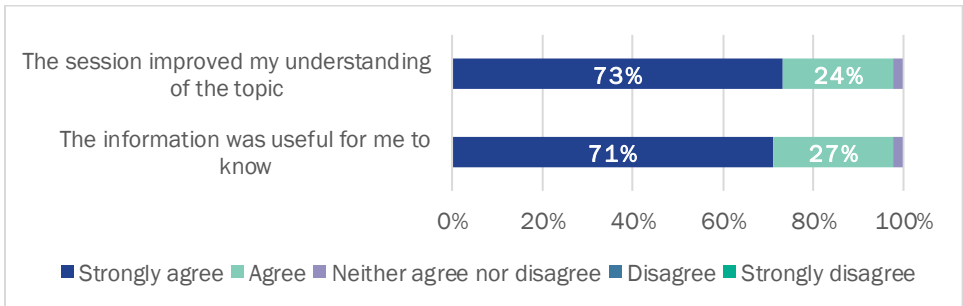


Figure 9. Improvement in understanding and quality of information provided to participants.

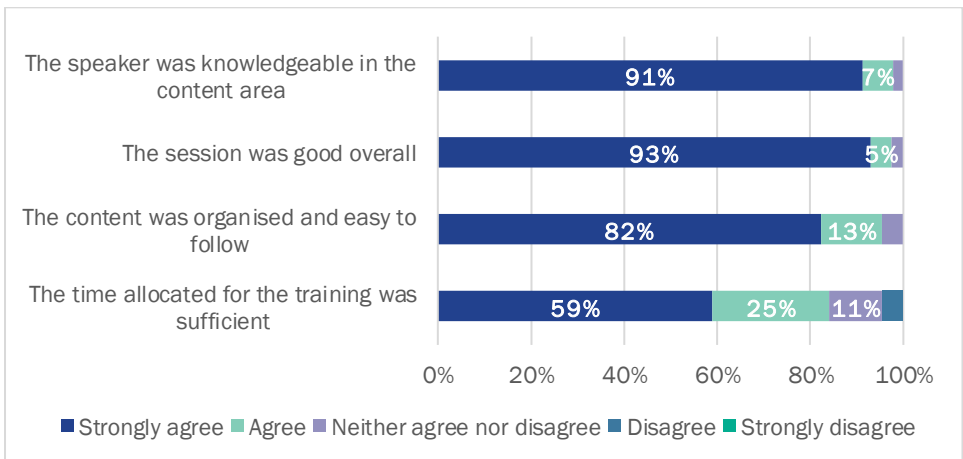


Figure 10. Participant's perception of the delivery of the CLE sessions.

In terms of what participants felt were most valuable/relevant from the session, they commented on:

- Most areas of employment law, including workplace bullying, discrimination, sexual harassment, and dismissal, were introduced in a comprehensive manner;
- Engaging interaction between presenters and participants;
- Increased awareness and knowledge about employee rights and how to access services;
- Opportunities to work through case studies and scenarios in small groups; and
- Participation in role-play activities such as the active bystander training allowing them to learn various strategies to becoming an effective bystander.

“Great introduction to the current climate, legislation, roles and responsibilities in the workplace in relation to sexual harassment and its impact on workers.”

When asked about a topic that respondents did not understand, majority (93%) of respondents indicated that all areas were explained well. However, some respondents that received the Employment Law Intensive training shared that some concepts, such as state vs national legislation, were rather complex to understand. A more detailed definition on where to go for escalation was also indicated by respondents attending WSH and Active Bystander training.

The topics that most respondents were interested in further training included bystander and advocacy training, workplace rights, bullying and creating unfair dismissal and protection claims.

It was also indicated that a resource for participants to take and hand out after the event would have been useful as there were a large number of people that could not participate, and it would have made informing them about relevant information much easier.

3.5 Fair legislation and policies

Legislative and policy improvements

During this reporting period, Circle Green contributed to an open letter pertaining to the introduction of the Respect@Work Bill. The open letter offered recommendations on how to effectively implement the key learnings of the Respect@Work Report, in substance and purpose. The letter presented four main recommendations:

1. The Government must urgently restore adequate baseline funding to the AHRC and increase funding to support the new legislative powers of the AHRC under the Bill.
2. Revise the Bill to create an equal access costs model.
3. Revise the Bill to ensure a consistent and intersectional approach to federal discrimination laws.

4. The Bill include a legislative requirement for statutory reviews, including on the positive duty, representative applications, hostile workplace environments and costs.

