

## **Senate Standing Committee on Education and Employment**

### **QUESTIONS ON NOTICE Supplementary Budget Estimates 2015 - 2016**

**Agency - Fair Work Ombudsman**

**Department of Employment Question No. EMSQ16-000870**

**Senator McKenzie asked on 26 October 2016 on proof Hansard page 98**

#### **Question**

##### **FWO - survey wording around sexual harassment**

CHAIR: Could you also take on notice then, when you are looking at that, if you were asking just a general question in a survey about, 'Have you ever felt—whatever', there would be an encouragement that, 'If you have, please seek appropriate advice,' or some sort of direction for somebody that has, for instance, been subject to sexual harassment in the workplace to then actually be quite proactive, rather than just saying yes or no, tick a box.

Ms James: Of course. I do not think that that was a specific question we asked in the survey. As I said, I think this came to us incidentally.

#### **Answer**

The market research survey was primarily directed toward securing information related to conditions and entitlements of employment. The survey did not include a question specifically directed at sexual harassment.

Survey responses relating to sexual harassment were received in the 'free text' section when survey respondents were asked questions such as:

- 'Please tell us what you needed to provide to your employer in order for your 88 days to be signed off'; or
- 'Were there any conditions attached with the signing off of your 88 days?'; or
- 'Why did you complete your 88 day work requirement with more than one employer?'; or
- 'Is there anything else you would like to tell us about the process of obtaining a second visa?'

Given the non-specific nature of the questions asked, those questions did not include any direction or encouragement regarding the reporting of sexual harassment.