

Recommendations

Ministerial Taskforce on Workplace Sexual Harassment

No.	Reform Pillar	Consideration	Recommendation	Members' position
1.	All	<p>The Taskforce discussed the different agencies in Victoria who regulate or otherwise respond to workplace sexual harassment, including:</p> <ul style="list-style-type: none"> • WorkSafe Victoria (WorkSafe) • the Victorian Equal Opportunity and Human Rights Commission (VEOHRC) • Gender Equality Commission (for the Victorian Public Sector) • Respect Victoria • Victoria Police <p>The Taskforce noted that agencies, and particularly WorkSafe and VEOHRC, often have overlapping roles, policies and processes.</p>	<p>The Taskforce recommends that:</p> <ul style="list-style-type: none"> • work-related gendered violence and workplace sexual harassment is treated as an occupational health and safety (OHS) issue; and • WorkSafe takes a lead role in the prevention of, and response to, workplace gendered violence and sexual harassment (including through its existing OHS enforcement functions). <p>WorkSafe should draw on the experience of VEOHRC and other agencies to strengthen its role in addressing workplace sexual harassment.</p>	<p>The Taskforce supported this recommendation.</p>
2.	All	<p>As outlined in the Respect@Work Report, the Taskforce noted that certain industries have a much higher prevalence of workplace sexual harassment than other industries.</p> <p>The Taskforce also noted certain population groups are at higher risk of workplace sexual harassment, including: women, workers with disability, LGBTIQ+, culturally and linguistically diverse (CALD), migrants and refugees, Aboriginal and Torres Strait Islander people, young workers and people who are in insecure work.</p> <p>These population groups are disproportionately affected by work-related gendered violence and sexual harassment.</p>	<p>The Taskforce recommends that, in implementing the Taskforce's recommendations, the Victorian Government specifically target high-risk industries and population groups who are disproportionately affected by work-related gendered violence and sexual harassment.</p> <p>This includes addressing the barriers faced by these groups (such as women in insecure work) and developing strategies and protections to encourage reporting.</p> <p>The Taskforce also recommends that WorkSafe develop an implementation strategy for recommendations that target actions and initiatives to high-risk industries and groups. This includes addressing barriers, such as making resources accessible to marginalised groups, including people of CALD backgrounds and with disability.</p> <p>The implementation strategy should be developed within 6 months of acceptance of the Taskforce's recommendations.</p>	<p>The Taskforce supported this recommendation.</p>

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3.	All Pillars	<p>The Taskforce noted where the Respect@Work Report aligned to the reform pillars being considered by the Taskforce.</p> <p>The Taskforce also noted the Commonwealth Government's public response to the Respect@Work Report.</p>	<p>The Taskforce recommends that the Victorian Government:</p> <ul style="list-style-type: none"> advocate for the Commonwealth to implement all 55 recommendations from Respect@Work Report; and implement any recommendations applicable to Victoria (that are not already incorporated in the Taskforce's recommendations). 	<p>The majority of Taskforce members supported adding this recommendation.</p> <p>Ai Group did not support this recommendation, noting its position on Respect@Work is set out in its written submission.</p>
4.	Prevention	<p>The Taskforce noted the need for tailored prevention initiatives that target the key drivers of sexual harassment and are specific to high-risk industries and sectors.</p> <p>The Taskforce also heard about WorkSafe's WorkWell program, which provides employers with access to resources (including on sexual harassment and gendered violence), knowledge sharing and funding opportunities to prevent mental injury and promote safe and mentally healthy workplaces.</p>	<p>The Taskforce recommends WorkSafe expand the WorkWell program to include a dedicated project stream for preventing work-related gendered violence and workplace sexual harassment (especially in high-risk industries).</p> <p>In expanding the WorkWell program, WorkSafe should:</p> <ul style="list-style-type: none"> partner with key industry representatives (including small, medium and large industry representatives) and unions use multi-pronged interventions, targeted specifically at addressing gendered violence as a driver of workplace sexual harassment create practical and accessible tools that employers can use to prevent work-related gendered violence and sexual harassment in their industry, that are also adaptable to small and medium enterprises (SMEs) and available in different languages (this could include a checklist or an online hub for businesses, to simplify the complex regulatory framework) establish a 'Workplace Sexual Harassment Learning Network', where a Chair organisation brings together workplaces and a consortium of partners such as mental health, sexual assault services and OHS experts and employer and employee groups to advise and share insights on work-related gendered violence and workplace sexual harassment interventions fund specific sexual harassment projects under the WorkWell Mental Health Improvement Fund to be delivered by employers, unions and industry groups address the needs of victim-survivors and bystanders in groups who are disproportionately affected by work-related gendered violence and sexual harassment through partnering with community organisations, unions and other services, such as the Migrant Workers Centre, to develop WorkWell resources and projects. <p>The expansion of the WorkWell program should be in place within 12 months of acceptance of the Taskforce's recommendations.</p>	<p>The Taskforce supported this recommendation.</p>

