

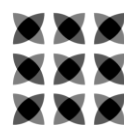
Workplace Respect Project

Annual Impact Report 2023-24

Prepared by the Centre for Social Impact

September, 2024

Syarif Abdul-Wahed, Leanne Lester



CENTRE
for **SOCIAL**
IMPACT



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	
Syarif Abdul-Wahed	syarif.abdul-wahed@uwa.edu.au
A/Prof Leanne Lester	leanne.lester@uwa.edu.au

Address for Correspondence

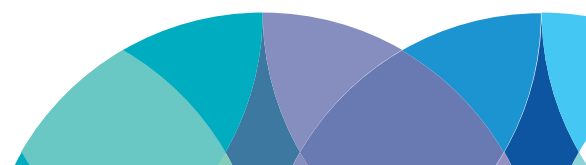
Associate Professor Leanne Lester
Centre for Social Impact the University of Western Australia
Business School
The University of Western Australia
35 Stirling Hwy, Crawley, WA, 6009 Australia
leanne.lester@uwa.edu.au

Centre for Social Impact

The Centre for Social Impact (CSI) is a national research and education centre dedicated to catalysing social change for a better world. CSI is built on the foundation of four of Australia's leading universities: UNSW Sydney, The University of Western Australia, Flinders University and Swinburne University of Technology. Our **research** develops and brings together knowledge to understand current social challenges and opportunities; our postgraduate and undergraduate **education** develops social impact leaders; and we aim to **catalyse change** by drawing on these foundations and translating knowledge, creating leaders, developing usable resources, and reaching across traditional divides to facilitate collaborations.

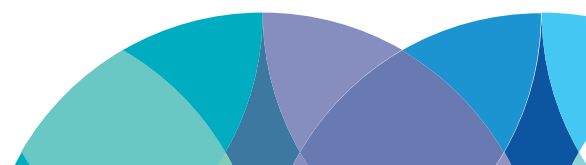
Disclaimer

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.



CONTENTS

ACRONYMS AND ABBREVIATIONS.....	4
LANGUAGE NOTE.....	5
1. INTRODUCTION.....	6
1.1 Project activities.....	6
1.2 Evaluation approach.....	8
2. IMPACT FINDINGS.....	10
2.1 Understanding legal need	10
2.2 Accessible legal support.....	15
2.3 Effective legal support.....	19
2.4 Community capacity building	22
2.5 Fair legislation and polices.....	26
3. IMPACT ASSESSMENT	28
APPENDIX A – PROGRAM LOGIC MODEL	31
APPENDIX B – MEASUREMENT FRAMEWORK	32
APPENDIX C – CLE RESOURCES 2023-24.....	39

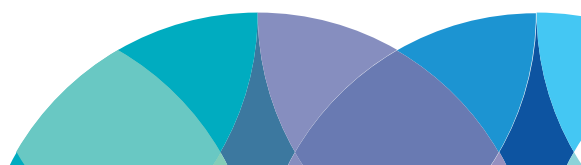


List of Figures

Figure 1: Gender distribution of clients with WSH matters	11
Figure 2: Age group distribution of clients with WSH matters.....	11
Figure 3: Top ten co-occurring workplace issues for clients with WSH matters	13
Figure 4: WSH related inbound referral sources to Circle Green.....	16
Figure 5: Client’s perception of the accessibility of Circle Green’s WSH related legal services	16
Figure 6. Age categories of training survey participants	22
Figure 7: Impact of training on understanding of WSH	23
Figure 8: Impact of training on understanding of bystander intervention into WSH	24
Figure 9: Impact of training on confidence	24
Figure 10: Rating of training content.....	24

List of Tables

Table 1: Workplace Respect Project’s identified needs to address	6
Table 2: Project activities undertaken during this reporting period	7
Table 3: 2021-2023 Snapshot of legal need.....	14
Table 4: WSH prevalence and trends in regional WA findings.....	18
Table 5: Barriers to WSH legal assistance in regional WA findings	18
Table 6: CLE activities delivered by type, number of activities and participants.....	22
Table 7: Traffic light evaluation of the Workplace Respect Project’s outcomes.....	29



ACRONYMS AND ABBREVIATIONS

AHRC	Australian Human Rights Commission
Circle Green	Circle Green Community Legal
CLC	Community Legal Centre
CLE	Community Legal Education
CPD	Continuing Professional Development
CSI UWA	Centre for Social Impact at the University of Western Australia
FDV	Family and domestic violence
FWC	Fair Work Commission
FWO	Fair Work Ombudsman
LASP	Legal Assistance Service Provider
LE	Lived Experience
LEAP	Lived Experience Advisory Panel
NLAP	National Legal Assistance Partnership
WA	Western Australia

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 (the Project) in WA.

The Centre for Social Impact at the University of Western Australia (CSI UWA) have been engaged to conduct an annual evaluation process of the Project. This report is the second Annual Impact Report from the evaluation, covering the period from 1st July 2023 until 30th June 2024. It also reflects the first reporting period in which evaluation activities were conducted throughout the entire year under the fully operationalised evaluation framework.

1.1 Project activities

In consultation with Circle Green, the Lived Experience Advisory Panel (LEAP), and existing literature, the Project aims to address nine WSH related legal issues which were identified as priority needs to address through the Project's activities (Table 1).

Table 1: Workplace Respect Project's identified needs to address

Workplace Respect Project – identified 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.

The Project aims to address the identified needs 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.

The main activities scheduled to be undertaken during the course of the Project are presented in Table 2, as well as an overview of the outputs of each activity delivered in 2023-24. The responsibility for activity items are distributed across a range of participating organisations through project partnerships. Information about the effectiveness and impact of each activity is discussed in Section 2 of this report.

Table 2: Project activities undertaken during this reporting period

Domain	Project Activity	Outputs	Responsibility	Status
Track legal need	Communications about findings of Legal Need Report	<ul style="list-style-type: none"> • Report summary publication • Webinars and seminar events 	Centre for Social Impact / Circle Green	Completed
Track legal need	Legal need snapshot	<ul style="list-style-type: none"> • Report publication and dissemination 	Circle Green	Completed
Delivering legal services	Review and enhance intake and referral pathways	<ul style="list-style-type: none"> • WSH resources page and referral directory for website • Intake pathways promotion and engagement with potential referring organisations • Explore feasibility of WSH specific intake pathway 	Circle Green	On track
Delivering legal services	Facilitate referrals and manage conflicts	<ul style="list-style-type: none"> • Referrals • Legal Aid partnership 	Circle Green	On track
Delivering legal services	Provide client-focused legal assistance services	<ul style="list-style-type: none"> • Information and referral • Legal advice • Legal task • Casework • Representation 	Circle Green	Ongoing
Delivering legal services	First nations community engagement, referral and liaison	<ul style="list-style-type: none"> • Aboriginal Legal Service Officer 	Aboriginal Legal Service WA	On track

Delivering legal services	Place-based legal services in collaboration with community organisations	<ul style="list-style-type: none"> • CLE outreach in regional areas 	Circle Green	On track
Facilitate capacity building	Educating workers, LASPs and other community organisations about WSH and their legal rights and options	<ul style="list-style-type: none"> • CLE publications developed and distributed • Training / CLE delivered • CLE campaigns developed • CPD training for employment lawyers 	Circle Green	On track
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 and LEAP	Ongoing

1.2 Evaluation approach

A range of evaluation data was collected to measure intermediate outcomes defined in the Program Logic Model (see APPENDIX A – PROGRAM LOGIC MODEL) using indicators outlined in the Measurement Framework (see APPENDIX B – MEASUREMENT FRAMEWORK). The development of the Program Logic Model and Outcomes Measurement Framework is detailed in the first Annual Impact Report.

Evaluation updates

This report presents a revised edition of the evaluation framework utilising a developmental evaluation approach whereby adaptive learning is applied as project activities evolve and the understanding of WSH legal need and the service sector deepens. A summary of the main changes in the revised evaluation framework include:

- **Shifting Community Legal Education (CLE) outcomes from *Effective Legal Support* to the *Community Capacity Building* outcome domain** – Given the capacity for Circle Green to continue delivering legal services for WSH matters, the focus for educating the legal assistance sector (LASPs, community organisations and pro-bono lawyers) has shifted to capacity building and understanding referral pathways to Circle Green.
- **Remove ‘Improved processes and procedures are in place to measure and monitor the legal need for assistance with WSH’** – This outcome was based on the initial assumption of Circle Green assisting and training CLCs to collect WSH-specific data. However, if other CLCs are not providing WSH services this is no longer in scope.

- **Remove outcomes related to the private lawyers providing pro-bono legal help** – While a referral-pipeline has been discussed and is ready to commence, measuring this outcome depends upon Circle Green being at full capacity to start making referrals to private practitioners – this is currently not in scope for the timeframe of this Project.

Methodology

The annual evaluation of the Project utilises a mixed-methods approach. Findings presented in this report have been collected between July 2023 – June 2024 from various data sources such as the administrative database, post-service and post-training surveys, and the regional stakeholder outreach log.

Administrative database

Circle Green’s administrative database includes information on WSH related services provided by service area, inbound referrals, client demographics, workplace industry data per service, problem types per service, CLE activities and resources delivered and developed.

Post-advice survey (n = 13)

A post-advice survey captures clients’ experiences after receiving a **legal advice service** from Circle Green. This survey is sent to clients after receiving their advice service.

