

Workplace bullying and harassment: referral and support resources

Workplace bullying, harassment and other forms of abuse, including sexual harassment, can happen in person, online or using digital technologies and devices.

The abusive behaviour can come from anyone connected with your work, including colleagues, managers, customers, clients or suppliers. It can happen onsite, while working from home or from another remote location. It can also impact your life outside work hours.

Wherever and whenever online abuse happens, it's never acceptable and should not be considered part of doing your job.

These organisations can offer advice and support if you're experiencing online abuse in the workplace.

Where to report

[eSafety](#)

Report online harm

In addition to referring to your workplace policies and procedures, you can suggest workers take the following steps to report serious online abuse and have harmful content removed:

1. Collect evidence – take screenshots of what has happened and which platform it occurred on.
2. Report it
 - Harmful posts, comments, messages and profiles should be reported to the online platform or service first. If they don't help, and the abuse is very serious, [report it to eSafety](#). This includes [illegal and restricted content](#) such as child sexual exploitation material.
 - Sharing or threatening to share an intimate image or video without consent of the person shown is [image-based abuse](#) – it can be reported to eSafety immediately unless the person is being blackmailed. If blackmail is involved, go to eSafety's advice on [how to deal with sexual extortion](#).
3. Stop contact – tighten [security settings](#) and prevent content from being shared further.
4. Get more support – check eSafety's tips for managing the impacts of [adult cyber abuse](#), [image-based abuse](#) or [child cyberbullying](#).

Note: Remember to obtain consent if you are taking any action on behalf of someone else who may be experiencing online abuse.

esafety.gov.au/report esafety.gov.au/about-us/contact-us

WHS Regulators: State and territory regulators can inspect workplaces, and advise on and enforce WHS laws.

[SafeWork NSW](#)

[SafeWork SA](#)

[NT WorkSafe](#)

[WorkSafe Victoria](#)

[WorkSafe WA](#)

[WorkSafe ACT](#)

[Workplace Health and
Safety Queensland](#)

[WorkSafe Tasmania](#)

[Comcare](#)

Fair Work Ombudsman: Investigates cases where workers have been treated unfairly because they reported workplace abuse.

fairwork.gov.au Call: 13 13 94

Fair Work Commission: Provides information about workplace bullying and harassment.

fwc.gov.au Call: 1300 799 675

Australian Human Rights Commission: Investigates discrimination and human rights complaints, including complaints of sexual harassment under the Sex Discrimination Act 1984 (Commonwealth). The AHRC has the power to enforce compliance by businesses with the positive duty legal obligation.

humanrights.gov.au Call: 1300 656 419 Email: infoservice@humanrights.gov.au

Police: Anyone in immediate danger or at risk of harm can seek help from police. Reports can be made to the Police Assistance Line if there is no immediate danger.

Triple Zero: tel:000 **Police Assistance Line:** 131 444

Support services

1800 RESPECT

National domestic family and sexual violence counselling information and support service, including workplace sexual harassment.

1800respect.org.au

Call: 1800 737 732

Text: 0458 737 732

Lifeline

24-hour crisis support and suicide prevention services.

lifeline.org.au

Call: 13 11 14

13YARN

Culturally safe crisis support for Aboriginal and Torres Strait Islander peoples.

13yarn.org.au

Call: 13 92 76

MensLine Australia

Confidential counselling and support for men.

mensline.org.au

Call: 1300 78 99 78

QLife

Free counselling and support to LGBTIQ+ people.

qlife.org.au

Call: 1800 184 527

eSafety

Support and counselling services

eSafety.gov.au