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5.	Prevention	<p>The Taskforce noted that information in WorkSafe's <i>Work-related gendered violence including sexual harassment</i> guidance could be better used to inform enforcement activity.</p> <p>The Taskforce noted that, under the <i>Occupational Health and Safety Act 2004</i> (OHS Act), the Minister for Workplace Safety may make an order approving a compliance code (developed by WorkSafe) for the purpose of providing practical guidance to persons who have duties or obligations under the OHS Act or OHS regulations.</p> <p>WorkSafe can also issue non-statutory guidelines to duty holders to help them comply with their OHS obligations.</p>	<p>The Taskforce recommends WorkSafe strengthen its existing guidance on gendered violence, including sexual harassment, by converting them into a Work-related Gendered Violence and Sexual Harassment Compliance Code. This approach is consistent with Respect@Work recommendation 35.</p> <p>The Compliance Code should:</p> <ul style="list-style-type: none"> • be consistent with VEOHRC's sexual harassment guidelines • apply to all workers, including those in insecure work • apply to businesses regardless of sizes • be adaptable for small businesses • include guidance for Health and Safety Representatives (HSRs) and the use of their powers (including a set of questions to ask as part of regular risk assessments), aligned to the accredited <i>HSR Refresher Training Course - Work-related gendered violence including sexual harassment</i> • be informed by Safe Work Australia's sexual harassment guidelines • include guidance on best practice internal reporting and complaints handling (from victims and bystanders) for employers, including requirements for employers to report the outcome of investigations to victim-survivors of sexual harassment • use gender-inclusive language, recognising there are more than two genders • include information to help employers address the underlying causes of sexual harassment through standard operating procedures, communications to staff, frequency of training, etc. • include trauma-informed and best practice advice on: workplace investigations (including the required certification/training level of independent investigators), processes for anonymous complaints, and timeframes for responses to complainants • be developed through WorkSafe's advisory committees and in consultation with WorkSafe Inspectors – to ensure it can be successfully operationalised. <p>The Compliance Code should be issued within 12 months of acceptance of the Taskforce's recommendations.</p>	<p>The majority of Taskforce members supported this recommendation.</p> <p>Ai Group and VCCI did not support this recommendation.</p>
6.	Prevention	<p>The Taskforce agreed that employers have a key responsibility to prevent workplace sexual harassment, as part of their duty to provide a healthy and safe working environment.</p> <p>The Taskforce noted WorkSafe can issue non-statutory guidelines to duty holders to help them comply with their OHS obligations.</p>	<p>The Taskforce recommends WorkSafe lead the development and implementation of industry-specific guidelines that support the Work-related Gendered Violence and Sexual Harassment Compliance Code, in partnership with VEOHRC, employer groups and unions.</p> <p>When developing industry-specific guidelines, WorkSafe should also collaborate with micro and small business associations, local councils, and business associations (including ethnic and LGBTIQ+ business associations).</p> <p>Industry specific guidelines should be developed, following the finalisation of the Work-related Gendered Violence and Sexual Harassment Compliance Code, that will apply to all industries.</p>	<p>The Taskforce supported this recommendation.</p>