As a result of these attempts to influence legal change, the final legislation now incorporates a built-in statutory review date to minimise and address unintended consequences of the reforms.

Systemic barriers and policy gaps

In April of 2023, Circle Green made a submission for the review into an appropriate cost model for Commonwealth anti-discrimination laws. The review examines a major barrier to justice for people targeted by WSH, which is the risk of having to pay the legal costs of the perpetrator or the perpetrator's employer should they lose. Equally, they must be able to recover their own legal costs if they win to ensure that they are not left out of pocket.

In consultation with LEAP members, Circle Green reviewed whether a person deciding whether to make a claim would be more or less likely to proceed under the different cost protection models. Ultimately, Circle Green strongly supports the equal access or asymmetrical costs model for discrimination and sexual harassment proceedings in the Federal Court and Family Court of Australia.

The equal access cost model helps people who are targeted by WSH and discrimination access justice and achieve fair outcomes. This means they are able to recover their legal costs if successful and are not required to pay the other side's costs, with limited exceptions such as vexatious litigation, if unsuccessful. Adopting this model would suggest that people do not face a lifetime of debt simply for enforcing their rights. Other benefits of adopting the Equal Access cost protection model include:

- Protecting applicants from costs and enabling them to obtain legal representation.
- Addressing both disincentives of devastating debt and inaccessibility of the federal courts.
- Encouraging people to pursue a claim to the federal courts.
- Most effective for applicants who experience multiple, intersecting, vulnerability and disadvantage factors.

Circle Green also participated in a joint statement as part of The Power to Prevent Coalition⁶ supporting their position on cost protections calling upon the Australian Government for equal access in discrimination claims.

“Circle Green strongly supports the equal access or asymmetrical costs model for discrimination and sexual harassment proceedings.”

⁶ The Power to Prevent Coalition is a group of more than 60 diverse community organisations, unions, academics, peak bodies, health professionals, lawyers and victim-survivors.

4. IMPACT ASSESSMENT

The Traffic Light Evaluation Tool has been introduced to identify the state of each outcome defined in the Workplace Respect Project (Table 9). As targets have not been specified as part of the evaluation framework, colours associated with the tool have been defined to signal various levels of progress to achieving project outcomes based on available data:

- Green – There is clear evidence in the data we have received that the outcome is being achieved;
- Yellow – There is some evidence in the data that steps are being taken towards achieving the outcome;
- Red – There is no evidence in the data that the outcome is being achieved, or steps have been taken towards achieving it;
- Grey – The outcome was unable to be reliably measured with the data collected by the project during this current reporting period.



Ultimately, findings from this reporting period highlight the success of the project's foundational and ongoing activities as the majority of outcomes are being achieved or are on their way to being achieved. This has been illustrated across all five outcome domains, particularly in achieving long-term goals in relation to: fair legislation and polices, understanding legal need and community capacity building. During this reporting period, highlights regarding the impact of the Workplace Respect Project include:

- Circle Green's ongoing collection of data on people targeted by WSH and CSI UWA's research report helped shed light on the prevalence, nature and occurrence of WSH as well as the structural and personal/social barriers associated with reporting WSH;
- The review and enhancement of referral pathways and the partnerships established between the LASP sector to improve the accessibility of legal services related to WSH;
- The level of support provided by Circle Green staff including their professionalism and duty of care when providing legal services for people targeted by WSH;
- State-wide outreach in collaboration with local services to deliver CLE training sessions whereby participants have increased awareness and knowledge of WSH. Including the development of WSH resources for various stakeholder and community groups; and
- The advocacy efforts made by Circle Green in the lead up to the Respect@Work Bill to influence legal reform on the delivery of recommendations of the Respect@Work Report as well as the need for an equal access costs model.

It is important to acknowledge that this assessment serves as the first indication of outcomes achieved in the project. Therefore, one should exercise caution when interpreting unachieved outcomes as the framework and its associated outcomes are subject to ongoing monitoring and re-evaluation following the completion of this report as Circle Green operationalise activities and apply key learnings to refine their objectives.