Post-casework survey (n = 3)

A post-casework survey captures clients’ experiences and workplace outcomes after receiving **ongoing services** from Circle Green. This survey is sent to ongoing clients after their files have closed.

CLE training surveys (n = 162)

A post-session survey captures participants’ understanding of WSH and bystander intervention. The survey includes participants who received the WSH training session (n = 4) and the WSH and active bystander training session (n = 158).

CLE Respect at Work teacher surveys (n = 5)

A post-session survey captures teachers’ reflections on students’ understanding of WSH and bystander intervention following the Respect at Work session delivered across schools.

Regional outreach stakeholder log (n = 16)

Circle Green’s regional outreach stakeholder log collects anecdotal information around any WSH issues observed by stakeholders across regional WA.

2. IMPACT FINDINGS

The Workplace Respect Project has assisted clients with WSH matters and collected client data to understand legal need; provided a range of accessible and effective WSH related legal services through various referral sources; delivered CLE training state-wide; developed CLE resources for the community; and influenced policy and law reform in Australia through various legal and cultural change activities.

Circle Green provided a total of 247 WSH legal services between July 2023 – June 2024. About half (49%) of the WSH related services involved providing legal advice, 30% legal information, and 15% legal tasks.



A SNAPSHOT OF 247 WSH RELATED LEGAL SERVICES IN 2023-24:

121	LEGAL ADVICE
74	INFORMATION
38	LEGAL TASK
10	REPRESENTATION (COURT / TRIBUNAL)
4	REPRESENTATION (OTHER)

2.1 Understanding legal need

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

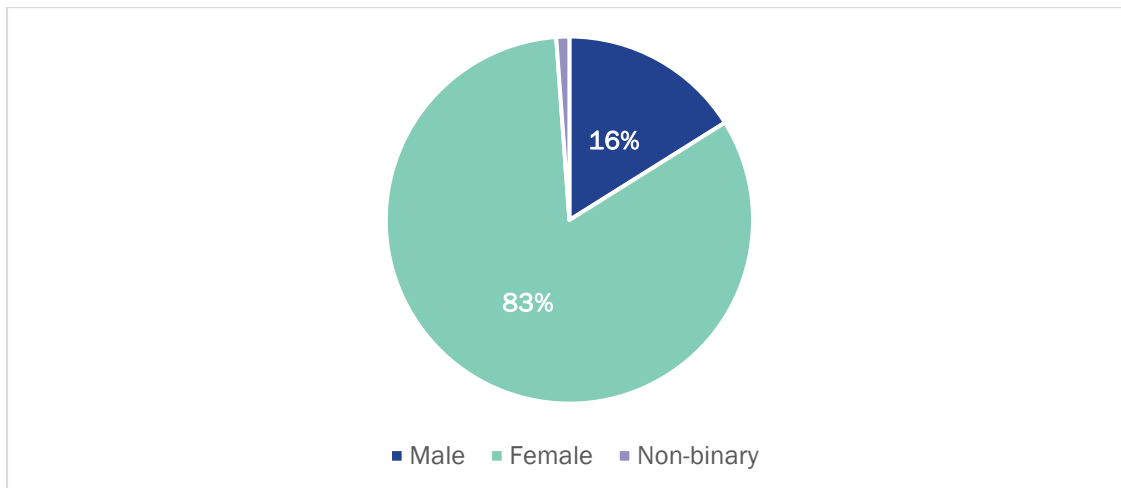
Age and Gender

Circle Green reported assisting 87 clients with legal needs relating to WSH matters from July 2023 – June 2024. Of these clients, 72 identified as female, 14 male, and 1 as non-binary. Circle Green clients identifying as women are disproportionately impacted by issues of WSH (Figure 1). Of the clients seeking help for WSH matters, 37% were aged 35-49, 34% were aged 25-34, 15% were aged 50-64, 10% were aged 18-24 and three clients were under 18 years old (Figure 2).

83% of Circle Green's clients targeted by WSH are women.

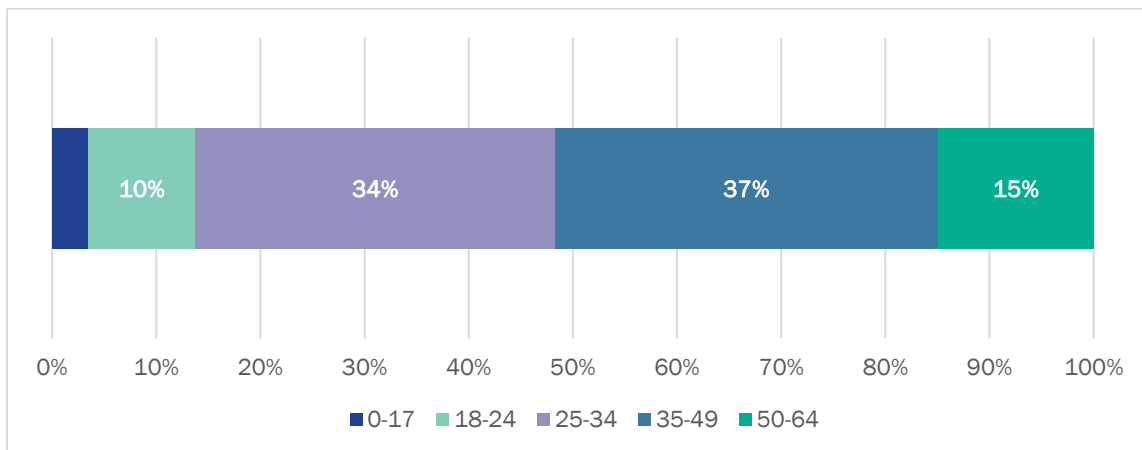
Almost two in five (37%) of Circle Green's clients targeted by WSH are aged 35-49.

Figure 1: Gender distribution of clients with WSH matters



Source: NLAP Workplace Sexual Harassment client Administrative Data provided by Circle Green for July 2023 – June 2024.

Figure 2: Age group distribution of clients with WSH matters



Source: NLAP Workplace Sexual Harassment client Administrative Data provided by Circle Green for July 2023 – June 2024.

Priority groups

One in five clients (20%) were culturally and/or linguistically diverse and 10% 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 (95%) clients targeted by WSH were experiencing financial disadvantage.¹ Three in ten clients (30%) had a disability and/or mental illness. Moreover, 12 clients (14%) indicated they were homeless or at risk of homelessness and six clients were experiencing family violence.

¹ 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.

Geography

In terms of geographical met legal need, 85 clients reported their locality and the majority of clients (78%) resided in the Perth metropolitan area, 15 clients (14%) resided in inner or outer regional areas and seven clients (8%) in remote or very remote areas. Clients were represented across seven of nine total regions in WA outside of the Perth metropolitan area, including: Peel, South West, Pilbara, Great Southern, Mid West, Wheatbelt, and the Kimberley region.

Workplace industries

Workplace industry data revealed that clients receiving WSH related legal services² from Circle Green were targeted across 15 of 18 different workplace industry grouping categories defined by the ABS. The most commonly recorded industries were:

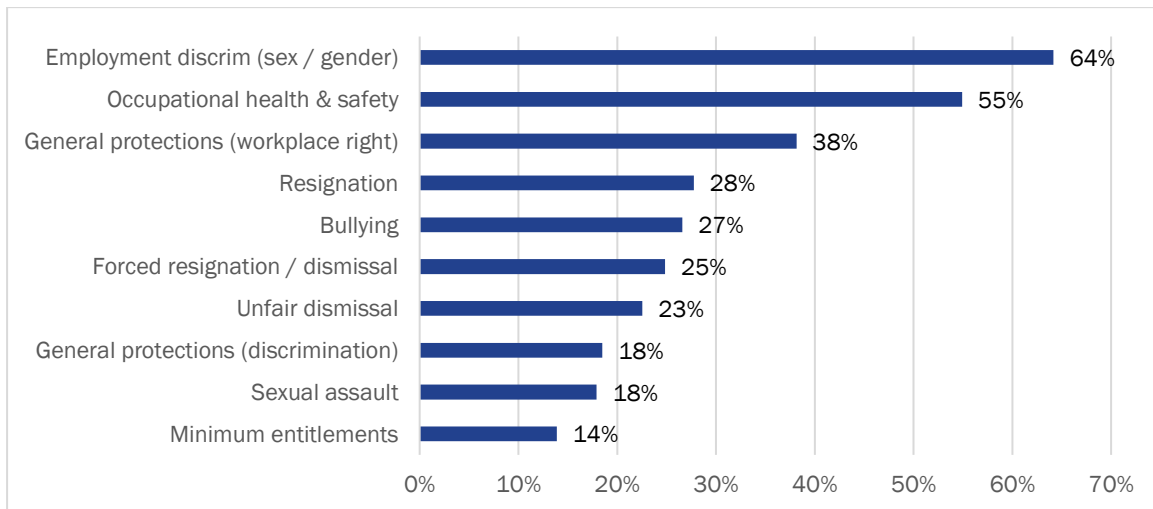
- accommodation and food services (17%, n = 29);
- electricity, gas, water and waste services (15%, n = 26);
- mining (14%, n = 23); and
- health care and social assistance (14%, n = 23).