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7.	Prevention	<p>The Taskforce noted the need for WorkSafe to take a more active role in prevention, in collaboration with VEOHRC and drawing on its expertise.</p> <p>(See also Recommendation 12 - joint approach to enforcement).</p>	<p>The Taskforce recommends that WorkSafe and VEOHRC jointly conduct a review into their prevention activities, with a view to building on the existing Memorandum of Understanding (MOU) between the two regulators and increasing WorkSafe's role in prevention.</p> <p>WorkSafe and VEOHRC should review:</p> <ul style="list-style-type: none"> • prevention activities that are undertaken by both regulators • information available to workers about the roles of WorkSafe and VEOHRC in regulating work-related gendered violence and workplace sexual harassment. • guidance to employers (to ensure consistent messaging that is accessible, victim-centric, culturally safe and inclusive). • data collection and information sharing that has occurred under the MOU – to inform targeting of prevention efforts. <p>The review should consult with unions and industry groups and report jointly to the Attorney-General and Minister for Workplace Safety and be completed within 3 months of acceptance of the Taskforce's recommendation.</p>	The Taskforce supported this recommendation.
8.	Prevention	<p>The Taskforce considers that the Victorian Government should act as a leader in preventing and responding to work-related gendered violence and workplace sexual harassment and use as many levers as possible to address them, such as procurement, state licensing requirements and grants guidelines.</p> <p>The Taskforce noted examples of government procurement requirements that seek to address OHS and employment issues, such as Victoria's Social Procurement Framework (which includes Women's Equality and Safety as one of the seven social procurement objectives) and the Fair Jobs Code.</p>	<p>The Taskforce recommends that the Victorian Government review the application of the Social Procurement Framework, state licensing requirements and grants guidelines to ensure businesses that receive public funds meet the standards around occupational health and safety regarding work-related gendered violence and workplace sexual harassment.</p> <p>The Review should:</p> <ul style="list-style-type: none"> • consult with unions and industry groups • consider what standards for addressing sexual harassment should apply to businesses • consider how these standards are monitored and enforced, including penalties and cancellation of contracts and licences, and ensuring the requirements cannot be sub-contracted out of. 	The Taskforce supported using government procurement levers.

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9.	Support	The Taskforce considered the need for holistic and tailored support, information and advocacy for victim-survivors.	<p>In alignment with Respect@Work recommendation 49, the Victorian Government establishes a Working Women's Centre (WWC) in Victoria to provide advocacy and support to victim-survivors and bystanders of workplace gendered violence and sexual harassment.</p> <p>The Centre should:</p> <ul style="list-style-type: none"> • explicitly include and provide support to non-binary and gender diverse people in addition to women and recognise the intersectionality of gender with other forms of discrimination • partner with community-based groups to research community specific issues and develop education materials • develop training materials with WorkSafe for employers informed by the WorkWell toolkit • provide confidential information, legal assistance and/or referrals, including to specialist services for groups who are disproportionately affected by work-related gendered violence and sexual harassment – including workers with disability, LGBTIQ+, CALD, Aboriginal and Torres Strait Islander, young workers and workers in insecure work • employ workers that have relevant expertise and reflect the diversity of the community • support victims and bystanders to navigate reporting options, including by giving advice on how to make reports (e.g. to their employer or WorkSafe) and how to access relevant supports and referrals • participate in law reform and policy development and be included in the development of the Compliance Code • receive funding from the Victorian Government to undertake strategic litigation related to working women's issues, including workplace sexual harassment. 	The Taskforce supported this recommendation.
10.	Support	<p>The Taskforce noted non-disclosure agreements (NDAs) are often misused to silence victims, protect employer reputations and avoid full liability.</p> <p>NDAs can also be used to hide serial offending and offenders.</p>	The Taskforce recommends the Victorian Government introduce legislative amendments to restrict the use of NDAs in relation to workplace sexual harassment cases in Victoria, using the Irish <i>Employment Equality (Amendment) (Non-Disclosure Agreements) Bill 2021</i> and lessons from other jurisdictions (i.e. the United Kingdom and United States) as the model for reform.	<p>The majority of Taskforce members supported the recommendation.</p> <p>Ai Group and VCCI did not support legislative change, but support employers choosing to limit the use of NDAs.</p>

