

Sexual Harassment Laws 2024

Temporary Workers

1 Do the new Sexual Harassment laws apply to temporary workers in a production facility, and what changes do I need to make to protect them?

Answer

Yes, the new Sexual Harassment laws do apply to temporary workers in your production facility. Employers now have a legal duty to take reasonable steps to prevent sexual harassment, including steps to protect temporary workers. The changes you can make to protect temporary workers are as follows:

- Develop a clear comprehensive sexual harassment policy. This should outline what constitutes sexual harassment, how to report it and what steps will be taken to investigate and resolve complaints.
- Provide training on sexual harassment prevention. This training should be mandatory for all employees including temporary workers. It should cover topics such as what constitutes sexual harassment and how to recognise it and how to report it.
- Establish a clear and accessible reporting process. Temporary workers should know how to report sexual harassment and feel confident that all their complaints will be taken seriously.
- Investigate all complaints of sexual harassment promptly and thoroughly. This includes interviewing the complainant and any witnesses and taking appropriate disciplinary action against the perpetrator.
- Take steps to prevent retaliation against complainants. This includes transferring the complainant to a different work area or department or temporarily suspending the accused harasser.
- Maintain open communication with temporary workers. Let them know that you are committed to creating a safe and respectful workplace and that you are available to answer the questions that they have. By taking these steps you can help create a safe and more respectful workplace for all your employees including temporary workers.