



**Women in Seafood Australasia**  
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## WISA and Turn the Tide Participant Safety Resources

In the event that a WISA member or Turn the Tide participant experiences physical or sexual assault or harassment, we have compiled the following resources.

### Wellbeing support

**If you would like some support or guidance on next steps and options for physical/mental health reach out to the Stay Afloat team.**

[Stay Afloat](#) is the national mental health program for the Australian seafood industry.

**Jo Marshall is the program manager** and national coordinator for Stay Afloat. Jo has led the Stay Afloat program since 2020. She is very approachable and kind and is a good first point of contact for a chat about health resources you might be looking for.

Jo has a Professional Certificate in Behavioural activation for depression, mental health counselling, Graduate Diploma of Mental Health, Mental and Social Health Services and Allied Professions Mental Health First Aid trainer.

You can contact Jo via [jo@seafoodindustryaustralia.com.au](mailto:jo@seafoodindustryaustralia.com.au) 0408 008 344

Stay afloat also now has State-based coordinators who you can reach out to for support and guidance. If you would like to chat with one of the Stay Afloat team, you can contact:

**Skye Barrett: NT/SA/VIC/TAS State coordinator**

[sa@stayafloat.com.au](mailto:sa@stayafloat.com.au)  
[nt@stayafloat.com.au](mailto:nt@stayafloat.com.au)  
[vic@stayafloat.com.au](mailto:vic@stayafloat.com.au)  
[tas@stayafloat.com.au](mailto:tas@stayafloat.com.au)  
0435 688 660

**Mel Edwards: WA State coordinator**

[wa@stayafloat.com.au](mailto:wa@stayafloat.com.au)  
0401 625 111

**Lynda Sloan: NSW State coordinator**

[nsw@stayafloat.com.au](mailto:nsw@stayafloat.com.au)  
0419 200 719

**Gary Hawkes: QLD coordinator**

[qld@stayafloat.com.au](mailto:qld@stayafloat.com.au)  
0499 704 267





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Your Stay Afloat team are there to provide a listening ear and offer you support. They are not qualified counsellors and cannot provide any emergency or clinical advice.

## Workplace and reporting options

**If you would like to talk to someone about your options about formally reporting or taking informal steps:**

**Dr Skye Charry** is one of the team leaders for the WISA Turn the Tide project. Skye is a sex discrimination and harassment lawyer, and one of a handful of experts who specialise in workplace sexual harassment issues. Skye is incredibly kind, knowledgeable and approachable. If you would like advice, Skye has kindly offered to help talk through formal or informal options.



Skye has a Bachelor of Law and PhD (University of Canberra) and is a Legal Practitioner (NSW).

You can contact Skye via [skye@sacconsulting.com.au](mailto:skye@sacconsulting.com.au) 0435 830 627



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## Support Services

### NATIONAL

#### **Australian Human Rights Commission**

<https://humanrights.gov.au/>

The Australian Human Rights Commission is a national, independent body which investigates and conciliates complaints relating to workplace sexual harassment, victimisation and other types of discrimination. The website provides clear guidance about how you can make a complaint and what the process for investigation might include. There are no fees or expenses associated with making a complaint to the Australian Human Rights Commission and conciliation conferences between the parties is largely online. More information is available on the website.

#### **Fair Work Commission**

<http://www.fwc.gov.au>

The Fair Work Commission is a national body which investigates and helps resolve workplace issues including sexual harassment, bullying and unfair dismissal. You do not have to have a lawyer in order to make a complaint to the Fair Work Commission but in the event that you require legal advice, there is a list of legal resources available at the following page:

<https://www.fwc.gov.au/apply-or-lodge/legal-help-and-representation/where-find-legal-help>

#### **1800RESPECT (1800 737 732)**

The National Sexual Assault, Family & Domestic Violence Counselling Line for any Australian who has experienced, or is at risk of, family and domestic violence and/or sexual assault.

24 hours, 7 days a week.

[www.1800respect.org.au](http://www.1800respect.org.au)

#### **Lifeline (13 11 14)**

A national number which can help put you in contact with a crisis service in your state.

24 hours, 7 days a week.

