

**PARLIAMENT OF WESTERN AUSTRALIA**

**AN INQUIRY INTO SEXUAL HARASSMENT AGAINST WOMEN IN THE FIFO MINING INDUSTRY**

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**WRITTEN SUBMISSION OF ASTACIA STEVENS**

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**Background**

1. My name is Astacia Stevens.
2. I am a female of 33 years of age.
3. I am married with 2 children.
4. I reside in Tom Price, Western Australia. I immigrated from New Zealand in 2009.
5. Since about 2010 I have worked in the Western Australian mining industry being employed directly or as a contractor at several mine sites with Rio Tinto or Fortescue Metals Group (**FMG**).
6. I am currently employed directly by Rio Tinto at Tom Price in administration, however I am on extended maternity leave.
7. I did fly in fly out for about 7 years between 2010 to 2017 before my husband and I moved residential to Tom Price.
8. I am currently undergoing my Diploma in Counselling, with a view to leaving the mining industry because of the sexual harassment I have experienced in the industry. I detail some of those experiences as follows.

**The sexual harassment I experienced at [redacted] Site 1 [redacted] mine site operated by Rio Tinto**

9. From the time I commenced work at [redacted] Site 1 [redacted] mine site as a cleaner with Sodexo in 20[redacted], I experienced sexual harassment by [redacted] Person 'A' [redacted]. I was about 2[redacted] years of age at the time. [redacted] 'A' [redacted] was a team Leader with Rio Tinto and was one of the managers that had authority to direct me in my role.
10. [redacted] 'A' [redacted] would touch me inappropriately at almost every occasion that I was in his presence.
11. For example, he would frequently grab my bum, putting his fat gut into the small of my back as if though he would try to "ride me", he would laugh when he did it, and he did it often in front of others present. He would often grab my hips from behind and pretend to sexually penetrate. He would often request that I bend over a pick up things in front of him and others that he would deliberately drop, for example my bin liners. I would need to pick them up, but would do so in a way that I would not bend over. Even so, he would make crude and sexual comments in front of other guys when I would need to pick something up off the floor.
12. I was a cleaner at the time, but I had a desire to be a Haul Truck Operator employed directly by Rio Tinto. It was common knowledge that most that worked at Sodexo would want to obtain employment with Rio Tinto as it pays better than a cleaner.
13. [redacted] 'A' [redacted] would say to me on numerous occasions that if I wanted a job as haul truck operator that I would have to show him special favours and that I knew where his room was. By

special favours I knew this to mean perform sexual acts on him or do sexual acts with him.

14. I later commenced as a Haul Truck Operator with Rio Tinto in 20██ via labour hire agency DT Workforce. I was a contractor from about October 20██ to August 20██. My supervisor at Rio Tinto was 'Person B' . ████ 'B' ████ during that period and ████ 'A' ████ my supervisor.
15. In August 20██ I was offered an employment contract by Rio Tinto as a Haul Truck Operator. ████ 'A' ████ had the authority to advise the Rio Tinto Superintendent supervisor whether I was appropriate for the employment with Rio Tinto. ████ 'A' ████ refused to sign me over to Rio Tinto unless I had sex with him. I refused to have sex with him, so I therefore continued to do the same job as a contractor via DT Workforce.
16. For example, ████ 'A' ████ took me off the trucks and took me up to the site lookout in his supervisor vehicle (Toyota Landcruiser). The lookout is secluded and requires a site pass to access, which ████ 'A' ████ held. At the lookout, whilst in the vehicle, he unzipped his pants and leaned back in his seat. He was not wearing any underwear and said to me "if you want your shirt, you have to get on your knees first". By shirt he meant changing my work shirt from DT Workforce to a Rio Tinto shirt in other words, he would sign me over to be employed by Rio Tinto, and by "get on your knees" he meant I would need to perform a sexual act on him.
  - a. I refused, and he said to me he would make sure I didn't have a job on the mine site through DT Workforce or with Rio Tinto.
17. Shortly after, at my next swing and day shift I made a verbal complaint to my Superintendent 'C' ████ about the sexual harassment I experienced with ████ 'A' ████ at the look out and the overall sexual harassment I would experience by ████ 'A' ████ . ████ 'C' ████ said he would look into it.
18. At the time of the sexual harassment at the lookout and the previous sexual harassment by ████ 'A' ████ , I was a "greenie" on the haul trucks which means I was a trainee.
19. After I refused the sexual advances made by ████ 'A' ████ at the lookout, he began to victimise me and would "stalk" me at the work place and intimidate me by following me through the pit, tailgate my truck with his vehicle, constantly unreasonably abusing at me over the two-way about my work, almost every morning embarrassing me at pre start information meetings (also known as "PSI" meetings) which occurred every morning, to the point that two of my male colleagues would stand in front of me in the PSI meetings to protect me from the abuse and in the hope ████ 'A' ████ would not target me as much. ████ 'A' ████ used all of these 'safety tools' as a weapon to intimidate me, for example he would say that I was not adhering to "cornering" rules when driving or tell me I did not know the rules well enough. He would be constantly doing this to mentally harm me and bully me because I would not accept his sexual advances.
20. While he would follow me around the pit, he would instruct me to do unsafe acts like wet weather driving, drop cuts I was not trained to do and these resulted in incidents and damage. He was trying to have me dismissed. The damage resulted in Superintendent, ████ 'D' ████ speaking with me at a disciplinary meeting. I raised my concerns about the victimisation and the sexual advances by ████ 'A' ████ to ████ 'D' ████ at that meeting.
21. ████ 'D' ████ asked me to lodge a formal complaint to him ( ████ 'D' ████ ) and I was informed by ████ 'D' ████ that I was not the only woman experiencing sexual harassment by ████ 'A' ████ . I lodged the formal complaint in that regard to ████ 'D' ████ .
22. My initial complaint that I mentioned earlier that I made to Superintendent ████ 'C' ████ was apparently "lost" as ████ 'C' ████ moved on from the business.
23. My second complaint to ████ 'D' ████ was never finalized as ████ 'D' ████ also moved to another Rio Tinto site. He was no longer my Superintendent.
24. To the best of my knowledge, nothing came of my sexual harassment complaints made to Superintendent ████ 'D' ████ about ████ 'A' ████
25. ████ 'D' ████ did however finalise my contract to be employed permanently with Rio Tinto,

