

Understanding experiences of sexism and sexual harassment while remote working

Behavioural survey tool



The purpose of this survey tool

Reducing workplace sexism and sexual harassment has the capacity to provide safer, more productive environments, produce better mental wellbeing outcomes, and create more diverse opportunities and equal treatment of women in the workplace.

With more workplaces providing options for staff to work remotely, and work interactions occurring increasingly online, experiences of sexism and sexual harassment in the workplace, and taking action in response, require new approaches.¹

The Behavioural Insights Team developed this tool in collaboration with the Victorian Health Promotion Foundation to understand staff experiences of sexism and sexual harassment while working remotely. The tool is based on research conducted with Victorians who were working remotely between March – December 2020 due to the coronavirus.

We have published this tool so it can be used by workplaces to conduct research in this area. It provides a method for workplaces to develop an understanding of the experiences of staff, to understand the issues they face, and to create a social norms email campaign for the workplace context.

You can use this tool to develop an understanding of:

- The types of sexism and sexual harassment experienced during remote working;
- The types of sexism and sexual harassment seen or heard about during remote working
- Whether these behaviours have increased or decreased while working remotely
- Whether staff felt that they knew how to or were able to take action as a result of these behaviours
- Tolerance of sexism and sexual harassment at the workplace
- The social norms around responses to sexism and sexual harassment while working remotely²

¹ The Victorian Health Promotion Foundation and The Behavioural Insights Team. (2021). Victorians' experiences of sexism and sexual harassment while working remotely due to the coronavirus – Report findings² The questions in this survey that can be used to generate social norms surrounding bystander action for [the bystander email campaign tool](#). These questions are indicated in this survey with a # next to the relevant question and are indicated in a footnote for each question.

² The questions in this survey that can be used to generate social norms surrounding bystander action for [the bystander email campaign tool](#). These questions are indicated in this survey with a # next to the relevant question and are indicated in a footnote for each question.

Limitations of this survey tool

This survey was designed explicitly for the purposes of understanding sexism and sexual harassment in remote working contexts. As a result, it has not been validated beyond this project for wider use, as this was outside of the scope of the project for which this tool was developed. Should others wish to use this as a wider tool, we recommend that the validity of such a measure is tested further.

Instructions on how to use this survey tool

The first questions on this survey ask about incidents of sexism and sexual harassment that the respondent experienced or witnessed, any active bystander action in response to those incidents, and where those behaviours were experienced or witnessed.

The subsequent questions ask about perceptions of the change in prevalence of inappropriate workplace behaviours, organisational culture, and what individuals believe they can and should do about sexism and sexual harassment while working remotely. The final questions are about the respondent's demographics.

On this survey template, questions are indicated with numbers (or letters, where there is a sub question), and response options are demarcated with dot-points.

Text providing instructions on how to implement this survey are included as *blue italics*. Any text that is printed in *blue* in this template should not be included in the survey when participants see it, for example headings such as "Introduction page and informed consent".

Some text in the survey will need to be personalised to your workplace and context that you are running the survey in. Where this is the case, we have included this information in square brackets. Where possible, you should seek to replace text in the square brackets only and leave any text outside of the square brackets as it is (except in cases where grammar requires a sentence to be altered slightly).

To assist you in analysing the results of this survey, we consider anything marked with ****** as sexually harassing behaviours. This means that you can separate the results of the survey at your workplace by sexist versus sexually harassing behaviours, should you wish to. These asterisks should be removed in the programming step.

We recommend that you keep this survey open in your workplace for at least 2 weeks, to allow workers to consider their participation and provide their responses. An initial invite for individuals to complete the survey, and at least one follow-up reminder email should be sent to workers over the period the survey is open. Depending on the length of time the survey is open, you may consider sending additional reminder emails (i.e., a rule of thumb is no less than one communication per week the survey is open to collect responses).

Although there are no golden rules for survey responses, there are 3 aspects of response rate that you should consider in tandem, to determine the reliability of your survey results:

- 1. Overall sample size:** The overall number of workers providing a response in your survey will impact the margin of error that you see in the results, and as a result you should aim for the highest response rate possible. Ideally this would be over 100 responses, and the higher this number is, the less your overall survey results will be skewed by outlier data points.
- 2. Proportion of workplace responding:** The overall proportion of the workplace responding should be at least one quarter of the workplace for large or multi-site organisations. For smaller workplaces, response proportions should represent a greater proportion of your workplace.
- 3. Representativeness of respondents:** It is also important that the respondents to your survey are representative of your workplace. For example, all genders, levels of seniority, and length of tenure at the organisation should be present in your sample. If they are not, then your survey results are unlikely to be representative of the overall experiences of your staff.

