

The Fair Work Commission (“the Commission”) has recently developed a dedicated Sexual Harassment dispute process and case management team to deal with applications of sexual harassment.

The Commission has outlined the initial steps that they will take when a sexual harassment claim is made. In some circumstances, the Commission may deal with the matter differently.

The usual steps are:

Step 1: The Commission will call you (as an employer) to explain how the Commission will deal with the application. This phone call is not an opportunity for you to present your case, but to ask questions of the process and to explain what to expect of the process.

Step 2: The Commission will then write to you to ask you to respond to the Applicant.

Step 3: The Commission will then share your response(s) to the claim with the other party (the Applicant).

Step 4: The Commission will then write to you about the next steps.

We have attached materials to assist you understanding the process in detail.

[What to expect when you are involved in a case in the Fair Work Commission](#)

[CM Process – Applicant Version](#)

[CM Process – Respondent Version](#)

If you have any questions regarding a claim of sexual harassment in the Fair Work Commission, you please contact the MTA Employee Relations Team on (02) 9016 9000.