[www.lifeline.org.au](http://www.lifeline.org.au)



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## ACT

### **ACT Human Rights Commission**

<https://www.hrc.act.gov.au/complaints>

The ACT Human Rights Commission can investigate and conciliate complaints of workplace sexual harassment, victimisation, discrimination and other human rights breaches which occur in the ACT. The website provides information about these breaches, guidance on how you can make a complaint and what the possible steps in an investigation might include.

### **Women's Legal Centre (ACT)**

<https://wlc.org.au/>

Women's Legal Centre (ACT) provides high quality, free legal advice in a range of areas for eligible women. You can check your eligibility with the simply 'checklist' provided on the website.

### **Domestic Violence Crisis Service (DVCS) (02 6280 0900)**

Crisis intervention and counselling, family violence intervention program, education and information for the community.

24 hours, 7 days a week.

[www.dvcs.org.au](http://www.dvcs.org.au)

### **Canberra Rape Crisis Centre (CRCC) (02 6247 2525)**

Crisis support, counselling advocacy and support programs for men and women.

7am -10.30pm

On call for ACT Health and Police

[www.crcc.org.au](http://www.crcc.org.au)



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## NSW

### **Anti-Discrimination NSW**

<https://antidiscrimination.nsw.gov.au/>

Anti-Discrimination NSW can investigate complaints of workplace sexual harassment, victimisation and other discrimination and can assist parties to resolve the issues according to the law. You can find clear and detailed information about how to make a complaint (and the possible steps that might be involved in resolving the complaint) on the website.

### **Women's Legal Service NSW**

<https://www.wlsnsw.org.au/>

Women's Legal Centre (NSW) provides high quality, free legal advice in a range of areas for eligible women. Legal advice may be provided on the phone or face-to-face and you can read more about this on the website.

### **NSW Domestic Violence Line (1800 656 463 / TTY 1800 671 442)**

Provides telephone counselling, information and referrals for women and same-sex partners who are experiencing or have experienced domestic violence.

24 hours, 7 days a week.

[www.community.nsw.gov.au](http://www.community.nsw.gov.au)

### **NSW Sexual Violence Helpline (1800 424 017)**

Provides telephone and online counselling for anyone who is or has experienced sexual violence and their supporters.

24 hours, 7 days a week.

<https://fullstop.org.au/>



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## NT

### **NT Anti-Discrimination Commission**

<https://adc.nt.gov.au/complaints>

NT Anti-Discrimination can investigate complaints of workplace sexual harassment, victimisation and other discrimination in the NT, and can assist parties to resolve the issues according to the law. You can find clear and detailed information about how to make a complaint (and the possible steps that might be involved in resolving the complaint) on the website.

### **Top End Women's Legal Service**

<https://tewls.org.au/>

Top End Women's Legal Service provides high quality free legal advice in a range of areas for eligible women in the Top End.. Legal advice may be provided on the phone or face-to-face and you can read more about this on the website.

### **Catherine Booth House (8981 5928)**

Short term crisis accommodation, referral and support for adult and young women over 18 years old.

24 hours, 7 days a week.

[www.shelterme.org.au](http://www.shelterme.org.au)

### **Darwin Aboriginal and Islander Women's Shelter (DAIWS) (08 8945 2284)**

Support, referral, outreach and domestic violence crisis accommodation for Aboriginal and Torres Strait Islander women who are homeless or escaping family violence.

24 hours, 7 days a week.

### **Dawn House (Darwin) (08 8945 1388)**

Crisis accommodation and support service for women with children who are experiencing or escaping domestic or family violence.

24 hours, 7 days a week.

[www.dawnhouse.org.au](http://www.dawnhouse.org.au)

### **Ruby Gaea (Darwin) (08 8945 0155)**



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Free counselling and support to women and children who have experience sexual assault at any time in their life.

Monday – Friday 8.30am to 5pm.

[www.rubygaea.net.au](http://www.rubygaea.net.au)

**Sexual Assault Referral Centre (Darwin)**  
**(08 8922 6472)**

Free 24-hour emergency service that provides crisis counselling and other support needs to both adult and children who have experienced any form of sexual assault or sexual abuse, either recently or in the past.

24 hours, 7 days a week.