Co-occurring workplace legal issues

People who have been targeted by workplace sexual harassment will often also experience a range of other workplace issues requiring legal support. The most commonly co-occurring legal issues were employment discrimination due to sex and/or gender (64%) and occupational health and safety (55%) (Figure 3). Other co-occurring issues included general protections for workplace rights (38%), resignation (28%) and bullying (27%).

² 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.

Figure 3: Top ten co-occurring workplace issues for clients with WSH matters



Source: NLAP Workplace Sexual Harassment client Administrative Data provided by Circle Green for July 2023 – June 2024.

2.1.2 Current or emerging legal need for assistance with WSH

Circle Green co-presented a webinar during October 2023 to help disseminate the *Understanding workplace sexual harassment: Trends, barriers to legal assistance, consequences, and legal need (Flatau et al., 2023)* research report conducted by CSI UWA in the last reporting period.

The report was unable to consider administrative data from reporting bodies, as this data was not easily accessible for review. Given this limitation, the Project made data requests to national and state-based agencies that receive complaints or reports about WSH in Western Australia to develop a **legal need snapshot** from data over a two-year period.

The Project made data requests to The Australian Human Rights Commission, the Equal Opportunity Commission (WA), the Fair Work Commission, the Western Australian Industrial Relations Commission, WorkCover WA, and WorkSafe WA (Department of Energy, Mines, Industry Regulation and Safety). Due to the various data collection processes and purposes of the range of agencies, there were limitations to exploring the data. Even so, bringing this data together in the report *'2021-2023 Snapshot of legal need for assistance with workplace sexual harassment in Western Australia'* provides some high-level visibility of the number of reports made through external complaints pathways, and, where possible, demographics of complainants. The report also looks at data on outcomes achieved, if provided by agencies.

Table 3: 2021-2023 Snapshot of legal need

Body / Agency	Claim, report, or service type	21/22	22/23	Most common outcome/s	Most complainants are (Demographic notes)
Australian Human Rights Commission - Complaints under the Sex Discrimination Act in the area of employment (WA)	On the ground of sexual harassment	31	15	Conciliated	<ul style="list-style-type: none"> • Younger than 35 years old (66%) • Female (79%)
	On the ground of sex-based harassment	4	2		
	On the ground of sex discrimination	35	19		
	On the ground of victimisation	13	10		
Equal Opportunity Commission (WA) – Complaints under the Equal Opportunity Act in the area of employment	On the ground of sexual harassment	48	44	Conciliated	<ul style="list-style-type: none"> • Younger than 35 years old (48%) • Female (86%) • From the Perth metro area (68%)
	On the ground of sex discrimination	23	17	Conciliated	<ul style="list-style-type: none"> • Younger than 35 years old (49%) • Female (78%) • From the Perth metro area (70%)
WorkCover WA	Claims for psychological injuries resulting from sexual harassment	32	31	Undisputed claim	<ul style="list-style-type: none"> • Younger than 35 years old (49%) • Female (91%) • From the Perth metro area (60%)
WorkSafe WA: Mines	Reports of alleged sexual harassment	378	402	Not provided	Not provided
	Reports of alleged sexual assault	25	7	Not provided	Not provided
WorkSafe WA: General Industries	Reports regarding sexual harassment at work	15	20	Finalised without investigation	Not provided
Circle Green Community Legal	Workplace sexual harassment-related legal services	55	123	N/A	<ul style="list-style-type: none"> • Younger than 35 years old (61%) • Female (87%)

Source: 2021-2023 Snapshot of legal need for assistance with workplace sexual harassment in Western Australia, Circle Green Community Legal

Key findings of the report were:

- Most workers who reported sexual harassment in WA from 2021 – 2023 were female, younger than 35 years old and from the Perth metropolitan area.
- WorkSafe Mines received the highest number of reports of sexual harassment – which could be due to the influence of the Enough is Enough Report, the nature of the reporting process, or a general emphasis on health and safety regulations in the mining industry.
- In terms of complaint pathways where personal remedy can be sought, the Equal Opportunity Commission (WA) received more complaints from 2021 – 2023 than the Australian Human Rights Commission.

2.2 Accessible legal support

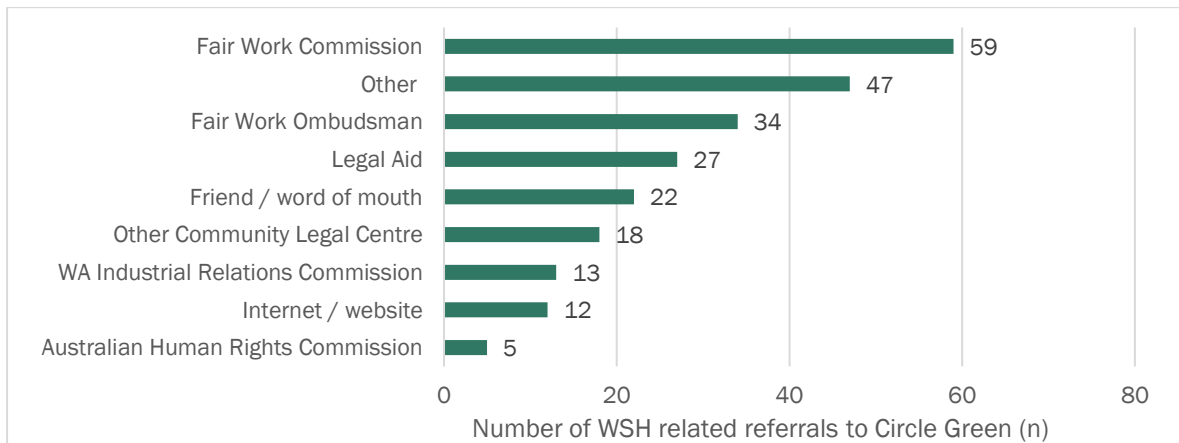
WSH intake and referral pathways

Circle Green have continued to build upon the range of activities completed in the previous reporting period to review and enhance intake and referral pathways for people targeted by WSH, including by:

- developing a WSH resources page and referral directory for their website with service entry points;
- promoting intake pathways with service providers; and
- engaging with potential referring organisations.

Due to these activities, Circle Green received a total of 237 referrals regarding WSH from a range of community, government, and non-government services over the 2023-24 reporting period. The number of inbound referrals has nearly doubled those received in the 2022-2023 reporting period, demonstrating the impact of intake and referral pathways activities. Of the inbound referrals, 25% (n = 59) were from the Fair Work Commission, 20% (n = 47) from Other, 14% (n = 34) from the Fair Work Ombudsman and 11% (n = 27) from Legal Aid WA (Figure 4). A significant increase in referrals from the 'Other' category is likely to be attributed to people who had received legal advice previously and are now self-referring.

Figure 4: WSH related inbound referral sources to Circle Green



Source: Workplace Sexual Harassment client Administrative Data provided by Circle Green for July 2023 – June 2024.

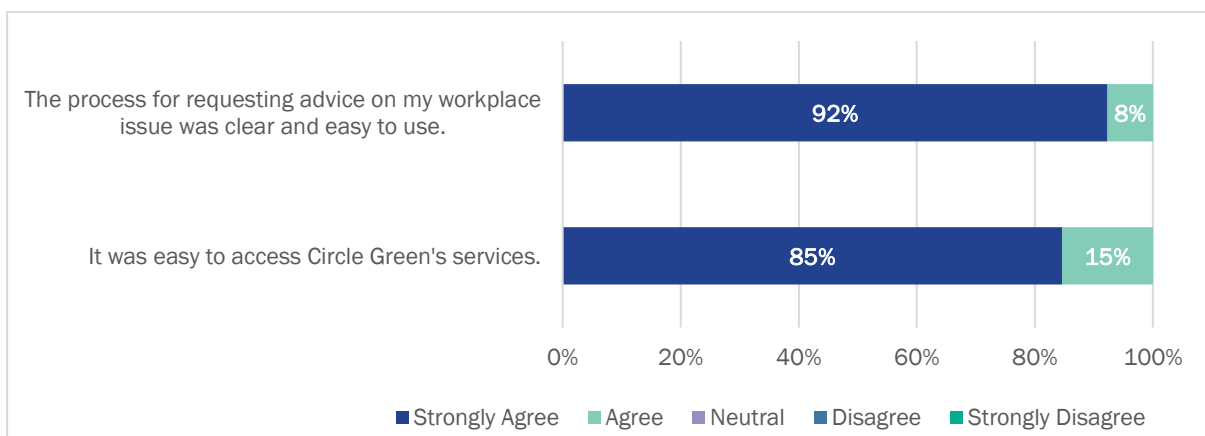
Circle Green has established key partnerships in the legal service delivery sector as part of the Project to help facilitate referrals and manage conflicts. Their ongoing partnership with Legal Aid WA has enabled Circle Green to refer alleged perpetrators for legal information and advice³, thereby avoiding potential conflicts associated with providing legal assistance to victims of WSH.

Accessible legal services

Legal advice appointment survey findings revealed that clients with WSH related matters had positive experiences in accessing legal services. All clients (100%, n = 13) agreed (strongly agree or agree) that the process of requesting advice was clear and easy, and that it was easy to access Circle Green’s services (

Figure 5).

Figure 5: Client’s perception of the accessibility of Circle Green’s WSH related legal services



³ This represents the majority of 74 legal information services provided by Circle Green in this reporting period.