Table 9. Traffic Light Evaluation of the Workplace Respect Project

1.1	Increased knowledge of the characteristics of clients targeted by WSH (met legal need)	
1.2	Increased knowledge of the legal need for assistance with WSH	
1.3	Improved processes and procedures are in place to measure and monitor legal need for assistance with WSH	
2.1	Private lawyers are aware of the need for pro-bono legal help for WSH matters	
2.2	WSH intake and referral pathways are responsive	
2.3	People experiencing WSH are confident that legal services are accessible	
2.4	Legal services and support are accessible to people experiencing WSH across all regions	
3.1	People experiencing WSH have an increased understanding of their legal rights and options	
3.2	People experiencing WSH have increased confidence in pursuing legal rights	
3.3	LASPs and other relevant community organisations have an increased awareness of WSH legal frameworks, processes and supports	
3.4	Clients feel culturally safe when receiving legal support	
3.5	Private lawyers who assist with WSH are better informed about the need for trauma-informed practice	

3.6	The legal sector is better informed about WSH case law	
3.7	LASPs and other relevant community organisations, are better prepared and trained to respond to, and support people experiencing workplace sexual harassment	
4.1	Workers have a greater understanding about their legal rights and available supports for WSH	
4.2	Workers have a greater understanding about bystander intervention into WSH	
4.3	Workplace organisations implement processes and procedures to address inappropriate workplace behaviour and sexual harassment	
4.4	Workers have greater confidence to address instances of WSH and intervene on behalf of others	
5.1	Systemic barriers and policy gaps around workplace respect, sex discrimination and workplace legislation are identified and better understood by stakeholders and decision makers	
5.2	Legislative and policy improvements are developed through various channels including submissions and campaigns	

5. REFERENCES

Australian Human Rights Commission. (2020). *Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces*.

Flatau, P., Lester, L., Hooper, Y., Zou, S., Young, B., & Lester, R. (2023). *Workplace Respect: Final Report*. Centre for Social Impact: The University of Western Australia.

APPENDIX A – MEASUREMENT FRAMEWORK

UNDERSTANDING LEGAL NEED

Legal need for assistance with workplace sexual harassment is understood and monitored

OUTCOMES	INDICATOR	DESCRIPTION	DATA SOURCE	FREQUENCY	GOVERNANCE	PARTICIPANT
1.1	<ul style="list-style-type: none"> Profile of people experiencing workplace sexual harassment issues 	<ul style="list-style-type: none"> Percentage of clients with workplace sexual harassment issues <ul style="list-style-type: none"> Demographics Industry and occupation Locality Trend (comparison to previous years) Types of workplace sexual harassment Co-occurring legal issues (if any) 	CLASS database	Annual	Centre for Social Impact	Circle Green
1.2	<ul style="list-style-type: none"> Delivery recommendations 	<ul style="list-style-type: none"> What do you think should be the priorities of organisations delivering legal services? What recommendations do you have for the delivery of legal assistance? What recommendations do you have for organisations around reducing any structural, legal and other barriers to vulnerable workers accessing legal assistance services or pursuing their legal rights? 	Interviews	Preliminary scope	Centre for Social Impact	Lived experience, LASPs and other relevant stakeholders
1.3	<ul style="list-style-type: none"> Process and procedures of LASPs and other relevant stakeholders 	<ul style="list-style-type: none"> Confidence of organisations in collecting and monitoring relevant data to accurately report on <ul style="list-style-type: none"> Priority client cohorts Legal service delivery Outreach provision 	Survey / Interviews	TBC	Circle Green	LASPs and other relevant stakeholders
	<ul style="list-style-type: none"> Referrals of LASPs and other relevant stakeholders 	<ul style="list-style-type: none"> Request of referral data relating to workplace sexual harassment matters 	Administrative data / CLASS database			

ACCESSIBLE LEGAL SUPPORT

Appropriate systems and pathways are in place to improve access to legal assistance for people experiencing workplace sexual harassment

OUTCOMES	INDICATOR	DESCRIPTION	DATA SOURCE	FREQUENCY	GOVERNANCE	PARTICIPANT
2.1	<ul style="list-style-type: none"> Awareness of the need for pro-bono legal help 	<ul style="list-style-type: none"> Increased number of private lawyers with WSH expertise joining the pro-bono panel 	Administrative data	Ongoing	Law Access / Circle Green	Private lawyers
2.2	<ul style="list-style-type: none"> Intake and referral pathways reviewed 	<ul style="list-style-type: none"> Updated intake and referral pathways: <ul style="list-style-type: none"> documentation on changes to existing strategies/processes documentation on new strategies/processes 	Administrative data	Annual	Circle Green	Circle Green
	<ul style="list-style-type: none"> WSH related referrals from services 	<ul style="list-style-type: none"> Increased referrals from services 		Biannual		Targets of workplace sexual harassment
2.3	<ul style="list-style-type: none"> Accessible legal services 	<ul style="list-style-type: none"> Percentage of targets who indicated that the: [Likert] <ul style="list-style-type: none"> process of accessing legal support was easy process for requesting advice on their workplace issue was clear and easy to use 	Post-assistance survey	Ongoing	Circle Green	Targets of workplace sexual harassment
	<ul style="list-style-type: none"> Identification of barriers to accessing legal assistance 	<ul style="list-style-type: none"> What barriers (structural, legal, and other) existed for you when trying to access legal assistance services or pursuing your legal rights? 				
2.4	<ul style="list-style-type: none"> Understanding of place-based approaches 	<ul style="list-style-type: none"> Number of local communities that have been engaged to understand legal need in various areas: <ul style="list-style-type: none"> documentation on local issues 	Administrative data	Ongoing	Circle Green	Community organisations
	<ul style="list-style-type: none"> Place-based legal services in practice 	<ul style="list-style-type: none"> Number of local communities reached and method of outreach Number of LASPs and other relevant stakeholders providing place-based initiatives 				Circle Green

