

## Identifying the Risk Contexts for Workplace Sexual Harassment

### Expert Interviews – Participant Information Sheet

<b>Project Number</b>	206821
<b>Project Funding</b>	Australian Research Council – Linkage Projects
<b>Lead Chief</b>	Professor Michelle Tuckey

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You are invited to participate in a research project to identify **how the risk of workplace sexual harassment arises** in organisations. This research is being conducted by a team of researchers from the Adelaide University (formerly University of South Australia), Griffith University, the University of Queensland, and Our Watch in collaboration with a range of partner organisations from the human rights, work health and safety, and violence prevention sectors.

#### What is the purpose of this research?

We are aiming to **learn more about the origins of sexual harassment in the organisational system**, looking deeper into aspects like organisational culture, social dynamics, job and task characteristics, technology, and the physical work environment. By gaining a richer understanding of these risk contexts, we can inform new evidence-based systemic prevention strategies.

Our research will provide valuable insights into where and how to intervene to change the organisational systems in which sexual harassment occurs, and resources for taking action to create workplaces that are resistant to sexual harassment.

#### Who is being invited to participate?

We are inviting **experts and professionals who have experience dealing with workplace sexual harassment incidents and complaints** in their professional role (such as conciliators, lawyers, case managers, investigators, HR and WHS managers, frontline managers), from a prevention or response perspective to participate.

#### What does participation in this research involve?

You are invited to participate in a **one-to-one interview held via Zoom**. The interview will run for approximately one hour and the questions will be semi-structured to enable free flowing conversation. It will be recorded with your permission, then transcribed and deidentified prior to analysis.

#### What will happen to information I've provided?

Interview recordings will be deleted after transcription. Deidentified transcripts and will be stored electronically on a secure university server, accessible via a password protected computer, and only accessible by the research team. The analysis and reporting will look at themes across the whole set of interviews, and no-one will be individually identifiable in any of the reporting. Every effort will be made to ensure that responses are confidential, yet the researchers cannot guarantee the confidentiality or anonymity of data transferred by email or the Internet.

While your participation relates directly to this project, the deidentified interview data may be used again in a new qualitative analysis, towards the same overall goal of preventing sexual harassment.

#### What are the possible benefits of taking part?

This research will inform industry action and provide evidence-based strategies to assist with systemic prevention of workplace sexual harassment. By participating, you can play an important role in this process.

### **What are the possible risks and disadvantages of taking part?**

The risks of participation are minimal. You will not be asked to recount specific details of particular cases or anything distressing you have personally experienced. Instead, you will be asked about your understanding of how the risk of sexual harassment arises in the context of work, systemically.

If find the discussion distressing, you may cease the interview at any time and a member of research team will be available to offer support. If you feel distressed after the interview please contact your organisation's Employee Assistance Program; your GP; beyondblue: <http://www.beyondblue.org.au/> or 1300 22 4636; or Lifeline Australia: <https://www.lifeline.org.au/> or 13 11 14.

### **Do I have to take part in this research project?**

**Participation in this research is voluntary. If you do not wish to take part, you do not have to.**

If you decide to participate and later change your mind, you are free to withdraw from the project up to one week after the interview – in that case, please notify a member of the research team before you withdraw so that your data can be removed from the project. Your decision to be interviewed, or to withdraw, will not affect your employment or your relationship with your employer or the university.

### **What happens when the research project ends?**

Once the project is complete, all electronic data will be stored on a secure university server, for five years following publication, after which it will be destroyed.

### **Who has reviewed the research project?**

The ethical aspects of this research project have been approved by the Human Research Ethics Committee (HREC) of the University of South Australia, which is now part of Adelaide University.

### **Further information and who to contact**

If you would like any further information concerning this project, or if you have any queries or issues related to your involvement, please reach out to:

**Professor Michelle Tuckey**                      [Michelle.Tuckey@adelaide.edu.au](mailto:Michelle.Tuckey@adelaide.edu.au)      Lead Chief Investigator

**Dr Ashlee Borgkvist**                      [Ashlee.Borgkvist@adelaide.edu.au](mailto:Ashlee.Borgkvist@adelaide.edu.au)      Research Fellow

If you have any complaints about any aspect of the project, the way it is being conducted, or any questions about being a research participant in general, please contact:

**Adelaide University Human Research Ethics Committee**      [hrec@adelaide.edu.au](mailto:hrec@adelaide.edu.au)