something which ██████ 'A' ██████ refused to do because I would not give ██████ 'A' ██████ sexual favours as described above.

26. However, almost immediately after ██████ "D" ██████ was no longer my Superintendent (which was about 11am), ██████ 'A' ██████ took ██████ 'D' ██████'s role and became Acting Superintendent and at about 12pm ██████ 'A' ██████ came to the lunch room where I was having lunch and told me in front of everyone at lunch to go to his ( ██████ 'A' ██████ ) office so that he could fire me.
27. I asked ██████ 'A' ██████ if I could bring a support person But ██████ 'A' ██████ refused saying that I was not entitled to one as I was not permanently employed by Rio Tinto but was still a contractor via DT Workforce.
28. I attended ██████ 'A' ██████'s office, in attendance also was ██████ Person 'E' ██████ who is a Team Leader, and another Superintendent was present (I do not know his name). ██████ 'A' ██████ showed me my permanent contract of employment with Rio Tinto that ██████ 'D' ██████ had prepared and finalised and said words to the effect of "you won't be needing this anymore", tore it up and said to me that I am "fired". ██████ 'A' ██████ was laughing. I asked if a colleague of mine could take me back to the camp site so I could pack my gear and leave site, however ██████ 'A' ██████ refused this and said he himself ( ██████ 'A' ██████ ) will take me. It was apparent to me that ██████ 'A' ██████ got a real "kick" out of all this.
  - a. Later that night, ██████ 'A' ██████ personally brought my flight ticket to my room where I was with my husband (who works FIFO at the site also) presumably to get one more laugh out of it. I was crying at the time.
  - b. I understand that ██████ 'E' ██████ who I referred to above at the meeting with ██████ 'A' ██████ was ██████ 'A' ██████'s "right hand man" and ██████ 'A' ██████ and ██████ 'E' ██████ would sexual harass and sexually target women in the work place together. I suspect that because both men were in high management positions they got away with the sexual harassment of women for so long. ██████ 'E' ██████ did not sexually harass me, but I know that he sexually harassed other women at the workplace.
29. I called the Fair Work Commission to file an unfair dismissal claim however I was advised by the Fair Work Commission at the time that they could not accept my unfair dismissal application because I was a "contractor". I did not have any legal representation nor was I a union member at the time so I did not take that application any further. I recall that during that phone call I detailed to the Fair Work Commission the sexual harassment I had experienced at the work place.
  - a. In retrospect, I would have thought that the Fair Work Commission would have offered me another avenue to prosecute the sexual harassment, for example, call the Police or bring a sexual harassment complaint at such and such place.
  - b. The legal system failed me.
  - c. Had I had any guidance, I would have called the Police, or filed a sexual harassment claim in another forum.
30. As I understand it, about 18 months after I was terminated, ██████ 'A' ██████ was demoted to a different department pending an investigation in relation to multiple allegations of sexual harassment against woman who worked FIFO with Rio Tinto or based on site at Rio Tinto. ██████ 'A' ██████ was later fired.
  - a. I do not think the allegations of sexual harassment that I had made against ██████ 'A' ██████ formed part of that investigation into him. I say this because I later tried to apply for employment through another labour hire company Wokpac for work on a Rio Tinto but was advised by Workpac that Rio Tinto would not have me on any of their sites because I was "blacklisted" because of my termination by ██████ 'A' ██████.