EFFECTIVE LEGAL SUPPORT

The legal assistance sector (LASPs, community organisations and private pro-bono lawyers) have increased capacity and capability to respond and adequately support clients with their workplace sexual harassment legal needs

OUTCOMES	INDICATOR	DESCRIPTION	DATA SOURCE	FREQUENCY	GOVERNANCE	PARTICIPANT
3.1	<ul style="list-style-type: none"> Awareness of legal rights and options 	<ul style="list-style-type: none"> Percentage of targets who indicated that they were provided with assistance that increased their knowledge and understanding of: [Likert] <ul style="list-style-type: none"> workplace law legal options legal claims/processes 	Post-assistance survey	Ongoing	Circle Green	Targets of workplace sexual harassment
3.2	<ul style="list-style-type: none"> Confidence in pursuing legal rights and options 	<ul style="list-style-type: none"> Percentage of clients who indicated that they: [Likert] <ul style="list-style-type: none"> feel more confident in dealing with their workplace issue are better able to make decisions about their workplace issue feel more confident to advocate for themselves in relation to their workplace issue 	Post-assistance survey	Ongoing	Circle Green	Targets of workplace sexual harassment
3.3	<ul style="list-style-type: none"> Staff awareness of frameworks, processes and support 	<ul style="list-style-type: none"> Percentage of staff members in LASPs and community organisations who have a greater understanding of: [Likert] <ul style="list-style-type: none"> WSHD legal frameworks legal rights and options available support options Percentage of staff members who are aware of CLE publications Percentage of staff members who have accessed CLE publications 	Pre and post-training survey	Ongoing	Circle Green	LASPs and other relevant stakeholders
3.4	<ul style="list-style-type: none"> Culturally safe engagement 	<ul style="list-style-type: none"> To what extent were positive experiences provided to First Nation clients by: <ul style="list-style-type: none"> providing culturally safe and welcome space incorporating culturally appropriate needs 	Post-assistance survey	Ongoing	Circle Green	Targets of workplace sexual harassment

EFFECTIVE LEGAL SUPPORT

OUTCOMES	INDICATOR	DESCRIPTION	DATA SOURCE	FREQUENCY	GOVERNANCE	PARTICIPANT
3.5	• Trauma-informed practice	<ul style="list-style-type: none"> Percentage of private lawyers who have: [Likert] <ul style="list-style-type: none"> increased understanding of trauma-informed practice greater confidence to apply trauma-informed practice 	Survey	Ongoing	Law Access / Circle Green	Private lawyers
	• Feel welcome, safe and supported	<ul style="list-style-type: none"> Percentage of people who accessed pro-bono lawyers that indicated: [Likert] <ul style="list-style-type: none"> they felt welcome and safe in their interaction they felt heard when receiving support 	Post-assistance survey			Targets of workplace sexual harassment
3.6	• Informed legal sector on case law	<ul style="list-style-type: none"> Percentage of seminar attendees who have an increased understanding of contemporary case-law precedents 	Post-seminar survey	Ongoing	Circle Green	LASPs and other relevant stakeholders
3.7	• Informed LASPs and community organisations	<ul style="list-style-type: none"> Percentage of LASPs and community organisations who: [Likert] <ul style="list-style-type: none"> currently have a sexual harassment or sexual violence policy in place have an understanding of workplace sexual harassment assist clients who have experienced workplace sexual harassment 	Survey	Annual	Circle Green	LASPs and other relevant stakeholders
		<ul style="list-style-type: none"> Percentage of staff who are better informed regarding the: [Likert] <ul style="list-style-type: none"> prevalence of workplace sexual harassment need for legal assistance with workplace sexual harassment 	Pre and post-training survey	Ongoing		
	• Effective support	<ul style="list-style-type: none"> Percentage of people who accessed support through the Workplace Respect Project who indicated that they were: [Likert] <ul style="list-style-type: none"> satisfied with the assistance they were provided 	Post-assistance survey	Ongoing	Circle Green	Targets of workplace sexual harassment
	• Experience of accessing legal need assistance	<ul style="list-style-type: none"> What worked well with your experience of legal assistance in relation to workplace sexual harassment and discrimination? What could have worked better with your experience of legal assistance in relation to workplace sexual harassment and discrimination? 				