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11.	Support	The Taskforce considered recommendations by Victorian Trades Hall Council in relation to civil proceedings, representative claims, cost funds and enterprise bargaining.	<p>The Taskforce recommends the Victorian Government implement legislative amendments to enable workers and unions to initiate civil remedy proceedings for breaches of the OHS Act, including the creation of a Costs Fund for such claims.</p> <p>The Taskforce also recommends the Victorian Government amend the <i>Equal Opportunity Act 2010</i> (EO Act) and the <i>Victorian Civil and Administrative Tribunal Act 1998</i> to allow for unions to commence representative claims on behalf of members, including in relation to the enforcement of the positive duty.</p> <p>The Victorian Government should amend relevant regulations to ensure that designated entities are required to include mandatory clauses in their enterprise agreements that align with the requirements in the <i>Gender Equality Act 2020</i>, and to implement a sexual harassment plan.</p>	<p>VTHC, ALA and ANMF proposed including this recommendation. The majority of Taskforce members supported the recommendation.</p> <p>However, Ai Group and VCCI did not support the recommendation.</p>
12.	Enforcement	<p>The Taskforce discussed how the two key regulators in Victoria (WorkSafe and VEOHRC) have different enforcement powers, and that the regulators need to better work together, using VEOHRC's expertise in the subject matter and WorkSafe's enforcement powers.</p> <p>The Taskforce also considered WorkSafe's limited role in enforcement in sexual harassment as an OHS hazard.</p>	<p>The Taskforce recommends WorkSafe establish a specialised Gendered Violence and Workplace Sexual Harassment Inspectorate (new Inspectorate).</p> <p>The new Inspectorate should improve upon the capability and numbers/resourcing of WorkSafe's current psychosocial inspectorate to respond to allegations of workplace gendered violence and sexual harassment, including by:</p> <ul style="list-style-type: none"> • providing regular training to inspectors, informed by and including the perspectives of victim-survivors and consistent with the accredited <i>HSR Refresher Training Course - Work-related gendered violence including sexual harassment</i> • engaging an independent expert (or experts) on workplace gendered violence and sexual harassment (including culturally safe practices) to advise on the training and capability uplift required for the new Inspectorate • increasing the diversity of the new Inspectorate, including increasing the number of female inspectors and members of groups who are disproportionately affected by work-related gendered violence and sexual harassment • developing guidance materials to support the new Inspectorate in advising employers to address risks of work-related gendered violence and sexual harassment (which may involve direct action to address problematic behaviour by individuals). <p>The Taskforce also recommends WorkSafe lead the development and implementation of a joint enforcement strategy with VEOHRC specific to workplace sexual harassment incidents (and increasing WorkSafe's enforcement activity, including enforcing the existing prohibition on discrimination under s76 of the OHS Act relating to cases of workplace sexual harassment) to ensure a consistent and coordinated enforcement approach across the two regulators.</p>	<p>The Taskforce supported this recommendation.</p>

