

Direct discrimination – treating people differently because of one of the ‘protected attributes’ (that is, those covered by legislation)

Indirect discrimination – adopting practices and procedures that appear neutral but can have an adverse effect on a person or group because of the inherent values of their particular group

Unlawful harassment – under federal and state legislation, unlawful harassment occurs when someone is made to feel intimidated, insulted or humiliated because of their race, colour, national or ethnic origin, sex, disability, sexual preference, or some other characteristic specified under anti-discrimination or human rights legislation. It can also happen if someone is working in a ‘hostile’ or intimidating environment.

Sexual harassment – is any unwelcome or inappropriate sexual advance or request for sexual favours which is coercive in nature, either in verbal or physical form.

Sexual harassment should be defined along the same lines as sexual abuse.

Abuse involves a wide range of behaviours which occurs along a continuum.

Sexual interaction, flirtation, attraction or friendship between adults which is invited, mutual, consensual or reciprocated is not sexual harassment.

Sexual abuse will be largely defined by the perception of the person affected by another’s behaviour, irrespective of the actual intent.

Appropriate touch makes people feel affirmed, cared for, supported.

Inappropriate touch results in people feeling disregarded, unimportant, uncomfortable, worried, upset, threatened, alarmed.

Bullying – is a set of repeated, inappropriate, coercive behaviours that creates a risk to health and safety and/or causes chronic and cumulative detriment to the victim and work performance.

Harassment – is any type of repeated, unwelcome and unsolicited behaviour that can be reasonably expected to cause a person to feel threatened, intimidated, humiliated, offended or unable to cope with their work environment.