



**Australian Human  
Rights Commission**

Sex Discrimination Commissioner,  
Dr Anna Cody

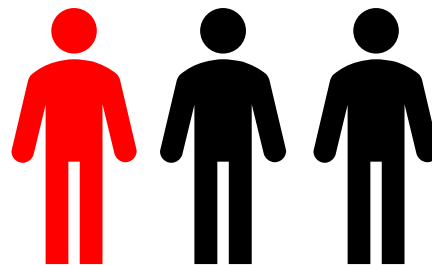
2025 Catholic Mission Conference



# Fifth National Survey on Sexual Harassment in Australian Workplaces in 2022

We know:

- 1 in 3 workers experienced sexual harassment in the last 5 years, that these figures are even higher in some industries and with particular groups of workers.
- 46% of LGBTIQ workers experience
- 47% of 15-29 year old
- 56% of Indigenous workers
- 48% of culturally and racially marginalised workers



# Fifth National Survey on Sexual Harassment in Australian Workplaces in 2022



The National Survey also told us what Sexual Harassment can look like

- sexually suggestive comments or jokes (27%)
- intrusive questions about a person's private life or physical appearance that made them feel offended (23%)
- inappropriate staring or leering that made them feel intimidated (19%)
- unwelcome touching, hugging, cornering or kissing (19%)
- inappropriate physical contact (19%)

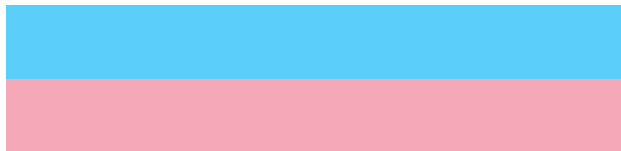
- This was most recently noted in the Women’s Economic Equality Taskforce (WEET) and Working for Women reports.
- The WEET, in particular, highlighted:
  - Women are more likely to be reliant on award-based, low-paid, insecure work, and tend to work fewer hours than men.
  - Most casual workers are women, and some of the most highly feminised sectors are the most casualised – e.g., 42 per cent of disability support workers are casually employed.
  - By the early years of primary school, gender stereotypes have already influenced children to aspire to traditionally male and female designated vocations.
  - Women do the majority of formal care work, which is generally low paying – e.g. 92 per cent of early childhood education and care workers are women.



# Barriers to leadership for LGBTQI+ people



- WGEA notes that LGBTQI+ employees are more likely to report lower levels of inclusion and higher levels of exclusion in the workplace
- A survey conducted by PWC Australia found that 50% of LGBTQI+ respondents had observed homophobia in the workplace and that these experiences were particularly concentrated in certain industries
- Discrimination against LGBTQI+ people in the workplace may also be subtle. Some less overt forms of discrimination can include:
  - Persistent, intrusive, and unnecessary questions on the basis of a person's sex, sexual orientation, gender identity or intersex status or how they had children
  - Name calling, jokes, bullying and teasing about their sex, sexual orientation, or gender identity



Trans and gender diverse people have the right to access gender-affirming healthcare, including hormone therapy and gender confirmation surgery, without facing barriers or discrimination from healthcare providers

Children and young people have the right to a say in decisions that affect them, including in the use of puberty blockers and hormone replacement therapies. Their opinions should be given due weight in accordance with their age and maturity.

- Evidence shows puberty blockers have no long-term impacts on reproductive function or brain development.
- Young people who want to access puberty blockers go through a rigorous process, supported by their doctors and parents, to ensure the treatment is appropriate for them
- To access puberty blockers, a young person must first receive a diagnosis of gender dysphoria, medical assessment including fertility preservation counselling, and informed consent from their legal guardians. Any dispute of these requires a mandatory application to the Family Court.

I don't come to offer you perfect faith.

I come to tell you that faith is a walk with stones, puddles,  
and unexpected hugs.

I'm not asking you to believe in everything.

I'm asking you not to close the door. Give a chance to the  
God who waits for you without judgment.