Source: Circle Green's WSH-specific post advice survey and general post-advice survey, filtered by clients with WSH problem type (n = 13).

Clients who participated in the post-advice survey (n = 13) and post-casework survey (n = 3) were also asked about any legal, structural or personal barriers to accessing legal help or pursuing legal rights. Several barriers were mentioned, including a lack of knowledge around legal and employment rights, legal terminology, language barriers, digital skills and literacy, "not knowing where to start" and incorrect information on the government agency website around criteria.

Regional outreach

Circle Green continued to deliver regional outreach activities to ensure their legal services and support are accessible and relevant to people targeted by WSH across WA. In 2023-24, they delivered 17 activities involving 255 participants from LASPs, community organisations, local governments, local communities, and schools across the Goldfields, Mid West–Gascoyne, Pilbara, South West, Kimberley, Peel and Wheatbelt regions.

Outreach activities included engagement, awareness raising and capacity building with regional stakeholders to capture WSH prevalence and trends in regional WA and understand the barriers to WSH reporting, disclosure and help-seeking behaviour.

Anecdotal observations relating to prevalence and trends reported from regional stakeholders included (Table 4):

- there is a high occurrence of WSH in the mining and construction industry.
- WSH has been observed more in settings outside a person's workstation (i.e. the place where they do their work), particularly where access to alcohol can be a compounding factor; and
- family and domestic violence (FDV) has also been found to co-occur with WSH issues.

Regional stakeholders have acknowledged that while they do not experience a high rate of clients presenting with WSH, it is anecdotally observed in the community. Personal and structural barriers leading to underreporting and non-help-seeking behaviour among people who have been targeted by WSH have been identified and mostly closely align with those identified in the previous reporting period (Table 5). A major personal barrier to WSH disclosure noted by stakeholders was the fear of unemployment and reputational impacts, particularly in small regional towns where employment opportunities were limited, and confidentiality was challenging. Other barriers included a lack of community education around WSH, preferring informal support pathways, poor outcomes for sexual-violence related cases in court, and incorrect referral pathways to CLCs not providing workplace law services. Cultural barriers were also noted in relation to raising WSH awareness in Aboriginal communities which may, for

example, have cultural gender norms, whereby language such as ‘sexual harassment’ may not be most appropriate.

Table 4: WSH prevalence and trends in regional WA findings

WSH prevalence and trends in regional WA
<p>Finding 1: High occurrence of WSH in the mining and construction industries across regional WA. WSH in the mining industry has been described as a significant issue, occurring both on and off mine sites. In the construction industry, WSH is particularly observed among women who have been targeted, who are not local to the area (e.g. FIFO, DIDO, short-term, or contract workers).</p>
<p>Finding 2: WSH has been observed in environments outside a person’s immediate workstation but still in connection with work (e.g. regional airports, or on-site pubs/bars near accommodation). In these settings, access to alcohol has been identified as a significant compounding issue.</p>
<p>Finding 3: Intersecting issues of WSH instances co-occurring with family and domestic violence (FDV) and relationship breakdowns.</p>

Source: Regional stakeholder outreach log (n = 16) provided by Circle Green for July 2023 – June 2024.

Table 5: Barriers to WSH legal assistance in regional WA findings

Barriers to WSH legal assistance in regional WA
<p>Finding 1: Fears of disclosure impacting reputation and employability serves as a significant barrier, particularly in small regional towns where employment opportunities are limited. These fears are exacerbated by concerns that reports will not remain confidential due to the size of the community. This often leads to people who’ve been targeted by WSH opting to quietly resign and seek new employment.</p> <p><i>“People are experiencing workplace sexual harassment... but are hesitant to ‘rock the boat’ due to fear of [the] impact on their reputation or employability”</i></p>
<p>Finding 2: There is a lack of education in regional communities around the understanding and awareness of WSH, as well as help-seeking behaviours.</p> <p><i>“Reporting workplace issues is not engrained in the culture.”</i></p>
<p>Finding 3: Fears of retribution discourages people who’ve been targeted by WSH from formal reporting processes. Stakeholders have noted that informal support through online community groups via social media have been more actively sought as opposed to formal support services or pathways.</p>
<p>Finding 4: Stakeholders have noted that there are generally poor outcomes for sexual violence-related cases in court. This can impact the willingness of people who’ve been targeted by WSH to pursue formal complaints.</p>
<p>Finding 5: Misguided referral pathways have occurred as stakeholders are often unaware of CLCs that offer legal services specific to workplace law or WSH related issues.</p>
<p>Finding 6: Traditional gender roles in Aboriginal communities may present challenges when discussing issues using formal language like 'sexual harassment,' creating a barrier to effectively presenting and addressing these concerns.</p>

Source: Regional stakeholder outreach log (n = 16) provided by Circle Green for July 2023 – June 2024.

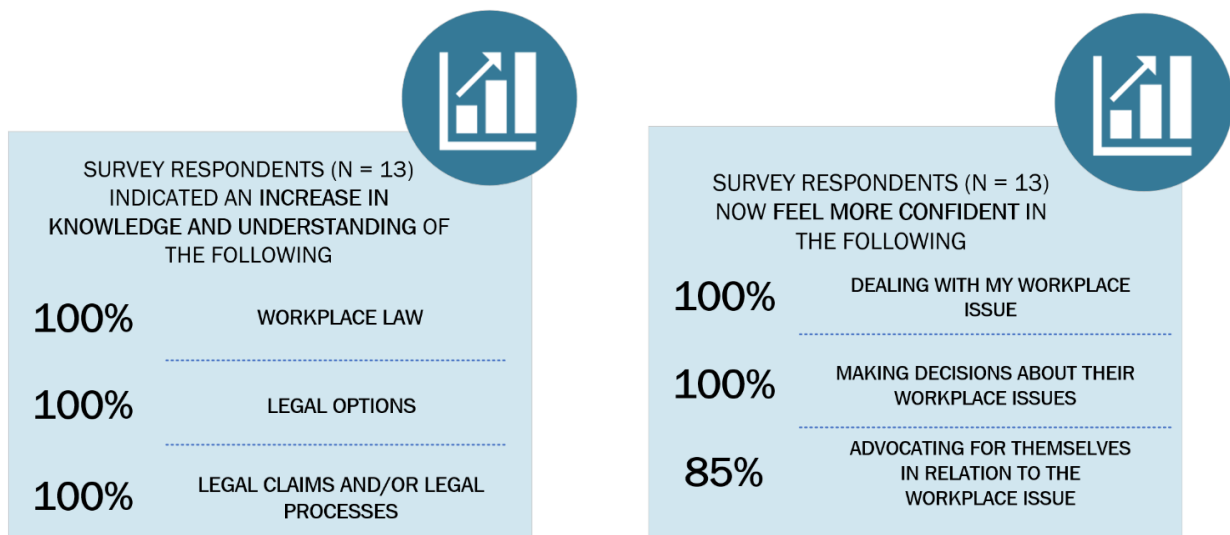
2.3 Effective legal support

Circle Green provided a range of WSH client-focused legal assistance services in 2023-24 including 121 legal advice services, 74 legal information services, 38 legal tasks cases and 10 court or tribunal representation cases, and 4 other representation cases.

Evidence to measure effective legal support has been extracted from surveys collected following legal advice appointments (n = 13) and ongoing casework (n = 3). 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

All 13 post-advice survey participants agreed (strongly agree or agree) that their knowledge and understanding of workplace law, legal options, legal claims and/or legal processes had increased after receiving assistance. This also was reflected in the confidence levels of clients as all participants indicated that they felt more confident in dealing with their workplace issue and making decisions regarding it. Moreover, 85% (n = 11) of respondents felt more confident advocating for themselves in relation to the workplace issue.



When clients were asked what worked well in terms of the service, they noted having an increased understanding and knowledge of their legal options and avenues to pursue, as well as a complete understanding of their circumstance. One client also noted that they appreciated receiving legal advice in a timely manner, and felt empowered due to their newfound knowledge of the legal options they could pursue. The majority of clients (85%, n = 11) also indicated that they accessed online resources either before or after their legal advice appointment.

"I got the information I needed to feel like I am not alone, and I have options if I need to use them."
– Client

Clients who participated in the post-casework survey (n = 3) reinforced that Circle Green’s assistance gave them the knowledge and awareness of various legal options, which increased their confidence to pursue legal rights. One participant also noted how empowered they felt by their increase in knowledge and awareness of workplace rights.

"It was a very eye-opening experience for me to learn [that] I was protected by so many laws that I did not know. Most people don't know about these [workplace] rights. I was so fortunate to deal with Circle Green, it was very empowering for me.." – Client

Legal assistance staff support

In terms of the support delivered by Circle Green staff during legal advice appointments, all survey respondents (100%, n = 13) 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 with Circle Green staff. For example:

- staff were described as competent, professional and informative;
- staff ensured clients felt comfortable by approaching their WSH issues with understanding, sensitivity and appropriateness; and
- staff were praised for being clear in communication, offering detailed and valuable advice specific to clients’ circumstances – helping to take the emotional aspect out of WSH issues.



In relation to client’s overall satisfaction, all respondents (n = 13) indicated they were satisfied with the service they had received and now knew what to expect for each step of their legal process. Furthermore, 100% (n = 13) of respondents agreed that they received high quality legal advice. When asked what could be improved with the service, clients suggested:

- shorter wait times, particularly before the initial appointment, to help mitigate any anxiety experienced by clients;
- more email communication for clients who can't always answer calls; and
- longer appointment sessions (e.g. one client suggested an extra 10 minutes).