- b. My Workpac representative told me that she was aware of [REDACTED] 'A' [REDACTED] and that she had women contractors not lasting 24 hours at Rio Tinto sites because of [REDACTED] 'A' [REDACTED]. My Workplace representative advised me to call Rio Tinto to advise them that I was terminated because of [REDACTED] 'A' [REDACTED] but that it was all because I would refuse his sexual advances.
31. I note that I could not get any work through DT Workforce any longer because I was “blacklisted” with DT Workforce as well because of the termination by [REDACTED] 'A' [REDACTED]. That’s is why I had to go through labour hire company Workpac. That is how much power anyone in management holds at Rio Tinto – in this case, a sexual predator.
32. What frightens me is that I understand that [REDACTED] 'A' [REDACTED] is still working in the mining industry. Somehow the rules that got me blacklisted i.e. a termination don’t apply to sexual predators of women such as [REDACTED] 'A' [REDACTED].
33. After I called Rio Tinto as advised by Workpac, Rio Tinto took me off the “blacklist” and I was able to work on their sites via Workpac.
34. Sexual harassment in the workplace against FIFO women or any women was so “normalised” at Rio Tinto worksites.
35. I felt as though management at Rio Tinto would bury their heads in the sand when it came to dealing with sexual harassment against women in the workplace.

#### **The sexual harassment I experienced at the Fortescue Metals Group (FMG) mine site at [REDACTED] Site 2 [REDACTED]**

36. Around the end of 20[REDACTED], beginning of 20[REDACTED] I was employed by Macmahon Australia Mining as Haul Truck Driver working on an FMG site at [REDACTED] Site 2 [REDACTED].
37. I had an incident at the workplace whereby my Haul Truck nearly hit another Haul Truck. That matter was being investigated. The Superintendent at Macmahon that was heading the investigation propositioned me that if I had sex with him, he would make the investigation go away. I refused to have sex with him. I do not know the name of the superintendent nor had I seen him before that day.
38. The same Superintendent fired me the very next day. I was only employed by Macmahon for 3 months.
39. My Supervisor at Macmahon, [REDACTED] Person 'F' [REDACTED] (who was a bit of a womanizer himself) use to make sure my room was in the same block as his. It made me feel uncomfortable and intimidated but maybe he was doing it to keep me safe from the other men on site. He was a sleazy, for example, by being overly kind to me to the extent that I felt as though I could not trust him. Perhaps he had good intentions but perhaps I was predisposed to this way of thinking because of all my sexual harassment experiences being a women FIFO worker. I still felt I was safer with [REDACTED] 'F' [REDACTED], than I did with the other men on site. If I turned around and said “back off” to [REDACTED] 'F' [REDACTED], I think he would have left it at that and not victimised me.
40. I know [REDACTED] 'F' [REDACTED] was a womanizer because he used to say to me that he was recently married but that how before he was married he always had a different woman in his accommodation on site. This did not fill me with hope that he wouldn’t one day proposition me sexually. I felt as though he was testing the water with me to see how I would respond to that.
41. I used to have to get up at 3am to go to the gym, when I used the gym after my shifts, men employed by Macmahon would always follow me back from the gym to see where I was staying. I know this because when I’d leave the gym, men would leave at exactly the same time and I

could see them following me.

