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Respect at work: first anniversary of ‘Enough is Enough’ report

A year on from the landmark *Enough is Enough* report, the Australian Resources & Energy Employer Association (AREEA) has taken significant steps to address sexual misconduct and harassment in the mining industry.

“The report’s findings were deeply concerning so AREEA welcomed the opportunity to lead and collaborate on reducing unacceptable patterns of workplace behaviour,” AREEA deputy CEO Tara Diamond said.

“While there is more work to do, much has been achieved over the last 12 months.”

AREEA formed the National Industry Taskforce on Workplace Sexual Harassment – comprising 16 resources and energy employer representatives with a range of professional disciplines and expertise.

As part of the taskforce’s mission to drive meaningful change, AREEA’s [That’s why I speak up](#) campaign was launched last November. The behavioural intervention campaign features a suite of education and awareness materials that has since been widely adopted by work sites.

As the employer body for companies from the mining, oil and gas supply chain, AREEA also released its [Female Role Model Toolkit](#) last week.

This comprehensive guide combines research, case studies and advice for AREEA members on how to support female inclusion and equity in the workforce, increase visibility of female role models and celebrate female leaders.

“As an industry, we are building our reputation for personal safety, with zero tolerance for harassment, bullying, gendered violence and other forms of unacceptable behaviour,” Ms Diamond said.

“Creating a greater awareness and acceptance of female role models – particularly those flourishing in professions traditionally dominated by men – sends a strong message to overcome gender stereotypes and biases. It’s fundamentally about respect for women in the workplace.”

AREEA has also partnered with BDO REMSMART to produce a Workforce Insights survey covering sexual harassment and bullying, with policies and procedures for prevention and response.

The inaugural survey involved about 115 companies, expected to grow as it is established biannually.

In the future, the survey will deliver more granular information on contractor safety management (Recommendation 6) and alcohol standards (Rec 4).

Survey data will also track industry activities around a number of other *Enough is Enough* recommendations, including:

- Rec 7, concerning the development of a framework identifying risk factors.
- Rec 16, on options for reporting and support.
- Rec 11, which calls for a central coordinator or record keeper.
- Rec 14, on the establishment of a 24/7 3rd party anonymous reporting platform.
- Rec 23, which seeks to develop comprehensive standards and guidelines to lead the integration of sexual harassment into work health and safety practice.

AREEA is the convenor and coordinator of the Australian Women in Resources Alliance (AWRA), which is guided by AREEA's Diversity & Inclusion Advisory Board and has multiple programs and initiatives to raise female workforce participation (Rec 5).

AREEA runs the Bright Future STEM Program, engaging students aged 9 to 12 in STEM energy and resources industry experiences. Part of that work again illuminates female role models in the resources and energy industry.

AREEA also supports members with safety audits of workplace facilities, policies and practices. The audits can be conducted on all companies, including contractors, which addresses Rec 6 relating to contractor safety management plans, and Rec 7, about developing a framework identifying risk factors.

AREEA's Inclusive Safety Audits also pertain to Rec 8 (accommodation standards) and Rec 10 (regular surveys and audits).

As well, AREEA offers Appropriate Workplace Behaviour Training targeting supervisors and site personnel. This addresses Rec 9, on training and accreditation of training and Rec 15 (industry-wide bystander training).

As part of its Guide Series on Workplace Sexual Harassment, AREEA has created an industrial relations factsheet to address Rec 2, which is to "ensure there are serious repercussions, including dismissal, for any person who has attempted to seek sexual favours for advantage and that all proper legal actions will be taken against them".

AREEA will continue to work with members on stamping out workplace cultures that enable gender inequality, harassment and assault.

The *Enough is Enough Sexual harassment against women in the FIFO mining industry* report was released by the WA Parliament on 23 June 2022.



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