If you intend to carry out any research that collects data on workplace experiences, please ensure that you obtain approval from your workplace's Human Resources department, or an outside Human Research Ethics Committee.

The survey

Introduction page and informed consent

We would like to invite you to take part in a survey. This survey is about sexism and sexual harassment in our workplace. We are especially interested in your experiences while working from home. We will ask you some questions about the prevalence of these behaviours at work, as well as your individual experiences, knowledge and attitudes. We will also ask you some quick questions about yourself (i.e. your age and gender).

We are doing this to [insert reason why here: for example, “design strategies to prevent sexism and sexual harassment in the workplace”]. By completing this survey, you will be helping us to understand how we can prevent sexism and sexual harassment at work and help make the workplace a safer space for us all.

This survey is anonymous and voluntary. All data you provide will be handled confidentially and stored securely by [group running the survey]. They will not be able to identify you from the data you provide, so will not be able to follow-up with you or make a formal report if you share any experiences in this survey. This means that **your colleagues, supervisor, and any other representatives from [workplace] will not know what you wrote in this survey.**

This survey should take about 15 minutes, and you can complete it any time between [start date] and [end date].

You can withdraw from participating in this survey at any time. This can be done by simply exiting the browser.

If you would like to complete the survey, please click <Next> below. If you do not wish to complete the survey, please close this window.

If you have any questions about this research, please contact [contact person for this survey].

Running footer

This footer should be included on each page of the survey, at the bottom of the page. It is important to include this footer so that participants in the survey are aware of where and how they can seek help, should they wish to do so. If you would like, you can also include some information about services your workplace provides, for example a link to an Employee Assistance Program (if applicable).

Remember, your participation in this survey is **anonymous and voluntary**. We will never seek to identify you, so we will not be able to follow-up with you or make a formal report if you share any experiences with us.

If you would like to contact a support service for people who have been victims of sexual assault or sexual harassment or speak to someone who can give you advice about these issues you can call 1800 RESPECT (1800 737 732). If you would prefer to talk to someone online, you can access their website at www.1800respect.org.au.

If you have a question about sexual harassment or discrimination you can contact the Australian Human Rights Commission via their website humanrights.gov.au/quick-guide/12096 from Australia.

If you feel distressed while undertaking the survey you can contact Lifeline by calling 13 11 14, or via their website at www.lifeline.org.au, or Beyond Blue - by calling 1300 224 636, or via their website at www.beyondblue.org.au.

Survey Questions

Behavioural inventory of sexism and sexual harassment during remote work³

This list of behaviours should be presented in a format so that participants can select multiple response options for each behaviour. That is, they are able to indicate that they personally experienced and heard about someone else experiencing a specific behaviour. This is indicated with the text [Check box] below.

1. We would like to know about your individual experience of inappropriate behaviours when **working remotely during the last [timeframe, i.e., 6 or 12 months]**.

Within the last [timeframe, i.e., 6 or 12 months], have you experienced, seen or heard of someone at your workplace doing one of the following things when working remotely, either to you or someone else?

You can select multiple answers for each behaviour:

<i>Randomise the order of presentation of each of the behaviours listed below</i>	Yes, this happened to me when working remotely	I saw this happening to someone else when working remotely	I heard about this happening to someone else when working remotely	I have not seen or heard of anyone doing this in the past [timeframe] when working remotely	Prefer not to answer
Making comments, jokes or put-downs based on gender that makes you or others feel uncomfortable?	[Check box]	[Check box]	[Check box]	[Check box]	[Check box]
Treating someone differently because of their gender, for example interrupting them while on a work call, not scheduling a meeting with them, excluding them from important tasks or decision-making, or excluding them from workplace meetings?	[Check box]	[Check box]	[Check box]	[Check box]	[Check box]

³ As above, we consider items marked with ** as sexual harassment. The asterisks should be removed in the survey programming stage.