42. I felt safer to get up at 3am when no-one else was generally awake, to go to the gym. I tried to do what I could to avoid men and sexual harassment.
43. A colleague of mine at Macmahon, **Person 'G'** would always try to make me feel safe and protect me by saying if I was ever worried or felt unsafe that I could always come to his room. I knew **'G'** was genuine and I felt safe with him. He was an older gentlemen and perhaps he understood that women were vulnerable to sexual harassment on mine sites. I am grateful to **'G'**.
44. If I went to the mess (the lunch room), I would almost always be approached by men asking me to sit with them, go for a drink with them afterwards or go back to their room for a drink. Often the men would follow me back to my accommodation to see where I was staying.
45. I was glad to be fired from Macmahon (albeit it because I refused to have sex with the Superintendent). If I wasn't fired, I don't think things would have ended safely for me. I felt as though all the men were sexual predators. At my previous role at Rio Tinto as described above, I felt a bit safer because I was with my husband on the mine site. My husband was not with me at Macmahon.
46. I feel as though a lot of women on mine sites do not feel safe to say "no" to sexual advances, because they are generally on site by themselves. Those women that said "yes" to the sexual advances would receive all the opportunities.
47. There was always some sort of sexual comment that was made to me each day, not just at Macmahon, but every mine site I have worked at. Even the smallest of comments, but comments nonetheless. Women would just get "worn down" and eventually submit to the sexual propositions I suspect.

### **The sexual harassment I experienced at the Rio Tinto **Site 3** mine site**

48. I was employed by labour hire agency Workpac and contracted to Rio Tinto in about 20██ as a Haul Truck Driver and in August 20██ I was permanently employed by Rio Tinto.
49. I am almost certain, but without any proof, that women are being drugged at mine sites and then being raped by men which the men are passing off as consensual and the women are too scared to report because nothing is ever done about it but women do discuss these things in confidence with other girls. I know this because women colleagues would often say to me "I did have a drink, but I didn't drink that much, but I can't remember anything about how I woke up in that man's bed".
50. A female friend that I worked with on the Rio Tinto **Site 3** mine site, after a shift change, woke up in the bed of different male employees of Rio Tinto on two separate occasions, both men who had been trying to get her to sleep with them for a while. I don't want to reveal her name.
51. She told me that she had no memory of consenting to sex with either men, drinking very much or how she got to his room on one occasion and the other in her room on the other occasion. She came to me in confidence as she believed she was a victim of date rape and she was not comfortable bringing this up with supervisors without some support.
52. She made a complaint to her Superintendent (who was also my Superintendent), **Person 'H'**.
53. She told me that **'H'** said to her that she shouldn't make accusations like that and not to drink so much or 'flirt with the guys' making her feel it was her fault. **'H'** did nothing about the complaint and "fobbed it off".

54. Knowing the guys on mine sites joke often about the “secret ways” they have of making women sleep with them, we sought out another manager who was aware of the dangers we were having on site, Person 'I', the [REDACTED]. Fortunately, 'I' took us seriously. He launched an investigation; however whilst the investigation was ongoing, 'H' leaked our names over the two-way in relation to being complainers of sexual harassment. I am adamant 'H' must have done that on purpose. This caused the ‘boys club’ to target me and my friend putting us in unsafe situations in the pit which forced 'I' to have us removed off site for the remainder of swing for our safety while the matter was being investigated.
55. Men on the site then began to send my female friend text messages that she was a “slut”, impressing on her that she was a “home wrecker” and that she would ruin their lives (the men she complained about) making false accusations against her that she consented to the sex. The result of this was that the remarks from crew members and other intimidations resulted in my female colleague dropping the sexual harassment/ date rape claim.
56. The investigation was not pursued by Rio Tinto after that.
57. There was always safety presentations and meetings given by Rio Tinto but there were never any presentations on sexual harassment and the workplace. It was almost as if though sexual harassment did not matter to the companies.
58. I personally experienced grave sexual harassment at the Rio Tinto Site 3 mine site. In particular, Person 'J' and Person 'K'’s who were supervisors would sexually harass me. For example, 'J' and 'K' would make comments about a woman’s place in society and that if women wanted to get anywhere in the mining industry that they would have to “get on their knees”. They were indirectly sexually propositioning me, as I have said earlier “testing the waters” with me.
59. Because I refused 'J'’s and 'K'’s indirect sexual advances, 'J' and 'K' would bully and harass me in the work place and try to intimate me because I told them where to stick their sexual advances.
60. At one stage, this led to a physical altercation between 'J' and I on site in the crib room where 'J' shoved me and I pushed back. I laid a complaint, had the union involved but I was bullied by my Superintendent 'H' to drop the claim.
61. Another example of sexual harassment at the Rio Tinto Site 3 mine site was at the hands of Person 'L' and Person 'M'. Initially they were [REDACTED], but when they became supervisors; they would message me at work and on rest and recreation asking me to send provocative photos to them.
62. It became self-evident to me, that once a male got into a senior management position, such as a supervisor, that they would become bolder in sexually harassing women in the worksite.
63. My female colleagues and I would receive text messages from Superintendent 'H' during the day and while on break saying ‘how good we looked today’ or ‘how great we were at operating heavy machinery, how “we should come to his room and join him for a drink to talk about how we can progress in the company” or “how he will come see us on break and pick us up on his motorbike so we can feel something powerful between our legs”.
64. 'H' also said I would have to repay the favour with a wink after helping me get my husband moved from Site 1 mine site to Site 3 mine site to be with me. The sexual harassment was so brazen.
65. 'H' took 13 months to give me a shirt (permanent employee role) with Rio Tinto because I would not sleep with him. Usually within 3 months, an employee would get signed over to a permanent role. I was sure it was because I would not have sex with or perform sexual acts on 'H' that 'H' delayed my sign over to Rio Tinto.

