

Committee Secretary
Senate Legal and Constitutional Affairs Committee
Department of the Senate
PO Box 6100
Parliament House
CANBERRA ACT 2600
AUSTRALIA

12 October 2022

Dear Committee Secretary,

I, Associate Professor Kantha Dayaram, welcome the opportunity to make a brief submission regarding the Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Bill 2022.

I am an Associate Professor of Employment Relations at Curtin University and hold a doctorate in Public Policy, and qualifications in Health and Labour Economics. I teach and research in the areas of Employment Relations and Work Health and Safety. As part of my research with Curtin University's Gender Research Network and work through Curtin University, I have undertaken research, provided executive training, given public seminars¹, and participated in symposium panels in the area of Workplace Sexual Harassment and Discrimination. I provide this submission based on some of the research findings that have emanated from my studies on the 'Prevalence and reporting of workplace sexual harassment in Australia'² and on 'Bystander intervention and training'³

Yours sincerely,
Associate Professor Kantha Dayaram

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