Taking credit for someone's work or ideas because of their gender?	[Check box]	[Check box]	[Check box]	[Check box]	[Check box]
Suggesting or implying that someone is not capable of performing part of their role because of their gender?	[Check box]	[Check box]	[Check box]	[Check box]	[Check box]
Making assumptions about someone's career/role/interest in career opportunities on the basis of their gender (e.g. that women have to take care of children's learning from home and don't want responsibilities, or that men do not want flexible working arrangements because they only care about their career)?	[Check box]	[Check box]	[Check box]	[Check box]	[Check box]
Assuming, commenting, or indicating that someone is not committed to their job or can't perform their job adequately because they have family or personal commitments?	[Check box]	[Check box]	[Check box]	[Check box]	[Check box]
Criticising someone for not behaving 'like a man/woman should'?	[Check box]	[Check box]	[Check box]	[Check box]	[Check box]
**Asking intrusive or offensive questions about someone's private life or physical appearance that makes them feel uncomfortable?	[Check box]	[Check box]	[Check box]	[Check box]	[Check box]

**Making sexual comments or jokes that made someone feel uncomfortable, including about their body and/or clothes, or the angle of their camera?	[Check box]	[Check box]	[Check box]	[Check box]	[Check box]
**Pressuring someone to go out on a date with them?	[Check box]	[Check box]	[Check box]	[Check box]	[Check box]
**Displaying unwelcome sexual images or sending unwanted sexual messages by email, text or social media?	[Check box]	[Check box]	[Check box]	[Check box]	[Check box]
**Cat calling, wolf whistling or making other provocative sounds towards someone that makes them feel uncomfortable?	[Check box]	[Check box]	[Check box]	[Check box]	[Check box]
**Making unwelcome sexual requests or pressure to engage in sexual activity?	[Check box]	[Check box]	[Check box]	[Check box]	[Check box]
**Making unwelcome requests to share sexual images of yourself or someone else, or receiving unsolicited sexual images and requests to talk about sex?	[Check box]	[Check box]	[Check box]	[Check box]	[Check box]

Responses to sexism or sexual harassment

Whether or not a participant sees this question will depend on their responses to the “experiences” question, above. For each behaviour that the respondent answered that they experienced or saw/heard of happening to someone else, ask participants the following questions - without giving them the ability to go back and change their answers on the previous page.

For respondents who indicated that they personally experienced any of the above behaviours:

2. When this happened to you, what did you do?

Exclusive choice, can select only one option

Did something when this happened to me	Did something after this happened to me	Planned to do something, but then didn't do it.	Did not do anything
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If respondent selected that they acted either in the moment, or after the moment in the above question, ask:

3. When you did something in the moment or after this happened to you, what did you do?

Checkboxes, can select multiple options:

- Made a light-hearted comment to try and stop the situation
- Publicly called out or reprimanded the perpetrator for their actions
- Sought support from a colleague
- Privately called out or reprimanded the perpetrator for their actions
- Reported the behaviour to [workplace]
- Reported the behaviour to an authority (i.e., the police, government agency, or regulator)

For respondents who indicated that they saw or heard about any of the above behaviours:

4. When you saw or heard about this happening to someone around you, what did you do?

Exclusive choice, can select only one option

Did something when I saw (or heard about) it	Did something after I saw (or heard about) it	Planned to do something, but then didn't do it.	Did not do anything
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If respondent selected that they acted either in the moment, or after the moment in the above question, ask:

5. When you did something during or after you saw or heard about this happening to someone else, what did you do?

Checkboxes, can select multiple options:

- Made a light-hearted comment to try and stop the situation
- Publicly called out or reprimanded the perpetrator for their actions
- Offered support or advice to the target
- Privately called out or reprimanded the perpetrator for their actions
- Reported the behaviour to [workplace]
- Reported the behaviour to an authority
(i.e., the police, government agency, or regulator)

Platforms where behaviours are occurring

For participants who indicated that they personally experienced at least one of the above behaviours, ask:

6. Of the behaviours in the above list that **happened to you personally**, where did these happen?

Checkbox response, can select multiple platforms

- Online meetings including MS Teams, Zoom and Skype meetings
- MS Teams Chat; Slack; Instant messaging
- Email
- Work-related documents (i.e., in Powerpoint, Excel, Word)
- Non-work messaging platforms (i.e., text message, WhatsApp)
- Non-work related social media (i.e., Facebook, Instagram)
- Other: Please detail

