

**Review of
Sexual Harassment
in Victorian Courts**

Preventing and Addressing
Sexual Harassment in
Victorian Courts and VCAT

**Appendix 6 –
VEOHRC Data summary of
participant's experiences**

This Appendix summarises data from a survey completed by interview participants prior to their interviews with the Victorian Equal Opportunity and Human Rights Commission. People who had experienced or witnessed sexual harassment in Victoria's courts and VCAT were invited to share their story as part of the Review of Sexual Harassment in Victorian Courts, over a six-week period in 2020. The purpose of the survey was to gather basic demographic details and an overview of the types of harassment experienced by interview participants.

Please note that some interview participants may have chosen not to answer all questions when they completed the survey. This means that the number of participants represented in the graphs and tables below will generally be less than the total number of participants who contributed to the research.

Experiences of sexual harassment

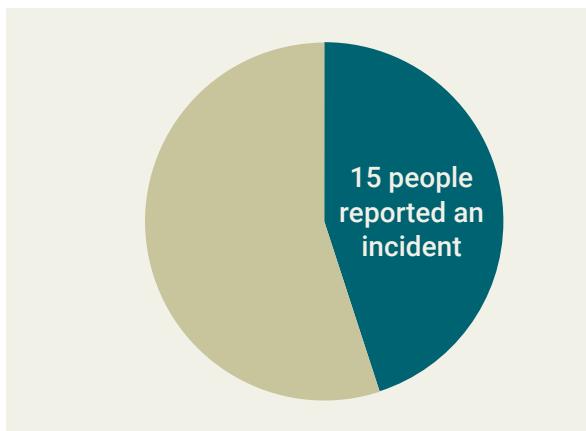
Of the 36 total participants, 28 reported that they had experienced sexual harassment, with 23 further reporting that there had been multiple incidents; 21 reported witnessing sexual harassment with 18 reporting witnessing multiple incidents.

The table below shows the types of harassment behaviours that participants reported experiencing/witnessing. Note that participants could report multiple types of behaviour, so the column totals will add up to a number higher than the total number of participants.

Behaviour	Experienced	Witnessed
Unwelcome questions or comments about your private life (including relationships) or body (including your physical appearance or features)	16	9
Unwelcome physical contact	13	5
Unwelcome touching, hugging, cornering or kissing	12	5
Staring or leering	11	6
Sexually suggestive comments or jokes that made you feel offended, humiliated or intimidated (in either a group or one on one situation)	10	9
Sexual gestures, indecent exposure or display of the body	9	2
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a colleague	7	0
Repeated or inappropriate invitations to go out on dates	7	3
Requests or pressure for sex or other sexual acts	4	1
Sexual assault (such as unwanted kissing and touching, forcing someone to watch pornography or masturbation)	3	0
Sexually explicit pictures, posters or gifts	2	2
None	1	1
Sexually explicit emails or text messages	1	0
Sexually explicit posts or messages on social media (including Facebook, Instagram, Snapchat and Twitter)	0	1

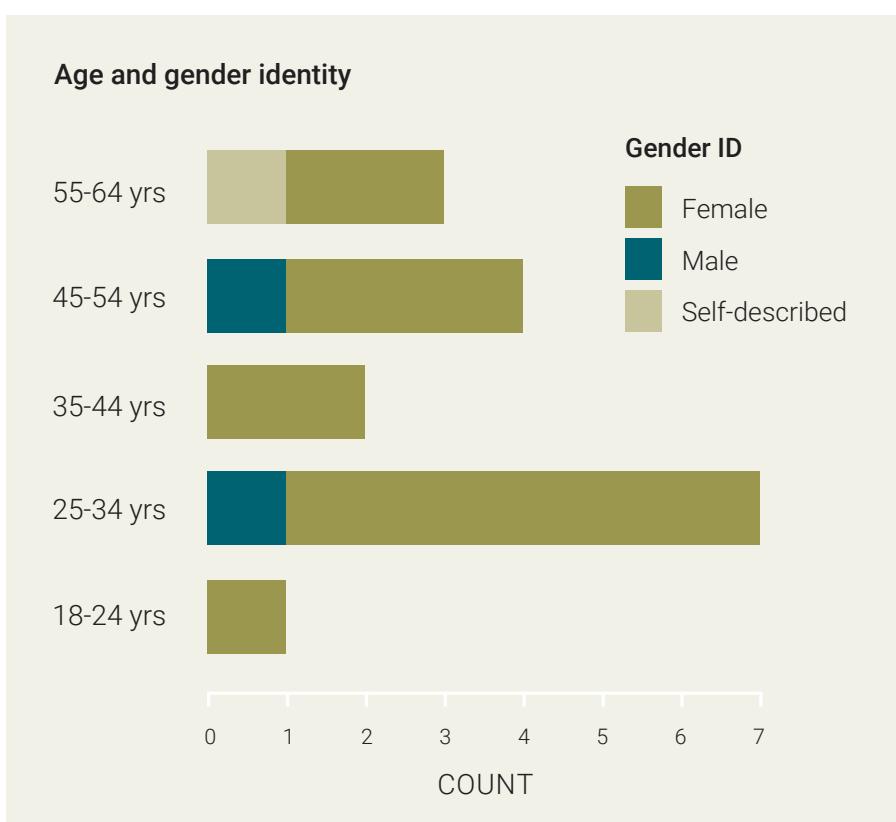
Reporting

When asked if they had reported the incident of harassment they had experienced or witnessed, 15 participants out of 33 respondents said that they had reported at least one of the incidents.



Age and gender identity of participants

The majority of participants who completed this question identified as female, with the largest age cohort from those aged 25-34 years. Note only 47% of participants chose to complete these demographic details in the survey.



Roles within the court system

The table below shows the roles that participants reported working in while in the courts or VCAT.

Role	Count
Associate/Tipstaff/Clerk	10
Other	5
Administration officer	4
Solicitor and/or barrister	5
Policy and Research officer	2

Time period of harassment

Period	Count
Ongoing (continuous)	9
It was one-off	6
Sporadic (comes and goes)	6
7 to 12 months	4
Other	4
More than 1 year	2
1 to 3 months	1
4 to 6 months	1

Relationship with harasser

Participants who were current or former employees in courts or VCAT had the following relationships with the perpetrators of sexual harassment that they experienced or witnessed.

Relationship	Count
A member of the Judiciary or VCAT	19
Other	11
A colleague	9
My immediate manager or supervisor	6
A manager more senior than my immediate manager or supervisor	4
Prefer not to say	1

Definitions of 'other' provided by participants included a senior colleague or manager in a different area; male barristers; a bench clerk; and someone employed by another organisation and based at court.