



MINERALS INDUSTRY COMMITMENT TO ELIMINATING SEXUAL HARASSMENT

The Australian Human Rights Commission's groundbreaking [*Respect@Work: Sexual Harassment National Inquiry Report \(2020\)*](#) highlighted the alarming rate of sexual harassment in mining.

The report found that 40 per cent of the minerals industry workforce had experienced some form of sexual harassment in the past five years.

This harassment is unacceptable and illegal.

The people in our industry are our greatest asset and must be valued, respected and protected.

Accordingly, the statement below has been endorsed by the MCA Board and is supported by all member companies.

MCA statement

MCA member companies recognise that sexual harassment occurs across society and our workplaces causing profound physical, emotional and psychological harm.

The minerals industry strongly values diversity and inclusion and will bring renewed focus and leadership to create an industry culture that respects all people, eliminates sexual harassment, and stands up, supports and cares for all those affected by unacceptable behaviour.

The risk of sexual harassment exists in our industry in urban and remote offices and workplaces, accommodation and travel, through social events and social media channels.

Through committed leadership, we will develop an industry response that recognises and prevents sexual harassment and empowers people to speak up and take action where behaviours do not meet expected standards.

To implement this statement, an industry code and toolkit are being developed and will establish clear expectations and protocols on preventing and responding to sexual harassment in our workplaces.

The Australian mining industry's leadership will drive cultural change in mining focused on eliminating sexual harassment in our workplaces.

The industry will use its approach to managing safety and health and engage with a broad range of stakeholders to encourage this essential cultural change across our business partners and within the communities in which we operate.