

Sexual harassment in Victoria's legal sector

In 2019, the Victorian Legal Services Board + Commissioner (VLSB+C) surveyed over 21,000 legal professionals holding current practising certificates about their experiences of **sexual harassment** in Victoria's legal workplaces. More than 2,300 people completed the survey.

Prevalence of workplace sexual harassment



36% of legal professionals have personally experienced **sexual harassment** while working in the Victorian legal sector.



One in four (25%) legal professionals experienced **sexual harassment** within the last 12 months, and 57% within the last 5 years.

Prevalence of workplace sexual harassment by gender

61% of women and **12%** of men in the legal profession have experienced **sexual harassment** while working in a legal workplace in Victoria.



Prevalence of sexual harassment in legal workplaces by experience



Of the legal professionals who experienced **sexual harassment**, for **three in five (59%)** it occurred during their first five years in the legal sector.

Women with less than 6 years' experience in the legal profession are more likely to have been **sexually harassed** (61%) than those with 6 or more years' experience (36%).

Perpetrators of workplace sexual harassment

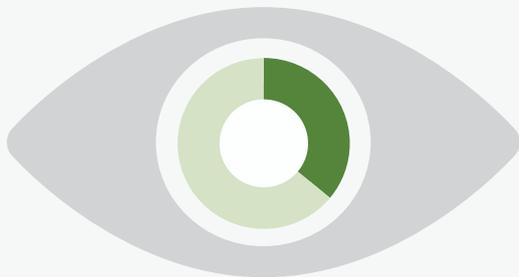
Perpetrators of **sexual harassment** in legal workplaces were typically more senior than those they harass (72%), compared to results for all Australian workplaces¹ (27%).



Nine in ten (90%) perpetrators of **sexual harassment** were male and one in ten (10%) were female.

Witnesses to sexual harassment in the legal sector

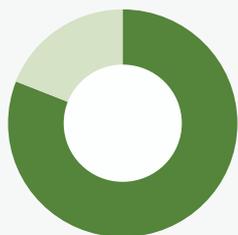
One in three (36%) legal professionals have witnessed **sexual harassment** in the workplace.



One in ten (10%) reported the **sexual harassment** they witnessed.



Reporting of sexual harassment in the legal sector



81% of people said they **did not** report their most recent incident of **sexual harassment**.



Of the **one in five** (19%) people who did report the incident, 28% were labelled as a **troublemaker**, 23% felt **ostracised, victimised** or **ignored** by colleagues and 26% said they **resigned** from their role.

¹ Source: Australian Human Rights Commission, Everyone's business: Fourth national survey on sexual harassment in Australian workplaces 2018.