"I felt supported and heard when I wasn't sure what I was doing, and my company made me feel that I was the one with the problem." – Client

*"[Circle Green staff member] was very knowledgeable and offered **detailed advice with sensitivity and appropriateness.**" – Client*

Survey feedback from clients who received ongoing casework services from Circle Green also reinforce the quality of service provided by staff members. All participants (n = 3) reported the highest level of satisfaction with both the assistance they received relating to their WSH related matter, and the outcome of their workplace matter. Clients also acknowledged that the support they received from Circle Green helped them deal with an issue or process that would have been difficult to deal alone and also attained an outcome they couldn't have achieved themselves.

When asked about what worked well with their ongoing service with Circle Green, clients appreciated being able to advocate for themselves and pursue legal options. Staff members were also noted for being 'friendly', 'professional', 'understanding' and 'inspirational'. They were also praised for providing information clearly to clients, helping them to easily understand workplace law.

*"Most people need to pay substantial amounts of money and remain silent [about their WSH matter]. Without Circle Green, I do not know how much [more] I could have suffered [with my mental health] if I were forced to be silent and resign. **Circle Green helped me to pursue my justice with financial compensation.**" – Client*

All participants (n = 3) explained that they may not have known what to do or where to go, if not for Circle Green's assistance with their WSH matter. One participant explained that the service helped them with their depression and that they "*may not have ever gone back to normal life without Circle Green*". Another participant noted that they may have gone to another support service but weren't sure they'd receive the same quality of service as they did with Circle Green.

Additionally, one client appreciated the various options for attending conciliation (shuttle conferencing, video conferencing) as it's "very tough" and "extremely hard" emotionally.

2.4 Community capacity building

In 2023-24, 39 CLE activities were delivered across WA, with a total of 1072 participants attending. Community participant groups included Year 11 and 12 school students, community organisations, LASPs, CLCs, state government departments, local governments and universities. CLE activities included Respect at Work school sessions, CLE training sessions, service overviews, Continuing Professional Development (CPD) sessions and a webinar (Table 6).

Table 6: CLE activities delivered by type, number of activities and participants

CLE activity types	Activities	Participants
Respect at Work school sessions	17	743
WSH and active bystander training sessions	10	160
Service overview	6	34
CPD sessions	3	65
Webinar	1	39
Active bystander training sessions	1	21
WSH training session	1	10
TOTAL	39	1072

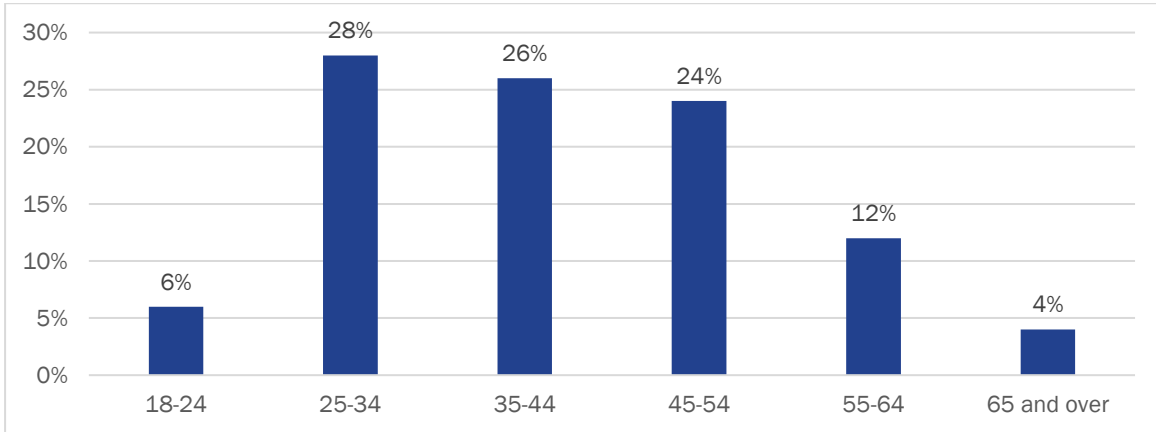
Source: Workplace Sexual Harassment Administrative Data provided by Circle Green for July 2023 – June 2024.

The Project also developed 23 CLE resources in this reporting period including blogs (focusing on lived experience insights, research and training), webpages (information and support), training packages (WSH prevention, active bystander, and train the trainer), a handout, video and a report (see APPENDIX C – CLE RESOURCES 2023-24 for links). Additionally, CLE marketing campaigns were developed to raise awareness about WSH and where to get support.

Community legal education training

A total of 162 training participants completed a post-session survey. Of these n = 4 completed WSH training, n = 19 completed active bystander training, and n = 139 completed both the WSH and active bystander training modules. The majority of participants were female (85%, n = 132), followed by 13% male (n = 21), 1% non-binary (n = 2) and n = 1 not stated. The majority (78%, n = 123) of participants were aged 25-54, 11% (n = 17) 55-64, 6% (n = 9) 18-24, 4% (n = 6) 65 and over, and 1% (n = 2) preferred not to say (Figure 6). A total of 5% (n = 7) of participants identified as Aboriginal and/or Torres Strait Islander, 22% (n = 35) Culturally and/or Linguistically Diverse, 14% (n = 22) as LGBTQIA+, and 8% (n = 12) as a person with disability. Thirty per cent (n = 44) reported previously attending a WSH training, and 13% (n = 19) reported previously attending an active bystander WSH training.

Figure 6. Age categories of training survey participants

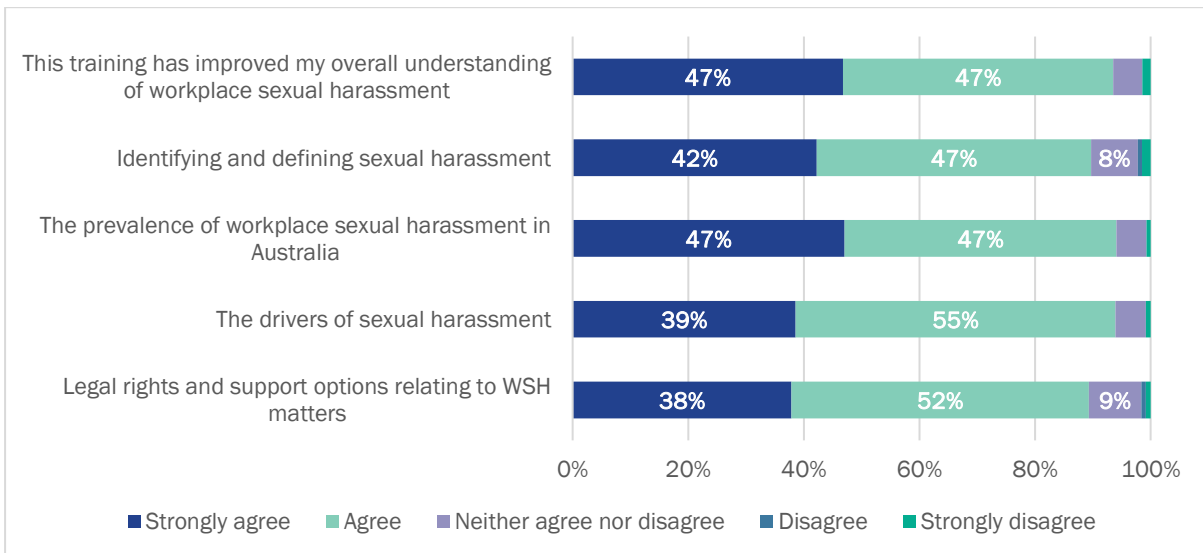


Source: Circle Green's CLE training surveys (n = 162) completed between July 2023 - June 2024.

Understanding of WSH and legal rights and options

Nearly all training participants agreed (strongly agreed or agreed) the training has improved their overall understanding of WSH (94%, n=126). The vast majority of training participants agreed the training has improved their understanding in identifying and defining sexual harassment (89%, n = 121), the prevalence of WSH in Australia (94%, n = 126), the drivers of sexual harassment (94%, n = 124) and legal rights and support options relating to WSH matters (90%, n = 118) (Figure 7).

