

Industry Code on Eliminating Sexual Harassment

Sexual harassment causes profound physical, emotional and psychological impacts to those affected. It is unacceptable, against the law and must be eliminated from our industry's culture and workplaces.

To implement the [mining industry's commitment to eliminating sexual harassment](#), MCA has developed an Industry Code that establishes clear expectations on companies in developing a culture of respect that empowers individuals to raise concerns in a supportive and protected way. Honest, respectful and open communication is the key to eliminating sexual harassment.

PREVENTION MEASURES

Awareness and education

- Emphasise the serious risk to safety, health and wellbeing that can arise from sexual harassment
- Visual promotion and regular education demonstrating commitment to eliminating sexual harassment
- Expectations embedded through training, inductions, supplier engagements and business relationships.

Cultural and governance frameworks

- Organisational values that support safety, health and psychological wellbeing
- Systems and procedures that enable and empower our people to recognise, prevent and act
- Supportive and confidential avenues for informal and formal reports.

Leadership

- Clear, consistent and authentic messaging across the business on organisational values
- All sexual harassment reports treated seriously, confidentially and sensitively
- Immediate action to investigate, when the reporter consents, and resolve any issues
- Shape a respectful culture that supports speaking up and active bystander behaviours.

Work environment

- Identify specific risks arising in offices, operations, workshops, camps and travel
- Design workplaces that are accessible, private, safe and secure
- Procure equipment and supplies that are suitable for use by all workers.

RESPONSE MEASURES

Support and protect

- Ensure people feel cared for and respected when exercising their right to report an incident
- Provide alternate working arrangements as required to support the reporter
- Encourage use of company support services and facilitate access to external services for current and previous employees
- Take reasonable steps to protect individuals from victimisation or reprisals.

Investigating concerns and/or incidents

- Ensure the investigation process is managed sensitively, confidentially and as efficiently as practicable
- Clearly document and communicate the process and expectations for investigations
- Provide counselling and support to all affected persons following conclusion of an investigation.

Consequences

- Fair and proportionate application of consequences
- Clearly outline the actions that may result if an individual is found to have engaged in sexual harassment
- Refer criminal behaviour, conduct or activity to relevant authorities.

Communication

- Communicate outcomes of completed investigations in a sensitive and timely manner
- enable reporters to speak openly about experiences in a manner and at a time of their choosing
- Avoid the use of non-disclosure clauses in any agreements with persons impacted by sexual harassment.