66. After I made a complaint to Person 'Q' (Site Manager) about not being signed over for 13 months. It was 'Q' (not 'H') that had my permanent contract drawn up. Had it not been for 'Q', 'H' would probably not have signed me over until I had sex with 'H' or perform some sexual acts on 'H'.
67. I honestly gave up trying to fight and report the sexual harassment by this stage.
68. Eventually my husband and I wanted to start a family so we wanted to get out of FIFO. My husband was offered a non-FIFO (residential) contract at Tom Price with Rio Tinto almost immediately after asking his maintenance manager. I on the other hand, had to ask 'H' to be moved to Tom Price on a residential non-FIFO contract. 'H' said he would help, but he did nothing, instead after some time he said to me "payback was a bitch". In my mind, that meant, because I did not have sex with 'H' or performed sexual acts on 'H', that he would not help me settle with my family.
69. I had to contact Tom Price myself speaking with Superintendent of Production, Residential Person 'N' about my relocation which he did not know anything about as 'H' apparently never contacted 'N' about my relocation desire to begin with.
70. 'N' spoke to 'H' and had my relocation completed. After this was completed, 'H' said to me that I had forfeited my relocation allowance. I do not understand why this relocation allowance was forfeited as I was entitled to it. It must have been part of 'H's agenda that "pay back was a bitch". My husband, for example, received this relocation allowance.
71. I understand that 'H' was fired a couple of years later for sexual harassment and covering up sexual harassment incidents on site. I do not know if 'H' still works in the mining industry.
72. I also note that I could see 'H's donga and witnessed different women coming and going from his donga frequently.
73. I never progressed from being a Haul Truck Driver, because I never "got on my knees" which is a well-known term in the mining industry meaning that I would need to do sexual favours to the powers that be to move up in the industry. The other term that is frequently used and well known is "how dirty are your knees", which means what did you do to get that job, or that machinery. Another term is "the purple circle" which means if you are part of the "purple circle" then you are part of the "in crowd", the "boys club" or the women that perform sexual acts. As I understand it, the "purple circle" refers to the vein that pops out on the man's penis when the woman is performing oral fellatio on the penis or any sexual acts on the penis that makes it hard giving the penis the "purple circle". This term and its origin is well known in the mining industry.
74. The fact that there are well-known sexual colloquial terms in the industry as such perpetuates this notion that sexual harassment of women in the mining industry is normalised. These terms promote sexual harassment of women in the mining industry and need to be banned.
75. Another example of sexual harassment in my mind is there was a young female apprentice employed by Rio Tinto at the Site 3 mine site that had a team leader assigned to look after her throughout her apprenticeship, the team leader's name was Person 'O'. He groomed her and got into a sexual relationship with her. He used his authority to develop that relationship in my mind.

## **Rio Tinto Tom Price mine site**

76. I have not experienced any sexual harassment whilst I have been a residential mine worker at Rio Tinto's Tom Price mine site. I don't know if that is because I am no longer FIFO.
77. However, my reputation as a "trouble maker" has followed me and has placed me in trouble in other ways, for example, when I started as a Haul Truck Operator at the Tom Price mine site, a lot of colleagues did not trust me because I "tried to get people fired" for complaining about sexual harassment at my previous mine site roles.
78. Currently I have a female supervisor, Person 'P'. Person 'P' made a fabricated complaint against me for allegedly stealing uniforms and for my husband allegedly disrupting the office by coming to the office to pick me up for lunch; and other fabricated allegations – all in an attempt to have me fired because she deemed me as a "trouble maker" and does not want me working at Tom Price. I received a written warning over all this. I still deny the allegations.
79. Generally, no woman on mine sites will support other women on mine sites because you have to climb over each other to get what you want, in other words, see who you can sleep with to get where you need to be.
80. I am on extended maternity leave, partially because the thought of going back to the mining industry gives me anxiety because of the sexual harassment I may encounter or the way I might be treated because I complain about sexual harassment.