For participants who indicated that they saw or heard about at least one of the above behaviours, ask:

7. Of the behaviours in the above list that you **saw or heard about**, where did these occur?

Checkbox response, can select multiple platforms

- Online meetings including MS Teams, Zoom and skype meetings
- MS Teams Chat; Slack; Instant messaging
- Email
- Work-related documents (i.e., in Powerpoint, Excel, Word)
- Non-work messaging platforms (i.e., text message, WhatsApp)
- Non-work related social media (i.e., Facebook, Instagram)
- Other: Please detail

Change in prevalence of the behaviours: Experiencing

8. We are interested in whether you have **personally experienced certain behaviours more or less frequently** while working remotely compared to while being in the workplace.

Compared to a face-to-face workplace environment, how much more or less frequently have you experienced the following things in a remote workplace environment? If you have not experienced these behaviours, please choose this response option.

For each behaviour in the table below, respondents should be asked to exclusively choose one of the below response options.

Behaviours [randomise order of presentation of the behaviours]:

Making comments, jokes or put-downs based on gender that makes you or others feel uncomfortable?
Treating you differently because of your gender, for example interrupting you while on a work call, not scheduling a meeting with you, excluding you from important tasks or decision-making, or excluding you from workplace meetings?
Taking credit for your work or ideas because of your gender?
Suggesting or implying that you are not capable of performing part of your role because of your gender?
Making assumptions about your career/role/interest in career opportunities on the basis of your gender (e.g. that women have to take care of children's learning from home and don't want responsibilities, or that men do not want flexible working arrangements because they only care about their career)?
Assuming, commenting, or indicating that you are not committed to your job or can't perform your job adequately because you have family or personal commitments?
Criticising you for not behaving 'like a man/woman should'?
**Asking intrusive or offensive questions about your private life or physical appearance that makes you feel uncomfortable?
**Making sexual comments or jokes that made you feel uncomfortable, including about their body and/or clothes, or the angle of their camera?
**Pressuring you to go out on a date with them?
**Displaying unwelcome sexual images or sending unwanted sexual messages by email, text or social media?
**Cat calling, wolf whistling or making other provocative sounds towards you that makes you feel uncomfortable?

****Making unwelcome sexual requests or pressure to engage in sexual activity?**

****Making unwelcome requests to share sexual images of yourself or someone else, or receiving unsolicited sexual images and requests to talk about sex?**

Response options:

- I have experienced this **less frequently** when working remotely than when working in-person
- I have experienced this **equally as frequently** when working remotely as when working in-person
- I have experienced this **more frequently** when working remotely than when to working in-person
- I have **never experienced this** when working remotely or in-person in the workplace

Change in prevalence of the behaviours: Witnessing

9. We are interested in whether you have **seen or heard about certain behaviours more or less frequently** while working remotely compared to while being in the workplace.

Compared to a face-to-face workplace environment, how frequently have you seen or heard about the following things happening to others in a remote workplace environment? If you have not seen or heard these behaviours, please choose this response option.

For each behaviour in the table below, respondents should be asked to exclusively choose one of the below response options.

Behaviours [randomise order of presentation of the behaviours]:

Making comments, jokes or put-downs based on gender that makes you or others feel uncomfortable?

Treating someone differently because of their gender, for example interrupting them while on a work call, not scheduling a meeting with them, excluding them from important tasks or decision-making, or excluding them from workplace meetings?

Taking credit for someone's work or ideas because of their gender?

Suggesting or implying that someone is not capable of performing part of their role because of their gender?

Making assumptions about someone's career/role/interest in career opportunities on the basis of their gender (e.g. that women have to take care of children's learning from home and don't want responsibilities, or that men do not want flexible working arrangements because they only care about their career)?

Assuming, commenting, or indicating that someone is not committed to their job or can't perform their job adequately because they have family or personal commitments?
Criticising someone for not behaving 'like a man/woman should'?
**Asking intrusive or offensive questions about someone's private life or physical appearance that makes them feel uncomfortable?
**Making sexual comments or jokes that made someone feel uncomfortable, including about their body and/or clothes, or the angle of their camera?
**Pressuring someone to go out on a date with them?
**Displaying unwelcome sexual images or sending unwanted sexual messages by email, text or social media?
**Cat calling, wolf whistling or making other provocative sounds towards someone that makes them feel uncomfortable?
**Making unwelcome sexual requests or pressure to engage in sexual activity?
**Making unwelcome requests to share sexual images of yourself or someone else, or receiving unsolicited sexual images and requests to talk about sex?