Figure 7: Impact of training on understanding of WSH



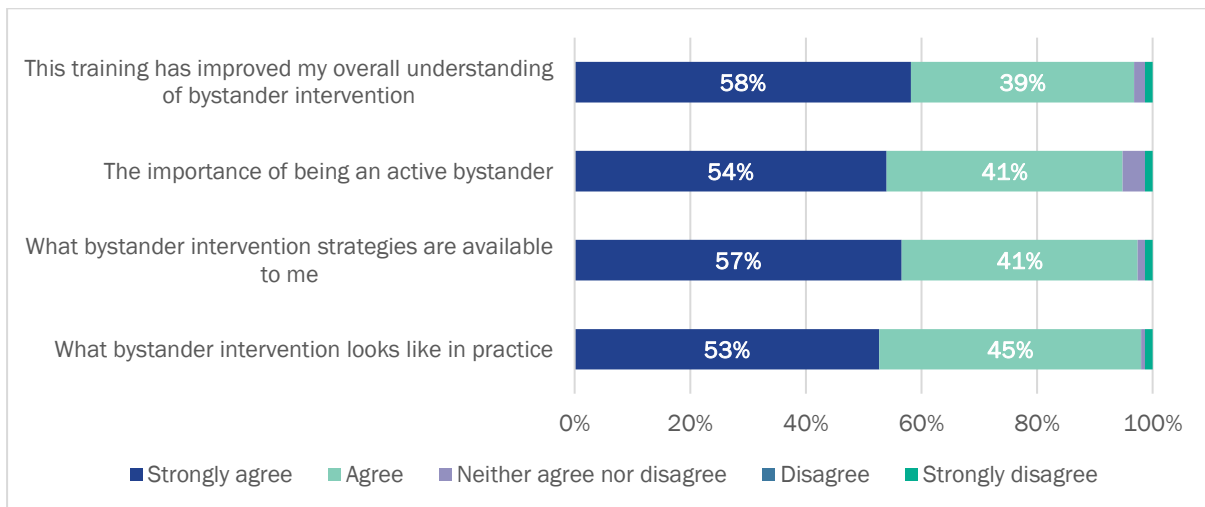
Source: Circle Green's CLE training surveys (n = 162) completed between July 2023 - June 2024, filtered by WSH module training participants.

Understanding of bystander intervention into WSH

Nearly all training participants agreed the training has improved their overall understanding of bystander intervention (97%, n = 148). Specifically, the majority of training participants agreed the training has improved their understanding of what bystander intervention looks like in

practice (98%, n = 148), what bystander intervention strategies are available to them (98%, n = 148) and the importance of being an active bystander (95%, n = 144) (Figure 8).

Figure 8: Impact of training on understanding of bystander intervention into WSH

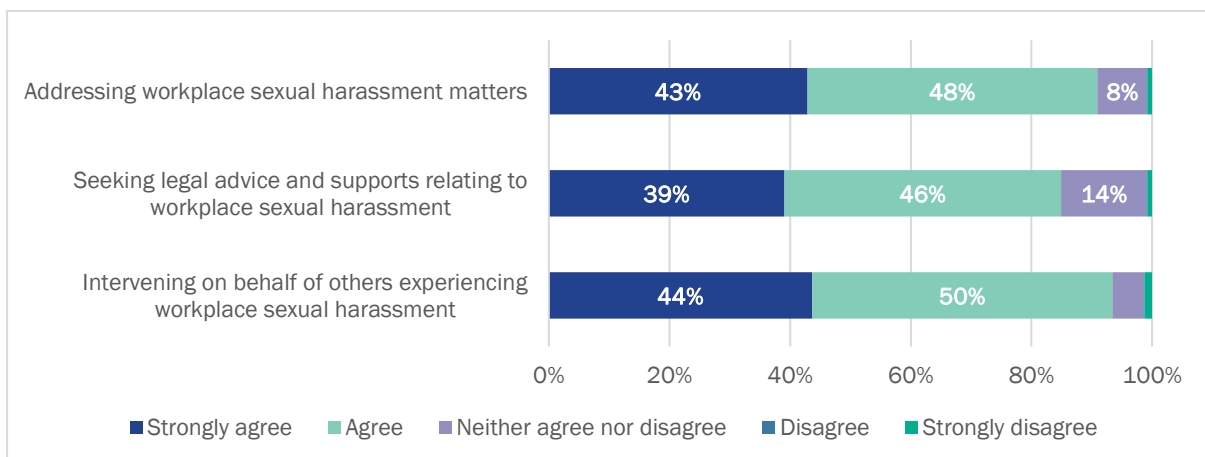


Source: Circle Green's CLE training surveys (n = 162) completed between July 2023 – June 2024, filtered by bystander intervention module training participants.

Confidence to address instances of WSH and intervening on behalf of others

Participants agreed training increased their confidence in addressing WSH (94%, n = 121), seeking legal advice and supports relating to WSH (85%, n = 113), and intervening on behalf of others experiencing WSH (91%, n = 141) (Figure 9).

Figure 9: Impact of training on confidence

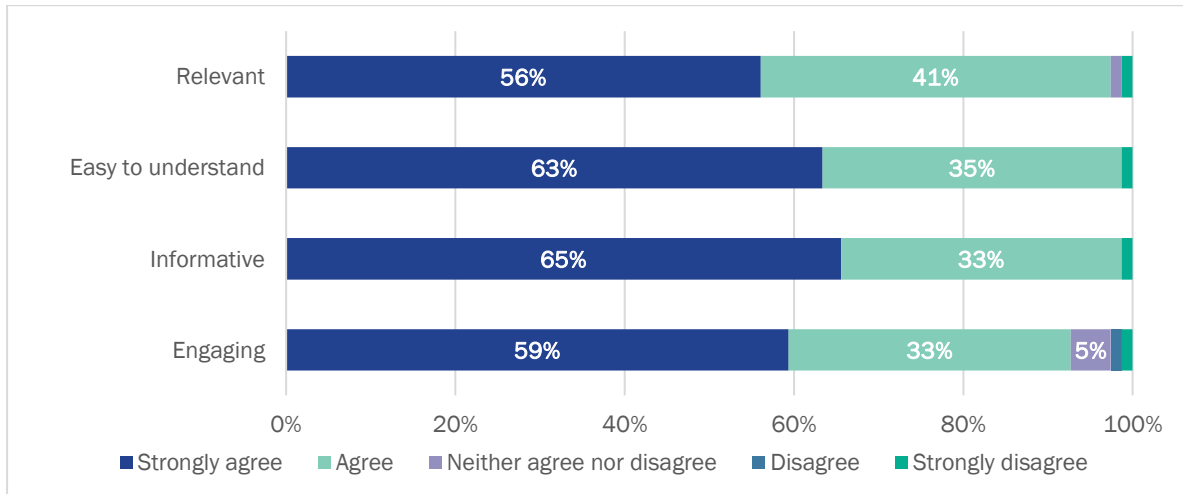


Source: Circle Green's CLE training surveys (n = 162) completed between July 2023 – June 2024.

Training feedback

Participants overall agreed the training content was relevant (97%, n = 146), easy to understand (98%, n = 148), informative (98%, n = 146) and engaging (92%, n = 139) (Figure 10).

Figure 10: Rating of training content



Source: Circle Green's CLE training surveys (n = 162) completed between July 2023 – June 2024.

Participants reported statistics, case studies, scenarios, group input and role playing were important in knowing how to recognise and understand WSH, give practical support to people targeted by WSH, be an active bystander, and know the different reporting pathways of WSH. The framework 'Disrupt, Relate, Escalate' was found to be a useful tool which could be used in practice to intervene in WSH. For example, comments from participants on what they found most useful about the workshop included:

"The importance of active bystanders, and how to equip staff to be active bystanders."

"The tips on how to be an effective active bystander. It is quite helpful to know ways of supporting colleagues or people around me."

"Learning how many laws that we have regarding [WSH] issues. Gaining confidence on stepping up for the right things."

"Definitely the list of resources, how to be an active bystander, and the topic of intersectionality and how to relates to WSH."

CLE in schools: Respect At Work

In October of 2023, Circle Green developed the Respect at Work CLE training package. This training session was aimed at upper high school students (Year 11 and 12) entering the workforce to increase their understanding of WSH and bystander intervention. This CLE training session has since become the most frequently delivered CLE activity type for this reporting period and was delivered across 17 different schools to a total of 743 students.

A total of n = 5 teachers completed the post-session survey. Reflecting upon the training session and the level of engagement shown, all teachers (100%, n = 5) agreed (strongly agreed or agreed) the training improved students' overall understanding of both WSH and bystander intervention. All teachers (100%, n = 5) also agreed the training improved students' understanding of how to identify and define sexual harassment; how common WSH is, who is

most impacted by it; and what options are available to someone who is targeted by sexual harassment at work.

While n = 4 teachers agreed the training improved students' understanding of the importance of being an active bystander and how they could be an active bystander in the workplace, n = 1 teacher neither agreed or disagreed.

All teachers (100%, n = 5) agreed the training was easy to understand and informative. Two teachers had noticed positive changes in students' behaviour and attitudes around WSH or bystander intervention. The remaining n = 3 teachers were unsure or did not know of any positive changes in behaviours.

Teachers reported students felt comfortable and were engaged during the sessions, with this being facilitated through the enthusiasm and age of the presenters. Easy to understand material and interactive activities also promoted student engagement. For example, comments from teachers around the positive changes observed and what worked well during the session included:

“One student noted some of the information provided during the session and felt comfortable in asking questions in relation to keeping yourself safe, and understood who they could speak to should an incident occur.”

“Students have been talking about the topic and have been helping each other identify scenarios and possible solutions.”

“Student engagement, question time was good, strong and enthusiastic presenters”

“Interactive activities and handouts worked well. Statistics and the true/false game was informative and easy to understand.”

“PowerPoint summary of material / chance to move about the room / opportunity for student to share experiences / rewards for positive answers / age of presenters at an engagement level with the senior students / respectful guidelines established at the start.”

Real world examples, group discussions, small break out discussion groups and role play or movement activities were recommended to improve the training session.

“Perhaps some group discussion work/breakout groups could be helpful... these topics can be difficult... in smaller groups students would feel more comfortable sharing and/or asking questions.”