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13.	Enforcement	<p>The Taskforce considered how data from employer de-identified reporting to WorkSafe (when introduced in the psychological regulations) will be used to improve WorkSafe's prevention and response to workplace sexual harassment.</p> <p>The Taskforce noted that further clarity is needed on what de-identified information employers are required to report to WorkSafe. The Taskforce heard that WorkSafe is consulting on thresholds in the development of the psychological health regulations (including on reporting thresholds and frequency of reporting).</p> <p>Options for reporting thresholds that WorkSafe is consulting on include:</p> <ul style="list-style-type: none"> a) all complaints of sexual harassment and bullying that the employer becomes aware of b) incidents of sexual harassment and bullying where a formal complaint has been received by the employer c) incidents of sexual harassment or bullying where a formal complaint has been made and the allegation has been investigated and substantiated. 	<p>The Taskforce supports a new employer de-identified reporting requirement being introduced for psychological health hazards, including work-related gendered violence and sexual harassment, as part of the psychological health regulations under development.</p> <p>The Taskforce recommends the de-identified data on workplace sexual harassment should be used to inform WorkSafe's targeted prevention and enforcement activities and this should be reported on publicly through WorkSafe's annual reporting, to improve transparency (see Recommendation 19).</p> <p>Collection of de-identified data should not duplicate existing employer reporting requirements, such as those required by the Commonwealth Workplace Gender Equality Agency and the Victorian Commission for Gender Equality.</p>	<p>The Taskforce supported this recommendation.</p>

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14.	Enforcement	<p>The Taskforce considered the introduction of an employer mandatory incident notification to WorkSafe for workplace sexual harassment.</p> <p>This would put sexual harassment incidents on the same footing as serious workplace incidents, including fatalities. It would trigger an automatic enforcement response from WorkSafe.</p> <p>The Taskforce noted that further work is required, including consideration of lessons from any similar mandatory reporting regimes, to ensure a victim-centred approach can be developed to avoid any perverse incentives for employers or victims of sexual harassment.</p>	<p>The Taskforce recommends that, following the implementation of de-identified reporting (Recommendation 13) the Victorian Government introduce mandatory incident notifications (MINs) for workplace sexual harassment, as a second phase of employer reporting.</p> <p>The Victorian Government should consult with employers of all sizes, employer representative organisations, unions and women's organisations and organisations representing groups who are disproportionately affected by work-related gendered violence and sexual harassment before introducing MINs.</p> <p>This consultation should include consideration of:</p> <ul style="list-style-type: none"> ways this can be a victim-centred response, including the need to ensure victim consent throughout the process what additional capability and capacity would be required to ensure it is appropriate for WorkSafe to respond to mandatory reports what response is expected of WorkSafe and how this would support victims the need for legislative and regulatory change any risk of unintended consequences. 	<p>The Taskforce supported this recommendation.</p> <p>Ai Group supported this recommendation in so far as recommending further consideration of the effects of earlier recommendations is required before addressing the purpose of and functions of MINs.</p>
15.	Enforcement	<p>The Taskforce considered recommendations made by VTHC to address workplace sexual harassment, including through the Fair Work Commission and holding directors and senior management accountable for sexual harassment in the workplace (similar to workplace manslaughter laws).</p>	<p>The Victorian Government should advocate for the ability of a worker to bring a claim of sexual harassment to the Fair Work Commission for remedy.</p>	<p>The majority of Taskforce members supported including this recommendation.</p> <p>Ai Group and VCCI did not support this recommendation.</p>
16.	Enforcement	<p>The Taskforce considered recommendations made by VTHC to address workplace sexual harassment, including through the Fair Work Commission and holding directors and senior management accountable for sexual harassment in the workplace (similar to workplace manslaughter laws).</p>	<p>The Victorian Government should consider extending industrial relations powers referred to the Commonwealth to bullying and sexual harassment matters, allowing public sector employees to apply for orders or seek other remedies at the Fair Work Commission.</p>	<p>Members supported including this recommendation.</p>
17.	Enforcement	<p>The Taskforce considered recommendations made by VTHC to address workplace sexual harassment, including through the Fair Work Commission and holding directors and senior management accountable for sexual harassment in the workplace (similar to workplace manslaughter laws).</p>	<p>That the Victorian government legislates to hold company directors and senior management liable for incidents of sexual harassment in circumstances where it is found that they have failed to meet their obligations under the EO Act to take proactive measures to address sexual harassment and under the OHS Act to create a safe workplace.</p>	<p>The majority of Taskforce members supported including this recommendation.</p> <p>Ai Group and VCCI did not support this recommendation</p>

