DRAFT CODE OF PRACTICE

Sexual and gender-based harassment

# Public consultation

The draft Code of practice, *Sexual and gender-based harassment,* has been developed by the Work Health and Safety Commission.

The Code provides guidance on how to manage health and safety risks arising from sexual and gender-based harassment at work. It contains material adapted from Safe Work Australia’s *Model code of practice: Sexual and gender-based harassment* and incorporates changes in practices brought about by the adoption of work health and safety (WHS) laws and the introduction of regulations for the management of psychosocial risks.

The Code should be used by persons conducting a business or undertaking (PCBUs) and others who have duties under the WHS laws to manage the risks of sexual and gender-based harassment in all workplaces across Western Australia.

The *Work Health and Safety Act 2020* (WHS Act) provides for the approval, variation and revocation of codes of practice by the Minister for Industrial Relations. Under section 275 of the WHS Act, the Minister may only approve a code of practice if it was developed by a process involving consultation between the unions and employer organisations.

The Work Health and Safety Commission invites public submissions on the draft Code of practice: *Sexual and gender-based harassment*.

Unless advised by the submitter, all submissions may be collectively made available to the public in a consultation summary. Published submissions will be verbatim with the submitter listed.

**Submissions close: 5.00 pm WST, Friday 5 December 2025.**

*Please use this cover sheet and feedback template to submit your comments to* [*wspublications@lgirs.wa.gov.au*](mailto:wspublications@lgirs.wa.gov.au)*.*

# Section 1: Submission details

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# Section 2: Feedback

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| 1. **General comments and suggestions** |
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