## **The severe personal and financial impacts the sexual harassment experiences in the mining industry have had on me**

81. This is in addition to what I have said above.

### *Personal impact*

82. Loss of job opportunities and career advancements because I said "no" to sexual advances, even though on paper I have the cleanest working history, best track record and no major incidents in all my years of operating.
83. Loss of respect because of being an "apparent trouble maker" for complaining and calling out sexual harassment and for saying "no" to the unwanted sexual advances.
84. Loss of credibility because of being an "apparent trouble maker" for the same reasons above.
85. Change in my view of working in mining and men in position of power, lack of trust with men in management in general and not just in the mining industry.
86. Purposefully changing my personality - I am known as someone who is a bitch and not to mess with, I keep that persona on site and with my peers but deep down this is not who I am or who I want to be but it is someone I need to be to protect myself from becoming a victim of sexual harassment again.
87. Even recounting this all now I feel sick and so angry. It has taken me a few days to write it all down because I need several breaks and to go for walks to help settle the emotion I feel inside, so it doesn't affect my family.

### *Financial impact*

88. Loss of 10 months wages while between jobs from Site 1 to FMG
89. Loss of 8 months wages while between jobs from FMG to Rio Tinto Site 3.



90. Loss of relocation allowance from FIFO to Residential because of Superintendent spitefulness as described above.
91. Missed opportunities to obtain a higher income by moving up from being a haul truck operator – all because I did not have sex or perform sexual acts on/with my bosses.

### **Changes I'd like to see**

92. An independent organisation that is not affiliated to any mining company that has the power to investigate sexual harassment complaints no matter your employment status (e.g., being contractor, part time etc.). the independent organisation could for example be the trade union.
93. Police to be mandatorily notified by the employer on sexual harassment declarations.
94. Support needs to be offered to the women making sexual harassment complaints from the likes of peer support or site health and safety personnel to ensure amongst other things the victim is being supported and not harassed further by peers/ management whilst on site or leave.
95. Human Resources should be legally obliged to care for the safety and well being of women that have made sexual harassment complaints and “touch base” as often as possible.
96. If a sexual harassment claim is dropped by a female because she is being harassed to drop the claim by other men, then the company should still investigate it.
97. Relationships between employees and management to be banned. Too often I see young female apprentices or female trainees come through who are the perfect person to be sexually exploited and are then sexually groomed by supervisors/ superintendents or managers. Unfortunately, a female in the mining industry is more likely to get trained and advance in her career, or get permanency if she is sleeping with the boss.

### **Other general comments**

98. In my time it has been better to be known as a “slut”, with little respect from others in the mining workplace for “getting on your knees” than to turn down the advances of management and being known as a “trouble maker” and have no career advancements with other managers giving you a hard time.
99. If you were a “slut”, you were a “team player” because you would keep your mouth shut. Everyone knew a slut was doing it but no one could prove it because she had management’s protection.
100. “Trouble makers” (like I am known as) would apparently spread “rumours” and lay “false” claims.
101. This attitude towards “sluts” and “trouble makers” is adopted by peers and management, female or male. It puts a divide between women if you were a “slut” or a “trouble maker”, making your support pool even smaller.
102. Many women in the mining industry are put in a position that they have no other choice other than to accept the sexual harassment and involuntarily perform the sexual acts or otherwise lose their job.

103. Employees in the mining industry usually start as contractors who can be let go easily, we cannot make unfair dismissal claims to Fair Work as we are not permanent employees, we are led to understand that we cannot be part of unions because we are not permanent employees, we have no governing body to turn too. We generally have little to no support especially if we start on site as a single woman. At Rio Tinto it is very well accepted that if you sign up with a union you are signing your "death warrant", meaning, you will be out soon. This means I was reluctant to join my union. The union could have offered me support I believe.

104. As soon as I started as a woman in mining, I was groomed that this was the way. The best way to get ahead is by "getting your knees dirty".

A solid black rectangular box redacting the signature of Astacia Stevens.

Signed: Astacia Stevens

Date: 13 August 2021