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18.	Raise Awareness and Promote Accountability	<p>The Taskforce noted there is limited public awareness of WorkSafe having jurisdiction in workplace sexual harassment matters, which is usually seen as an issue for VEOHRC.</p> <p>The Taskforce also note raising awareness requires more than an advertising campaign. Awareness can be raised through regulation, training of workers, training of business and the raising of community expectations with respect to gendered violence and sexual harassment more broadly.</p>	<p>The Taskforce recommends the Victorian Government delivers an ongoing communication campaign about compliance and enforcement with OHS Act employer duties in relation to workplace gendered violence and sexual harassment.</p> <p>The campaign should:</p> <ul style="list-style-type: none"> • continue to raise awareness of the important role of the OHS framework in the prevention of, and response to, workplace sexual harassment • strengthen understanding of the role of WorkSafe and HSRs • address unique risks within different industries • be communicated in a range of different languages and mediums to reach groups who are disproportionately affected by work-related gendered violence and sexual harassment • use a range of channels and media that are more likely to reach and meet the needs of groups who are disproportionately affected by work-related gendered violence and sexual harassment (such as migrants and refugees) • use best practice accessibility standards and meet the requirements of the <i>Disability Discrimination Act 1992</i> (Cth) • be delivered inside Victorian workplaces (e.g. through targeted resources for employers) and outside workplaces (e.g. including through traditional and social media channels that have a demonstrated capacity to reach target audiences). <p>The campaign should be developed in consultation with experts, such as persons working with victim survivors, criminologists, psychologists, sociologists, unions, HSRs, employers and experts in accessibility and communication and be based on an evaluation of WorkSafe's early 2021 campaign.</p> <p>The Reference Group (see Recommendation 26) should be consulted on the communication campaign.</p>	The Taskforce supported this recommendation.

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19.	Raise Awareness and Promote Accountability	The Taskforce noted there is limited public awareness that WorkSafe has jurisdiction in workplace sexual harassment matters, which is usually seen as an issue for VEOHRC.	<p>The Taskforce recommends WorkSafe publish workplace gendered violence and sexual harassment data and trends analysis in their annual report and on their website, including:</p> <ul style="list-style-type: none"> • de-identified data received from employers under the psychological health regulations under development • enquiries • complaints • investigations • claims. <p>This data should inform public engagement about the initiatives WorkSafe undertakes to address workplace sexual harassment based on the trends. WorkSafe should analyse their data and assess whether strategies and specific interventions for workplace sexual harassment are effective and sustainable.</p> <p>The Taskforce notes WorkSafe's Annual Report is required to be tabled in Parliament.</p>	The Taskforce supported this recommendation.
20.	Raise Awareness and Promote Accountability	<p>The Taskforce discussed the benefits of alternative methods for holding employers and perpetrators accountable, and allow for resolutions that are victim-centred and encourage prevention of repeat perpetrators.</p> <p>In particular, the Taskforce noted the potential for restorative justice between the victim and employer (without involving the perpetrator) to drive cultural change – and as an alternative option to formal investigations (which can be re-traumatising for victims). However, the Taskforce notes that restorative justice is one option for addressing sexual harassment and does not replace formal complaints and enforcement mechanisms.</p> <p>The Taskforce also discussed the need for consultation on any restorative justice pilot, including to consider relevant industrial processes in the public sector that a restorative justice model will intersect with.</p>	<p>The Taskforce recommends the Victorian Government explore options to pilot a restorative justice service (RJS) alternative dispute resolution model (based on restorative justice practices) to address workplace sexual harassment.</p> <p>The Taskforce notes that the initial focus of this reform should be on facilitated discussions between the employer and employee to address cultural change (before consideration of implementing restorative justice processes between the victim and perpetrator). Employees should receive targeted support when participating in the RJS.</p> <p>An initial pilot of the RJS should be rolled-out in the Victorian Public Sector, with consideration of high-risk departments and services. The pilot should be developed in consultation with relevant public sector unions.</p> <p>Findings from the pilot should be reported to the Reference Group (see Recommendation 26).</p>	The Taskforce supported this recommendation.

