

DRAFT CODE OF PRACTICE

Sexual and gender-based harassment

Public consultation

The draft Code of practice, *Sexual and gender-based harassment*, has been developed by the Work Health and Safety Commission.

The Code provides guidance on how to manage health and safety risks arising from sexual and gender-based harassment at work. It contains material adapted from Safe Work Australia's *Model code of practice: Sexual and gender-based harassment* and incorporates changes in practices brought about by the adoption of work health and safety (WHS) laws and the introduction of regulations for the management of psychosocial risks.

The Code should be used by persons conducting a business or undertaking (PCBUs) and others who have duties under the WHS laws to manage the risks of sexual and gender-based harassment in all workplaces across Western Australia.

The *Work Health and Safety Act 2020* (WHS Act) provides for the approval, variation and revocation of codes of practice by the Minister for Industrial Relations. Under section 275 of the WHS Act, the Minister may only approve a code of practice if it was developed by a process involving consultation between the unions and employer organisations.

The Work Health and Safety Commission invites public submissions on the draft Code of practice: *Sexual and gender-based harassment*.

Unless advised by the submitter, all submissions may be collectively made available to the public in a consultation summary. Published submissions will be verbatim with the submitter listed.

Submissions close: 5.00 pm WST, Friday 5 December 2025.

Please use this cover sheet and feedback template to submit your comments to wspublications@lgirs.wa.gov.au.

Section 1: Submission details

Full name:

Position:

Organisation:

Email:

Telephone number:

Internet publication

Public submissions may be published in full on the website, including any personal information of authors and/or other third parties **contained in the submission.**

☐

Please tick this box if you wish for your input to remain confidential (that is, you **do not consent** to having your input published on the internet)

Anonymity

Please tick this box if you wish for your input to be treated as anonymous (that is, you **do not consent** to having your name, or the name of your organisation, published on the internet with your input)

☐

Third party personal information

Please tick this box **if your input contains personal information of third-party individuals**, and strike out the statement that is not applicable in the following sentence:

☐

The third party **consents / does not consent to** the publication of their information.

Word document

Please tick this box if you have provided tracked changes on the Word version of the draft Code.

☐



Section 2: Feedback

1. General comments and suggestions