2.5 Fair legislation and polices

Pursuing legislative and policy improvements

During this reporting period, Circle Green continued advocating their position on cost protections in discrimination claims through the [Inquiry into the AHRC Amendment \(Costs Protections\) Bill](#). In

collaboration with Power to Prevent coalition⁴, this submission supports the adoption of key principles of the Equal Access model set out in the Bill, that the Project has advocated for.

Systemic barriers and policy gaps identified

Legal and cultural change activities delivered in this reporting period to ensure systemic barriers and policy gaps are understood included:

- Submission to [Australian Law Reform Commission Inquiry into Justice Responses to Sexual Violence](#)

This submission made 22 recommendations that aimed to improve access to justice for people who have been targeted by WSH. It focused on responding to the questions concerned with civil justice responses and harnessing Circle Green's professional experience, their clients' experiences and views of the LEAP.

The recommendations addressed a wide range of areas, from ensuring adequate funding for CLCs to addressing rules of evidence; highlighting the gagging effect of non-disclosure agreements; aligning penalties for perpetrators in various jurisdictions; ensuring all justice staff receive comprehensive training on trauma-informed practice; and integrating social work and wraparound services to support persons who have experienced sexual violence.

- Contribution to [Let's talk about confidentiality: NDA use in sexual harassment settlements since the Respect@Work Report](#).

One year after the development of the AHRC's [Guidelines on the Use of Confidentiality Clauses in the Resolution of Workplace Sexual Harassment Complaints](#), Sharmilla Bargon and Regina Featherstone investigated their impact. The guidelines were developed off the back of Recommendation 38 of the Respect@Work Report called for the development of best practice guidelines for non-disclosure agreement (NDA) use in WSH settlements. A key feature of these guidelines was to do away with the long-standing assumption that NDAs should be the starting point in every case and move to a more individualised approach.

A year later, the researchers conducted quantitative and qualitative research with Australian legal practitioners that Circle Green contributed to. They examined how other countries have addressed the misuse of NDAs in sexual harassment matters, both by legislative reform and by reframing this as a legal professional conduct issue to consider sexual harassment prevention as an environmental, social and corporate governance obligation.

⁴ 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.

3. IMPACT ASSESSMENT

The Traffic Light Evaluation Tool is used to track the status of each outcome defined in the Project (Table 7). The following colours associated with the tool have been defined to signal various levels of progress to achieving project outcomes goals based on available data and their findings:

- 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 that 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.

Overall, there is clear evidence during the 2023-24 reporting period that **the Project is contributing to achieving all five main outcome goals** identified in the evaluation framework to address the Project’s identified needs to address. During this reporting period, highlights regarding the impact of the Project include:

- Circle Green’s ongoing collection of data on people targeted by WSH and data from state-based agencies shed light on the prevalence, nature and occurrence of WSH as well as emerging legal need for assistance with WSH;
- The enhancement of referral pathways and key partnerships established between the LASP sector to improve the accessibility of legal services related to WSH including regional outreach activities consisting of awareness raising and capacity building with regional community stakeholders;
- The level of support provided by Circle Green staff through client-focussed legal assistance services increased client knowledge and understanding around pursuing legal rights and options, with all clients satisfied with the professionalism and duty of care when providing legal services;
- State-wide outreach in collaboration with local services to deliver CLE training sessions to school students, community organisations, LASPs, CLCs, state government departments, local governments and universities. Participants have increased awareness and knowledge of WSH, and confidence in addressing WSH and intervening on behalf of others.
- The advocacy efforts made by Circle Green included a submission into the Inquiry into the AHRC Amendments (Costs Protections) Bill and the Australian Law Reform Inquiry

into Justice Responses to Sexual Violence, and contributed to research about resolving out-of-court sexual harassment settlements and confidentiality terms.

It is recognised that there are some limitations to collecting data relevant to the indicators identified for outcomes 4.3 and 4.5 in the Community Capacity Building domain. Namely, a follow-up workplace survey is needed to understand changes in policies, processes and procedures. Additionally, understanding of referral pathways by LASPs and other community organisations to Circle Green is yet to be captured, despite some evidence of warm referrals from CLCs, LASPs and community organisations that receive CLE training sessions.

Table 7: Traffic light evaluation of the Workplace Respect Project's outcomes

1.1	Increased knowledge of the characteristics of clients targeted by workplace sexual harassment (met legal need).	GN
1.2	Increased knowledge of the legal need for assistance with workplace sexual harassment.	GN
2.1	Workplace sexual harassment intake and referral pathways are responsive.	GN
2.2	People experiencing workplace sexual harassment are confident that legal services are accessible.	GN
2.3	Legal services and support are accessible to people experiencing workplace sexual harassment across all regions.	GN
3.1	People experiencing workplace sexual harassment have an increased understanding of their legal rights and options.	GN
3.2	People experiencing workplace sexual harassment have increased confidence in pursuing legal rights and options.	GN
3.3	Clients feel welcome, safe and supported when receiving legal support.	GN
4.1	Workers, LASPs and other relevant community organisations have a greater understanding about their legal rights and available supports for workplace sexual harassment.	GN
4.2	Workers, LASPs and other relevant community organisations have a greater understanding about bystander intervention into sexual harassment.	GN
4.3	Workplace organisations implement processes and procedures to address inappropriate workplace behaviour and sexual harassment.	GY
4.4	Workers, LASPs and other relevant community organisations have greater confidence to address instances of workplace sexual harassment and intervene on behalf of others.	GN
4.5	LASPs and other relevant community organisations, are better prepared to respond and refer people experiencing workplace sexual harassment to appropriate supports.	YW

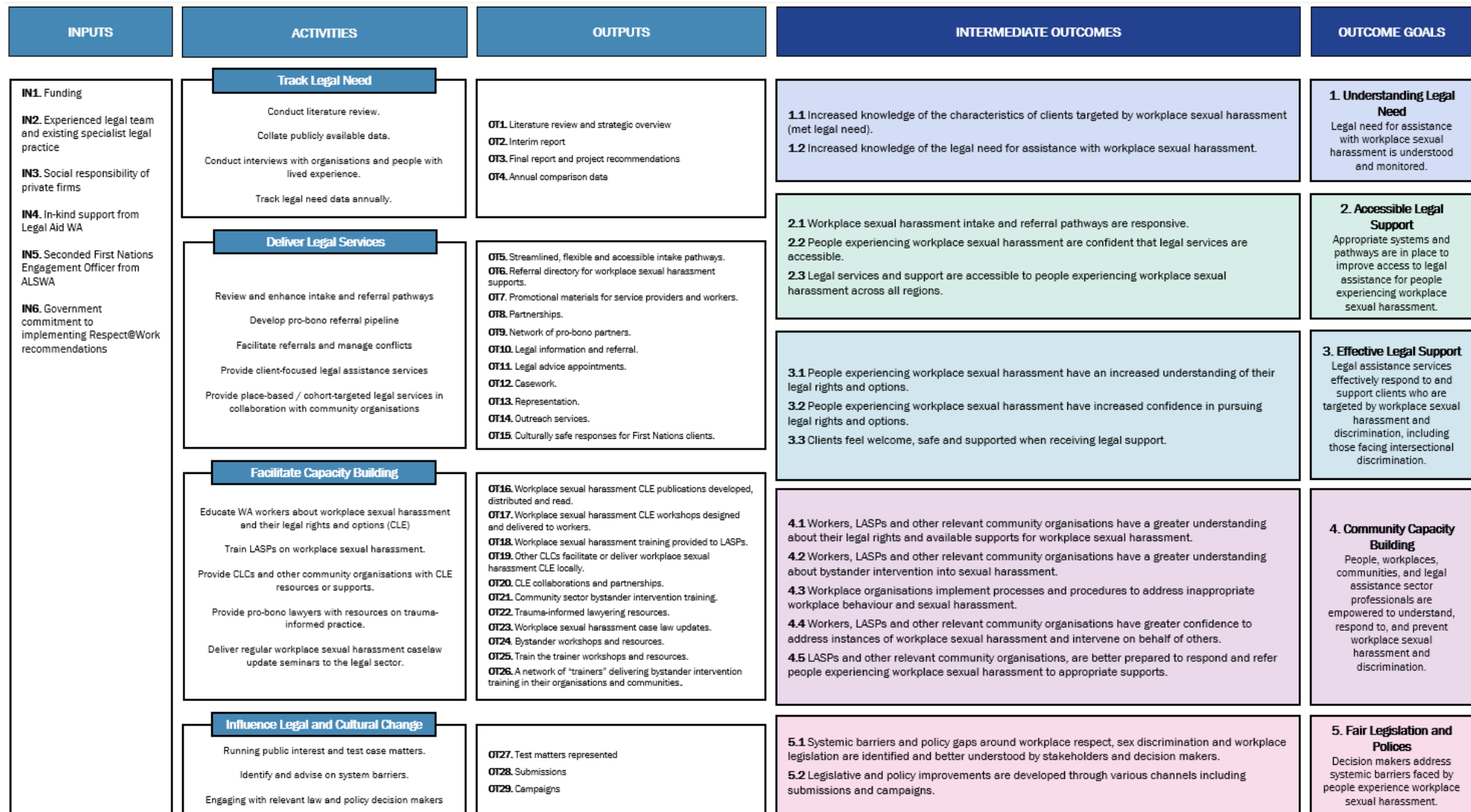
5.1	Systemic barriers and policy gaps around workplace respect, sex discrimination and workplace legislation are identified and better understood by stakeholders and decision makers.	GN
5.2	Legislative and policy improvements are developed through various channels including submissions and campaigns.	GN

Note: GN = green, GY = grey, YW = yellow.