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21.	Raise Awareness and Promote Accountability	<p>The Taskforce considered recommendations from VTHC and ANMF about enhancing the broader public understand that workplace sexual harassment is an OHS issue.</p> <p>This included public sector reporting requirements and strategies education on workplace rights, work-related gendered violence and sexual harassment.</p>	That the Victorian government require all public sector organisations to report lead and lag measures relating to sexual harassment in publicly available (and tabled in Parliament) annual reports.	The Taskforce supported this recommendation.
22.	Raise Awareness and Promote Accountability	<p>The Taskforce considered recommendations from VTHC and ANMF about enhancing the broader public understand that workplace sexual harassment is an OHS issue.</p> <p>This included public sector reporting requirements and strategies education on workplace rights, work-related gendered violence and sexual harassment.</p>	The Victorian government should fund the Young Workers Centre to develop an education module on workplace sexual harassment for rollout at schools across Victoria.	The Taskforce supported this recommendation.
23.	Raise Awareness and Promote Accountability	<p>The Taskforce considered recommendations from VTHC and ANMF about enhancing the broader public understand that workplace sexual harassment is an OHS issue.</p> <p>This included public sector reporting requirements and strategies education on workplace rights, work-related gendered violence and sexual harassment.</p>	The Victorian government should include education on sexual harassment and workplace rights in all Victorian schools.	The Taskforce supported this recommendation.
24.	Implementation	The Taskforce noted that current support and response services are not always inclusive of groups who are disproportionately affected by work-related gendered violence and sexual harassment, including workers with disability, LGBTIQ+, CALD, Aboriginal and Torres Strait Islander, young workers and those in insecure work.	<p>The Taskforce recommends the Victorian Government and WorkSafe continue to consult with groups who are disproportionately affected by work-related gendered violence and sexual harassment and their representative organisations, to inform development and implementation of all other Taskforce recommendations.</p> <p>Where a Taskforce recommendation is directed to both WorkSafe and VEOHRC (Recommendations 7 and 12), both agencies should consult with relevant groups and their representative organisations.</p> <p>This should include research undertaken into particular communities, including migrant and refugee women, ensure that implementation addresses barriers that impact disproportionately affected groups, such as language barriers/access to interpreters, cost of services, and lack of recognition of diversity. Any research should be shared with the Reference Group (see Recommendation 26).</p> <p>The Taskforce noted that consultation with representative organisations is resource-intensive and that there is a need to ensure these organisations are resourced to participate in future consultation.</p>	The Taskforce supported this recommendation.

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25.	Implementation	The Taskforce noted the need for increased training to be delivered for actors under the OHS framework, and in particular to HSRs, to address workplace sexual harassment.	<p>The Taskforce recommends WorkSafe develop specific workplace sexual harassment and gendered violence training for HSRs based on the accredited <i>HSR Refresher Training Course - Work-related gendered violence including sexual harassment</i> to be incorporated into the current '5- day HSR Initial OHS Training Course'.</p> <p>All HSRs should be entitled to attend the accredited <i>HSR Refresher Training Course - Work-related gendered violence including sexual harassment</i>. This will be in addition to their entitlement to attend the annual HSR Refresher course as specified in s67 of the OHS Act.</p>	The Taskforce supported this recommendation.
26.	Implementation	The Taskforce noted the need to monitor implementation of proposed reforms to address workplace sexual harassment.	<p>The Taskforce recommends a mechanism be developed for reporting to the Minister for Workplace Safety on the progress of reforms.</p> <p>This should include WorkSafe reporting to the Minister bi-annually and a reference group comprised of key stakeholders/Taskforce members who provide ongoing advice to the Minister on the implementation of the Taskforce's recommendations.</p>	The Taskforce supported this recommendation.