

Please note: these materials are educational resources. They are not intended to constitute legal advice and should not be relied upon as such. Last reviewed April 2015.

**ACTIVITY A**

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a	<input checked="" type="checkbox"/> <b>Discrimination</b> <input type="checkbox"/> Victimisation <input type="checkbox"/> Sexual harassment	<p>Judy asks to start work late and finish early as she needs to drop her kids off at school. Her boss decides to fire her.</p>
b	<input type="checkbox"/> Discrimination <input type="checkbox"/> Bullying <input checked="" type="checkbox"/> <b>This is ok</b>	<p>Thomas has been underperforming at work lately. He has made lots of mistakes. His boss tells him what he is doing wrong and that if his performance does not improve, he could lose his job.</p>
c	<input type="checkbox"/> Discrimination <input type="checkbox"/> Victimisation <input checked="" type="checkbox"/> <b>Sexual harassment</b>	<p>At the work Christmas party, a group of Corinne's work colleagues begin dancing very close to Corinne and touching her on the shoulders. Corinne moved away and asked them to stop touching her. Her colleagues followed and told Corinne she was sexy.</p>
d	<p>This could be:</p> <input type="checkbox"/> Discrimination on the basis of race <input type="checkbox"/> Discrimination on the basis of religion <input type="checkbox"/> Discrimination on the basis of parental or family responsibilities <input type="checkbox"/> Discrimination on the basis of age <input type="checkbox"/> Discrimination on the basis of relationship status <input checked="" type="checkbox"/> <b>All of the above</b>	<p>Ali comes from Saudi Arabia and is a manager who has worked on big projects all over the world. He is 60 years old. He applied for a job at an international company in Melbourne. He has good references.</p> <p>In the interview, he asks the interviewers where the prayer room is. He also talks about the fact that he married late in life and has a very young family – which is why he wants to settle in one place.</p> <p>He does not get the job, even though he is by far the best candidate.</p>
e	<input type="checkbox"/> Discrimination <input checked="" type="checkbox"/> <b>Victimisation</b> <input type="checkbox"/> Bullying	<p>Jasmine works at a bar as a casual employee. She feels like some of the other staff at the bar are behaving inappropriately towards her. She thinks this might be sexual harassment. She tells her boss about her concerns. Afterwards, her boss stops rostering her to work.</p>

f	<input type="checkbox"/> Discrimination <input type="checkbox"/> Victimization <input checked="" type="checkbox"/> <b>Bullying</b>	<p>Since Henry started his new job, Joseph has been making his life difficult. Whenever they have to work together, Joseph tells Henry "you are hopeless" and "I don't know why they decided to hire you". Joseph has started spreading nasty rumours about Henry behind his back and now a group of people at work ignore him in the lunch room.</p>
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## ACTIVITY B: SEXUAL HARASSMENT AND BULLYING

Watch the video and answer the questions.

1 What are some examples of **bullying** in the video?

- The manager told Anna that she is 'slow and lazy' because she hadn't finished the filing. He made sure everyone in the office could hear.
- The manager told Anna that she wasn't included in a team lunch because she hadn't finished the filing. He showed the rest of the office that he thought it was funny.
- Anna said the manager has made her miss team lunches twice before. The manager said if she learns to work faster then she can come out to lunch.
- The manager did not give Anna enough time to finish the work so she could come to lunch. Then the manager came back from lunch and said the work wasn't that urgent and she could leave it until Monday.

2 What are some examples of **sexual harassment** in the video?

- The manager touched Anna on the shoulders when he walked into the meeting room.
- The manager told Anna she looked good when he sat down.
- The manager called her "sweetheart" when he returned from lunch.
- The manager sat on Anna's desk.
- The manager sat too close to Anna.
- The manager touched Anna's back and her hair.

3 Why does Anna think she has to put up with the manager's behaviour?

Anna thinks she has to put up with it because "he is the boss and it's just his way".

4 Why is Anna worried about reporting the behaviour?

- Anna needs her job and thinks she will get fired if she reports the behaviour.
- Anna feels ashamed that it is happening, and doesn't want her family or friends to find out.

5 Where does Ricki tell Anna to go to get help?

- A different manager.
- Head office or human resources (HR)
- A community legal centre

6 Can a community legal centre share Anna's information with her boss or her family?

No, all information is confidential. They will not share any of Anna's information unless Anna tells them to.