



**National
Farmers
Federation**

Industry Commitment to Preventing Workplace Sexual Harassment

Central to the NFF's commitment to Australian agriculture is the safety, health, and psychological wellbeing of our farm workforce.

No matter what the circumstances, unwelcome and uninvited conduct and language of a sexual nature should not occur in any workplace. Farm workplaces are no exception.

As the peak representative body for Australian farmers, the NFF has zero-tolerance for sexual harassment in the workplace and the behaviours which facilitate and excuse it. It is our role to foster the cultural change necessary to see this commitment adopted by all farm workplaces.

Farmers, contractors, and farm workers including farmhands, mechanics, pickers, packers, shearers, shedhands, and stockpersons are all entitled to work in an environment in which they can feel comfortable, safe, and free from harassment of any kind.

Irrespective of an individual's role in the workplace, anyone who may have witnessed or been subjected to sexual harassment should be comfortable and able to report that conduct and language to the appropriate authority.

We recognise that achieving long-term change across an entire sector will require a cultural shift. This will demand honesty and a willingness to face uncomfortable truths. We also recognise that bringing about such change requires time, dedication, and effort from all of those involved in the industry.

We have a collective responsibility and a legal obligation to ensure our farms are the safest workplaces that they can be.

Accordingly, the NFF and its Members commit to an approach based on the following principles:

- Recognition of and respect for the rights of each individual under the law.
- Adoption of patterns of behaviour that are courteous, respectful, and which promote appropriate boundaries between individuals.
- Promotion of a culture of mutual care and respect within workplaces.
- Zero tolerance for criminal and/or sexual misconduct.