



MCA INDUSTRY TOOLKIT

The minerals industry is committed to eliminating sexual harassment in its workplaces and has adopted a national Industry Code that provides clear expectations on members to establish both preventative and response measures to address sexual harassment.

This document is part of the MCA Industry Toolkit that has been developed for our members and their employees and comprises a suite of Fact Sheets, Guidance and Templates.

FACT SHEET

What are the workplace risk factors?

Some industries and workplaces have characteristics that make them at greater risk of sexual harassment occurring. The risk is increased by a poor understanding among workplace leaders of the nature, drivers and impacts of sexual harassment.

Workforce composition and demographic key risk factors include:

- A workforce with an imbalance of one specific demographic e.g. gender
- Workplaces where roles are historically male dominated and continue to be perceived as only able to be completed by males
- Power imbalances e.g. workplaces where one gender holds most of the management, recruitment and decision-making positions
- Hierarchical structured workplaces e.g. enforcement organisations (police, armed forces) and, or medical and legal professions
- Greater proportions of workers with the characteristics that make them vulnerable to sexual harassment (refer to Fact Sheet 6)
- Workplaces with large numbers of lower-skilled workers
- Workplaces with large numbers of workers contracted in for non-business specific roles e.g. catering, cleaning, training
- Workplaces with casual, transient or temporary workers e.g. maintenance crews for shut downs, entertainment, catering, cleaning.