Response options:

- I have seen or heard about this **less frequently** when working remotely than when working in-person
- I have seen or heard about this **equally as frequently** when working remotely as when working in-person
- I have seen or heard about this **more frequently** when working remotely than when to working in-person
- I have **never seen or heard about this** when working remotely or in-person in the workplace

Organisational culture

10. To what extent do you think ***your colleagues*** at [workplace] tolerate the inappropriate **behaviours** listed on the previous page?
(i.e. don't challenge or do anything about these behaviours)
- Not at all tolerated
 - Slightly tolerated
 - Moderately tolerated
 - Very tolerated
 - Very much tolerated
11. To what extent do you think ***your supervisor*** at [workplace] tolerates the inappropriate behaviours listed on the previous page?
(i.e. don't challenge or do anything about these behaviours)
- Not at all tolerated
 - Slightly tolerated
 - Moderately tolerated
 - Very tolerated
 - Very much tolerated
12. To what extent do you think ***[workplace] leadership*** tolerates the inappropriate behaviours listed on the previous page?
(i.e. don't challenge or do anything about these behaviours)
- Not at all tolerated
 - Slightly tolerated
 - Moderately tolerated
 - Very tolerated
 - Very much tolerated
13. To what extent do you think **[workplace] proactively prevents** the inappropriate behaviours listed on the previous page from happening?
- Does not at all prevent
 - Slightly prevents
 - Moderately prevents
 - Proactively prevents
 - Very proactively prevents

Interpreting the need to intervene against sexism and sexual harassment⁴

14. We are interested in your perceptions of behaviours at work.[#]

Thinking about the sexist and sexually harassing behaviours that we have asked about in this survey that are listed at the bottom of this page, please indicate whether someone should intervene or say something, either in the moment, or after the moment, if they see or hear about one of these behaviours happening at your workplace while working remotely.

Of the sexist and sexually harassing behaviours in the survey:

For each behaviour in the table below, respondents should be asked to exclusively choose one of the below response options.

Behaviours [randomise order of presentation of the behaviours, and ask for a response for each behaviour, using the below response options]:

Making comments, jokes or put-downs based on gender that makes you or others feel uncomfortable?
Treating someone differently because of their gender, for example interrupting them while on a work call, not scheduling a meeting with them, excluding them from important tasks or decision-making, or excluding them from workplace meetings?
Taking credit for someone's work or ideas because of their gender?
Suggesting or implying that someone is not capable of performing part of their role because of their gender?
Making assumptions about someone's career/role/interest in career opportunities on the basis of their gender (e.g. that women have to take care of children's learning from home and don't want responsibilities, or that men do not want flexible working arrangements because they only care about their career)?
Assuming, commenting, or indicating that someone is not committed to their job or can't perform their job adequately because they have family or personal commitments?
Criticising someone for not behaving 'like a man/woman should'?
**Asking intrusive or offensive questions about someone's private life or physical appearance that makes them feel uncomfortable?
**Making sexual comments or jokes that made someone feel uncomfortable, including about their body and/or clothes, or the angle of their camera?
**Pressuring someone to go out on a date with them?

⁴ This set of questions should be used to generate social norms for [the bystander email campaign toolkit](#).

**Displaying unwelcome sexual images or sending unwanted sexual messages by email, text or social media?

**Cat calling, wolf whistling or making other provocative sounds towards someone that makes them feel uncomfortable?

**Making unwelcome sexual requests or pressure to engage in sexual activity?

**Making unwelcome requests to share sexual images of yourself or someone else, or receiving unsolicited sexual images and requests to talk about sex?

