SPIRIT LED INSTITUTE · PROFESSIONAL DEVELOPMENT

Sexual Harassment Prevention Audit

Companion worksheet for *Sexual Harassment Beyond Physical Contact*. Use with your leadership team: Identify, Assess, Control, Review.

Question	Yes / Partly / No	Evidence and next action
1. Do workers know what non-physical sexual harassment can look like?		
2. Are sexualised jokes, comments or images normalised?		
3. Are workers modifying themselves around a person or group?		
4. Are there confidential and alternative reporting routes?		
5. Can someone bypass their manager?		
6. Do leaders intervene early?		
7. Are reports treated as risk information as well as individual complaints?		
8. Do we review patterns even where no formal complaint exists?		
9. Are digital channels covered?		
10. Do leaders understand positive-duty and prevention responsibilities?		
11. Are controls reviewed for effectiveness?		
12. Are workers withdrawing from staff rooms, communal breaks or shared spaces to avoid sexualised conduct?		
13. Is the organisation relying on the affected worker to repeatedly leave, avoid, deflect or enforce the same professional boundary?		
14. Can workers maintain personal space and move freely in shared work environments?		
15. Have we confused the disappearance of the affected worker from a space with the disappearance of the hazard?		

Educational worksheet only. Not legal advice and not a compliance determination. Sexual Imagery Without Consent™ and the Accommodation of Harm Framework are Spirit Led Institute concepts, not statutory or regulator terms. No endorsement by SafeWork NSW, the NSW Government or the Australian Human Rights Commission is implied. Check current official guidance.