

16 DAYS OF ACTIVISM

END THE SILENCE ON GENDERED VIOLENCE ON EVERY SITE. IN EVERY HOME.

What might sound like “just a joke” or a “throwaway comment” can actually fuel a culture where disrespect — and even abuse — is allowed to grow.

THE REALITY

We still have a long way to go:

- In the past five years, **1 in 3 workers** have experienced sexual harassment at work.
- Most were women, targeted by someone they worked with
- Fewer than 1 in 5 made a formal report or complaint.

It might seem harmless, but when **rude jokes or offensive comments** are brushed off on-site, they create a culture where more serious abuse can take hold.

WE WON'T STAY SILENT ON SAFETY

Gendered violence is a **serious** workplace health and safety issue. It can cause physical and psychological harm, stress and fear in the workplace and poses a **significant** risk to the health, safety, and wellbeing of workers.

**WHEN YOU SEE A SAFETY ISSUE –
STAND UP, SPEAK OUT.**

MEN WANT TO HELP END VIOLENCE — MANY JUST DON'T KNOW HOW

New research shows that **4 in 5 men** want to help stop violence against women, yet **43%** don't believe they can make a difference.

**YOUR ACTIONS WILL MAKE A
DIFFERENCE.**

DOING NOTHING DOES HARM.

Most people want to speak up when they see disrespect towards women— but many don't feel confident. Yet 70% of people say they'd be concerned if they heard a friend tell a sexist joke.

When we speak up, we show what we value, what we tolerate, and what we refuse to accept.

**YOUR WORDS. YOUR ACTIONS.
YOUR EXAMPLE. THEY ALL MATTER.**

EVERY ACTION MATTERS

When you **call out sexism or disrespect**, people notice — and most are glad you did. Every action, big or small, helps prevent violence and builds a culture of respect.

Being an active bystander isn't just about stepping in at the moment. It can mean:

- Reporting what you've seen
- Supporting someone who's been targeted
- Challenging the culture that allowed the behaviour in the first place



CFMEU



An active bystander is someone who takes action when witnessing or hearing about an incident of gendered violence. THE BYSTANDER ACTION LADDER GIVES YOU OPTIONS TO INTERVENE.

STEP 1. DEFUSE

- Use body language
shake your head, don't laugh
- Walk away
- Change the topic or create a distraction

STEP 2. CHECK IN

- Check in with the person targeted
- Acknowledge what happened
"That wasn't on."
- Support them

WHEN IT HAPPENS — SPEAK UP

STEP 3. CALL IT OUT

- Question it
"What's funny about that?"
- Focus on the behaviour
"That comment's out of line."
- Use humour or confidence
"C'mon, we're better than that."

BACK OTHERS WHO CALL IT OUT

STEP 4. REPORT IT TO:

- HSR (health & safety rep)
- Safety committee member
- Union delegate or organiser
- Worksafe or fair work commission

Bystander action builds a culture of respect. It's effective because it:

Discourages the perpetrator from continuing their behaviours at that time or behaving that way again in the future.

Discourages others who are present from engaging in similar acts.

Provides support to the individual- tells the target this behaviour is not right, that they are not alone, supports them emotionally.

Increases workplace support- tells other bystanders that they can act in the workplace and increases their confidence to act, contributes to a workplace culture that condemns gendered violence.

**STAND UP - SPEAK OUT
BUILD A CULTURE OF RESPECT.**