Response options:

- Some form of action is needed in the moment
- Some form of action is needed after the moment
- No form of action is needed

Assuming responsibility to intervene against sexism and sexual harassment

15. Please tell us how much you disagree or agree with the following statements:

- A. I feel personally responsible to intervene and assist in addressing sexism or sexual harassment incidents.
- B. I feel that my supervisor at [workplace] is responsible for intervening and assisting in addressing sexism or sexual harassment incidents
- C. I feel that [workplace] leadership is responsible for intervening and assisting in addressing sexism or sexual harassment incidents

Response options:

- 1 - Strongly disagree
- 2 - Disagree
- 3 - Somewhat disagree
- 4 - Neither agree nor disagree
- 5 - Somewhat agree
- 6 - Agree
- 7 - Strongly agree

Deciding to help and acceptability of intervening against sexism and sexual harassment

16. We're interested in what you think about sexism and sexual harassment at work, and what your role is in intervening after you see (or hear about) it should be.#

Please tell us how much you agree with the following statements:⁵

- A. It is important for all [workplace] staff members to play a role in reducing sexism and sexual harassment⁶
- B. Work colleagues will look up to me and respect me if I intervene
- C. Intervening might have a negative impact on me at work, for example cost me friendships or advancement in my organisation*
- D. I could make the wrong decision and intervene when nothing was wrong and feel embarrassed or be reprimanded*
- E. If I intervene, people might think I'm too sensitive and am overreacting to the situation*
- F. I don't think there's much I can do about sexism or sexual harassment in my organisation*.

*[*Items are reverse coded when they are scored]*

Response options:

- 1 - Strongly disagree
- 2 - Disagree
- 3 - Somewhat disagree
- 4 - Neither agree nor disagree
- 5 - Somewhat agree
- 6 - Agree
- 7 - Strongly agree

⁵ Adapted from: Banyard, V. L., Plante, E. G., & Moynihan, M. M. (2005). Rape prevention through bystander education: Bringing a broader community perspective to sexual violence prevention. *US Department of Justice*, 1-206.

⁶ This question should be used to generate social norms for [the bystander email campaign toolkit](#).

Confidence and self-efficacy to intervene against sexism and sexual harassment

17. If I saw or heard about any of the incidents discussed in this survey happening to someone while working remotely, I would feel confident in knowing what to do:

Response options:

- 1 - Strongly disagree
- 2 - Disagree
- 3 - Somewhat disagree
- 4 - Neither agree nor disagree
- 5 - Somewhat agree
- 6 - Agree
- 7 - Strongly agree

18. Please tell us how much you disagree or agree with the following statements:

- A. I have the skills and knowledge to support a colleague who is being harassed while working remotely
- B. I know where to go at [workplace] to get help and guidance to support a colleague who is experiencing sexism or sexual harassment while working remotely

Response options:

- 1 - Strongly disagree
- 2 - Disagree
- 3 - Somewhat disagree
- 4 - Neither agree nor disagree
- 5 - Somewhat agree
- 6 - Agree
- 7 - Strongly agree

Intentions to intervene against sexism and sexual harassment⁷

19. If I saw or heard about any of the incidents discussed in this survey happening to someone while working:[#]

- A. I would intervene at the time I saw it
- B. I would intervene later

Response options:

- 1 - Extreme unlikely
- 2 - Unlikely
- 3 - Somewhat unlikely
- 4 - Neutral
- 5 - Somewhat likely
- 6 - Likely
- 7 - Extremely likely

Demographics

You can choose to include as many or as little of these questions as possible, depending on your workplace's context. However, we do recommend that you ask for respondent's age and gender, at a minimum, given findings suggesting age- and gender-related differences in the experience of sexism and sexual harassment while working remotely.

The following questions ask a little bit more about you.

Please select your age

- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+
- Prefer not to say

Please select your gender

- Man
- Woman
- Non-binary
- Prefer to self-describe another way
- Prefer not to say

What is your level of seniority at [workplace]?

[List the levels of seniority at your workplace, and allow participants to choose one, or "Prefer not to say"]

⁷ This set of questions should be used to generate social norms for the bystander email campaign toolkit.

Thank you text

Thank you for being a part of this research.

Your responses to this survey are completely anonymous and confidential, and will not be released to your employer, colleagues, or supervisor.

If you would like to talk to a representative about the purposes of this project, how the information will be used or data security, please contact [contact name, contact role, contact details].



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VicHealth is committed to health equity, which means levelling the playing field between people who can easily access good health and people who face barriers, to achieve the highest level of health for *everyone*.



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VicHealth acknowledges the Traditional Custodians of the land. We pay our respects to all Elders past, present and future.