COMMUNITY CAPACITY BUILDING

All workers have increased capability to understand and address workplace sexual harassment

OUTCOMES	INDICATOR	DESCRIPTION	DATA SOURCE	FREQUENCY	GOVERNANCE	PARTICIPANT
4.1	<ul style="list-style-type: none"> Understanding of workplace sexual harassment 	<ul style="list-style-type: none"> Percentage of workers who have a greater understanding of: [Likert] <ul style="list-style-type: none"> identifying and defining sexual harassment prevalence of workplace sexual harassment drivers of sexual harassment 	Post-training survey	Ongoing	Circle Green	Workers
	<ul style="list-style-type: none"> Understanding of legal rights and available support options 	<ul style="list-style-type: none"> Percentage of workers who have a greater understanding of: [Likert] <ul style="list-style-type: none"> legal rights available support options and how to access them Percentage of workers who are aware of CLE publications Percentage of workers who have accessed CLE publications 				
4.2	<ul style="list-style-type: none"> Bystander intervention training is established in organisations and communities. 	<ul style="list-style-type: none"> Number and type of workplaces who have established bystander intervention training models Number of trainers undertaking 'train the trainer' workshops Confidence of trainers to provide bystander training in their organisation and communities [Likert] 	Pre and post-training survey	Ongoing	Circle Green	Trainers
	<ul style="list-style-type: none"> Understanding of bystander intervention 	<ul style="list-style-type: none"> Percentage of workers who have a greater understanding of: [Likert] <ul style="list-style-type: none"> the importance of being an active bystander bystander intervention strategies available to me what bystander intervention looks like in practice 	Post-training survey	Ongoing	Circle Green	Workers

COMMUNITY CAPACITY BUILDING

OUTCOMES	INDICATOR	DESCRIPTION	DATA SOURCE	FREQUENCY	GOVERNANCE	PARTICIPANT
4.3	<ul style="list-style-type: none"> Workplace actions 	<ul style="list-style-type: none"> Percentage of workplaces (by sector, locality, size and industry) addressing workplace sexual harassment by: [Y/N/Unknown] <ul style="list-style-type: none"> developing or changing policies on sexual harassment changing practice(s) or procedure(s) implement training/education 	Follow-up workplace survey	TBC	Circle Green	Workplaces
4.4	<ul style="list-style-type: none"> Confidence to address issues 	<ul style="list-style-type: none"> Percentage of workers who feel confident to: <ul style="list-style-type: none"> address workplace sexual harassment seek legal advice relating to workplace sexual harassment intervene on behalf of others experience workplace sexual harassment 	Post-training survey	Ongoing	Circle Green	Workers

FAIR LEGISLATION AND POLICES

Decision makers address systemic barriers faced by people experiencing workplace sexual harassment

OUTCOMES	INDICATOR	DESCRIPTION	DATA SOURCE	FREQUENCY	GOVERNANCE	PARTICIPANT
5.1	<ul style="list-style-type: none"> Engagement with policy or law decision makers and other stakeholders 	<ul style="list-style-type: none"> Number and type of decision makers / stakeholders engaged 	Administrative data	Ongoing	Circle Green	N/A
	<ul style="list-style-type: none"> Public interest and test case matters run 	<ul style="list-style-type: none"> Number, type and result of public interest and test case matters 	Administrative data / Caselaw precedents			
5.2	<ul style="list-style-type: none"> Influence of submissions and campaigns 	<ul style="list-style-type: none"> Number and type of submissions and campaigns delivered to influence policy or law reform 	Administrative data	Ongoing	Circle Green	N/A
		<ul style="list-style-type: none"> To what extent did submissions and campaign: <ul style="list-style-type: none"> Address systemic injustices Influence policy or law reform 	Interviews / Submission content			TBC



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