[www.health.nt.gov.au/sexual\\_assault\\_services](http://www.health.nt.gov.au/sexual_assault_services)

**Sexual Assault Referral Centre (Alice Springs)**  
**(08 8955 4500)**

Free 24-hour emergency service that provides crisis counselling and other support needs to both adult and children who have experienced any form of sexual assault or sexual abuse, either recently or in the past.

24 hours, 7 days a week.

[www.health.nt.gov.au/sexual\\_assault\\_services](http://www.health.nt.gov.au/sexual_assault_services)



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## QLD

### **QLD Human Rights Commission**

<https://www.qhrc.qld.gov.au/complaints>

QLD Human Rights Commission can investigate complaints of workplace sexual harassment, victimisation and other discrimination which might occur in QLD, and can assist parties to resolve the issues according to the law. You can find clear and detailed information about how to make a complaint (and the possible steps that might be involved in resolving the complaint) on the website.

### **Women's Legal Service QLD**

<https://wlsq.org.au/>

Women's Legal Service QLD provides high quality, free legal advice and information to eligible people in Queensland. You can read more information about services and eligibility in the above website.

### **DVConnect Womensline (1800 811 811)**

Free state wide telephone service that provides confidential counselling and referral to crisis accommodation for women and children affected by domestic or family Violence and those who are concerned about a friend or family member.

24 hours, 7 days a week.

[www.dvconnect.org/womensline](http://www.dvconnect.org/womensline)

### **DVConnect Mensline (1800 600 636)**

Free state wide telephone service that provides counselling and referral for men for a range of issues especially those who have experienced or use domestic and family violence and those who are concerned about a friend or family member.

9am – 12 midnight, 7 days a week.

[www.dvconnect.org/mensline](http://www.dvconnect.org/mensline)

### **DVConnect Sexual Assault Helpline (1800 010 120)**

Telephone service that provides counselling to women, men and young people who have experienced or are concerned someone they know has experienced sexual assault or abuse.

7.30am – 11.30pm, 7 days a week.

[dvconnect.org/queensland-sexual-assault-helpline/](http://dvconnect.org/queensland-sexual-assault-helpline/)





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## SA

### **Equal Opportunity SA**

<https://www.equalopportunity.sa.gov.au/complaints>

Equal Opportunity SA can investigate complaints of workplace sexual harassment, victimisation and other discrimination that take place in South Australia and can assist parties to resolve the issues according to the law. You can find clear and detailed information about how to make a complaint (and the possible steps that might be involved in resolving the complaint) on the website.

### **Women's Legal Service South Australia**

<https://www.wlssa.org.au/>

Women's Legal Service SA provides high quality, free legal advice and information to eligible people in South Australia. You can read more information about services and eligibility in the above website.

### **Domestic Violence and Aboriginal Family Violence Gateway Services (1800 800 098)**

Counselling and support for women experiencing domestic and family violence.  
24 hours, 7 days a week.  
[womenssafetyervices.com.au](http://womenssafetyervices.com.au)

### **Yarrow Place Rape and Sexual Assault Services (1800 817 421) (After hours and emergency 08 8226 8787)**

Lead public health agency responding to adult rape and sexual assault in South Australia for people aged 16 years and over.  
24 hours, 7 days a week.  
[www.sahealth.sa.gov.au](http://www.sahealth.sa.gov.au)



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## TAS

### **Equal Opportunity Tasmania**

<https://equalopportunity.tas.gov.au/>

Equal Opportunity Tasmania can investigate complaints of workplace sexual harassment, victimisation and other discrimination that take place in Tasmania and can assist parties to resolve the issues according to the law. You can find clear and detailed information about how to make a complaint (and the possible steps that might be involved in resolving the complaint) on the website.

### **Women's Legal Service Tasmania**

<https://womenslegaltas.org.au/about/>

Women's Legal Service Tasmania provides high quality, free legal advice and information to eligible people in Tasmania. You can read more information about services and eligibility in the above website.