Recommendations

- To further capture the impact of accessible referral pathways, there is a need to include and track the trend of self-referrals by including this as a category in the Administrative Database, hence limiting the number of ‘other’ referrals.
- Increase survey engagement for the CLE Respect at Work training sessions across schools to capture students and teachers feedback in terms of learnings and experience. Providing paper-based surveys to conduct in-person or providing incentive for online surveys may be explored.
- Track the number of warm referrals from CLCs, LASPs, community organisations or other referral sources who have received CLE training. Flagging this in the administrative database will allow for this to be easily extracted for evaluation of outcome 4.5.

APPENDIX A – PROGRAM LOGIC MODEL



APPENDIX B – MEASUREMENT FRAMEWORK

UNDERSTANDING LEGAL NEED						
<i>Legal need for assistance with workplace sexual harassment is understood and monitored</i>						
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

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	• 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
	• WSH related referrals from services	• Increased referrals from services		Biannual		Targets of workplace sexual harassment
2.2	• 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
	• Identification of barriers to accessing legal assistance	• What barriers (structural, legal, and other) existed for you when trying to access legal assistance services or pursuing your legal rights?				
2.3	• Understanding of regional issues/trends	• Number of local communities that have been engaged to understand legal need in various areas including documentation on local issues/trends	Administrative data	Ongoing	Circle Green	Community organisations
	• Outreach legal services in practice	• Number of regional/remote communities reached and method of outreach				Circle Green
	• Regional/remote organisations and clients seeking help	• Number of referrals/requests from regional/remote areas for legal assistance				Circle Green

EFFECTIVE LEGAL SUPPORT

Legal assistance services effectively respond to and support clients who are targeted by workplace sexual harassment and discrimination, including those facing intersectional discrimination

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
	<ul style="list-style-type: none"> Accessing online CLE resources/publications 	<ul style="list-style-type: none"> Percentage of targets who indicated that they accessed Circle Green's online resources or publications before/after their legal advice appointments. 				
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"> 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
	<ul style="list-style-type: none"> Feel welcome, safe and supported 	<ul style="list-style-type: none"> Percentage of clients who accessed legal support that indicated: [Likert] <ul style="list-style-type: none"> staff took their time to understand their issue. they were treated with courtesy and respect. 				

EFFECTIVE LEGAL SUPPORT

OUTCOMES	INDICATOR	DESCRIPTION	DATA SOURCE	FREQUENCY	GOVERNANCE	PARTICIPANT
3.3	<ul style="list-style-type: none"> Effective support 	<ul style="list-style-type: none"> Percentage of people who accessed legal support who indicated that: [Likert] <ul style="list-style-type: none"> staff were knowledgeable. staff provided advice that was easy for me to understand. they were satisfied with the assistance they were provided. 	Post-assistance survey	Ongoing	Circle Green	Targets of workplace sexual harassment
	<ul style="list-style-type: none"> 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

People, workplaces, communities, and legal assistance sector professionals are empowered to understand, respond to, and prevent workplace sexual harassment and discrimination

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, LASPs and other relevant stakeholders
	<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 				
	<ul style="list-style-type: none"> Increasing LASPs and community organisations engaging in project activities 	<ul style="list-style-type: none"> Increase in number of LASPs and community organisations engaging in: <ul style="list-style-type: none"> Information sessions Meetings Training sessions 	Administrative data	Ongoing	Circle Green	LASPs and other relevant stakeholders
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] 	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, LASPs and other relevant stakeholders
4.5	<ul style="list-style-type: none"> Warm referrals received 	<ul style="list-style-type: none"> Number of warm referrals received from other organisations (LASPs and community organisations) 	Administrative data	Ongoing	Circle Green	LASPs and other relevant stakeholders
	<ul style="list-style-type: none"> Informed LASPs and community organisations 	<ul style="list-style-type: none"> Percentage of staff who are better informed regarding the: [Likert] <ul style="list-style-type: none"> referral process to appropriate supports 	Post-training survey	Ongoing		

FAIR LEGISLATION AND POLICES

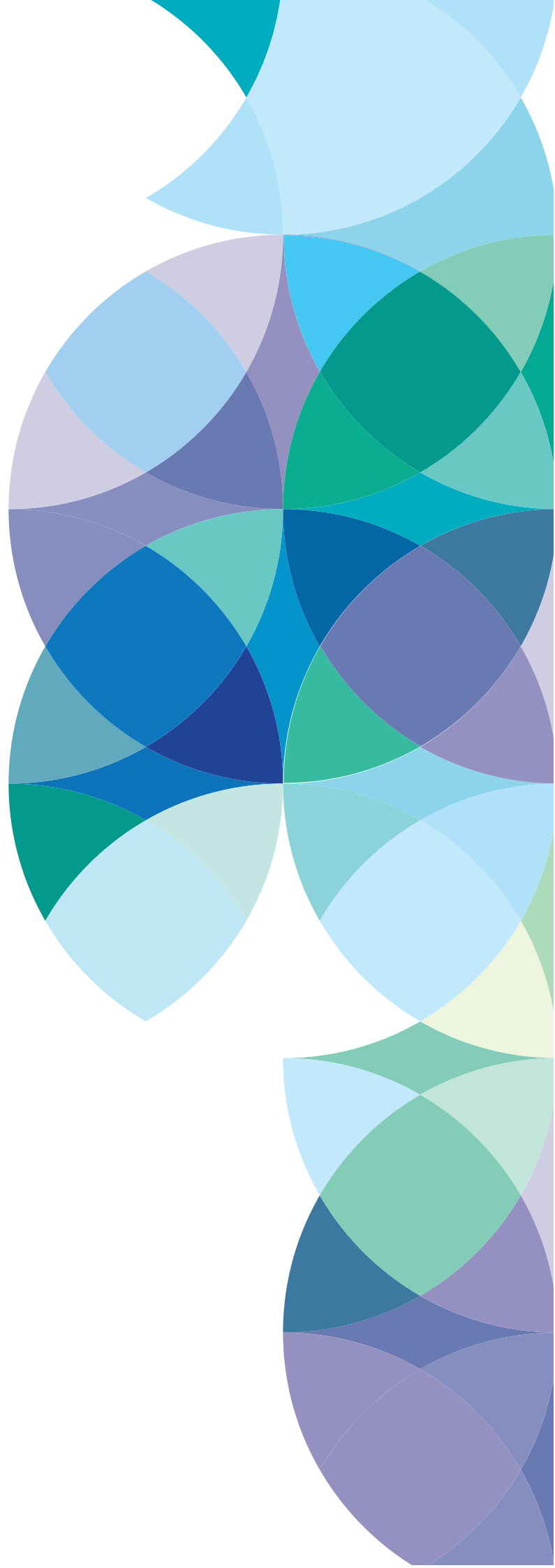
Decision makers address systemic barriers faced by people experiencing workplace sexual harassment

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

APPENDIX C – CLE RESOURCES 2023-24

Type of resource	Title	Date
Blogs	The impact of person-centred reporting and complaints processes on trauma recovery and post-#MeToo cultural change - lived experience insights	24-Jul-23
Blogs	Understanding workplace sexual harassment: Trends, barriers to legal assistance, consequences, and legal need	10-Aug-23
Blogs	Workplace Respect Project: Annual Impact Report 2022-23	16-Oct-23
Blogs	Practicing self-care, knowing your options, and understanding the economic impact of workplace sexual harassment - new learnings from our Lived Experience Advisory Panel	31-Oct-23
Blogs	Free training resources on workplace sexual harassment	30-Jan-24
Blogs	What counts as “the workplace” when it comes to workplace sexual harassment?	26-Mar-24
Blogs	Speaking from experience: Have your say in what needs to change to address workplace sexual harassment	2-May-24
Blogs	"The Impact of Sexual Harassment Training" blog	5-Jun-24
Webpages	'What is workplace sexual harassment?' webpage	20-Dec-23
Webpages	'Self-care and support' webpage	20-Dec-23
Webpages	'Getting legal advice' webpage	20-Dec-23
Webpages	'Keep records' webpage	20-Dec-23
Webpages	'Dealing with sexual harassment internally' webpage	20-Dec-23
Webpages	'Reporting workplace sexual harassment to your employer' webpage	20-Dec-23
Webpages	'Talk to the harasser' webpage	20-Dec-23
Webpages	'Review your workplace's policy and procedures' webpage	20-Dec-23

Webpages	'Make a report outside your workplace' webpage	20-Dec-23
Training packages	Respect at Work - workplace sexual harassment and active bystander workshop for high school students training package	1-Feb-24
Training packages	Preventing workplace sexual harassment and other unlawful behaviour - positive duty training package	1-May-24
Training packages	Train the Trainer training package {WSH + Active Bystander training}	1-May-24
Video	What is workplace sexual harassment? How can I get help?	4-Dec-23
Handout	'WSH + Bullying journal'	20-Dec-23
Report	Legal Need Snapshot - 2021-2023 Snapshot of legal need for assistance with workplace sexual harassment in Western Australia	25-Jun-24



CENTRE
for **SOCIAL**
IMPACT