### **Safe at Home Family Violence Response and Referral Line (1800 633 937)**

Tasmanian information and referral service where callers are able to access the full range of response, counselling, information and other support services provided by Safe at Home. 24 hours, 7 days a week.  
[www.safeathome.tas.gov.au](http://www.safeathome.tas.gov.au)

### **Family Violence Counselling and Support Service (1800 608 122)**

Family Violence Counselling and Support Service offers professional and specialised services to assist children, young people and adults affected by family violence. 9am to midnights weekdays and 4pm to midnight weekends and public holidays.  
[www.dhhs.tas.gov.au](http://www.dhhs.tas.gov.au)



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## VIC

### **Victorian Equal Opportunity & Human Rights Commission**

<https://www.humanrights.vic.gov.au/>

Victorian Equal Opportunity & Human Rights Commission can investigate complaints of workplace sexual harassment, victimisation and other discrimination that take place in Victoria and can assist parties to resolve the issues according to the law. You can find clear and detailed information about how to make a complaint (and the possible steps that might be involved in resolving the complaint) on the website.

### **Women's Legal Service (Victoria)**

<https://www.womenslegal.org.au/>

Women's Legal Service Victoria provides high quality, free legal advice and information to eligible people in Victoria. You can read more information about services and eligibility in the above website.

### **Safe Steps Family Violence Response Centre (1800 015 188)**

Victorian statewide service providing telephone support, information, referral, safety planning and risk assessment for women and children experiencing family violence.

24 hours, 7 days a week.

[www.safesteps.org.au](http://www.safesteps.org.au)

### **Sexual Assault Crisis Line (1800 806 292)**

A statewide confidential, telephone crisis counselling service for people who have experienced both past and recent sexual assault.

24 hours, 7 days a week.

[www.sacl.com.au](http://www.sacl.com.au)



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## WA

### **Equal Opportunity Commission (WA)**

<https://www.wa.gov.au/service/community-services/social-justice-and-equity/make-discrimination-and-harassment-complaint>

Equal Opportunity Commission (WA) can investigate complaints of workplace sexual harassment, victimisation and other discrimination that take place in Western Australia and can assist parties to resolve the issues according to the law. You can find clear and detailed information about how to make a complaint (and the possible steps that might be involved in resolving the complaint) on the website.

### **Women's Legal Service (WA)**

<https://www.wlswa.org.au/>

Women's Legal Service (WA) provides high quality, free legal advice and information to eligible people in Western Australia. You can read more information about services and eligibility in the above website.

### **Women's Domestic Violence Helpline 1800 007 339**

Statewide service providing support and counselling for women experiencing family and domestic violence.  
24 hours, 7 days a week.

### **Sexual Assault Resource Centre 1800 199 888**

Statewide service providing emergency services and counselling for people who have experienced both past and recent sexual assault.

<https://www.kemh.health.wa.gov.au/Our-services/Statewide-Services/SARC>



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## **SUPPORT FOR MEN**

### **Mensline Australia (1300 78 99 78)**

Supports men who are dealing with family and relationship difficulties.  
24 hours, 7 days a week.  
[www.mensline.org.au](http://www.mensline.org.au)

## **SUPPORT FOR FAMILIES**

### **Relationships Australia (1300 364 277)**

Support groups and counselling on relationships, and for abusive and abused partners.  
[www.relationships.com.au](http://www.relationships.com.au)

### **Kids Helpline (1800 55 1800)**

Telephone, email and web counselling for children and young people.  
24 hours, 7 days a week.  
[www.kidshelp.com.au](http://www.kidshelp.com.au)

### **Australian Childhood Foundation (1800 176 453)**

Counselling for children and young people affected by abuse.  
24 hours, 7 days a week.  
[www.childhood.org.au](http://www.childhood.org.au)

## **SUPPORT FOR PEOPLE WITH DISABILITY**

### **National Disability Abuse and Neglect Hotline (1800 880 052 / TIS : 13 14 50 / NRS : 1800 555 677)**

An Australia-wide telephone hotline for reporting abuse and neglect of people with disability  
9am to 9pm weekdays and 10am to 4pm weekends and public holidays.

## **SUPPORT IN YOUR LANGUAGE**

### **Translating and Interpreting Service (131 450 24 hours, 7 days a week)**

Free phone service to gain access to an interpreter in your own language  
[tisonational.gov.au](http://tisonational.gov.au)