



VICTORIAN
WOMEN'S TRUST

GRACE UNDER FIRE WORKPLACE SEXUAL HARASSMENT IN THE BUSH (2017)

A DIY-screening resource

and information pack





GRACE UNDER FIRE INFO PACK

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To obtain a copy of the film, please contact
the Victorian Women's Trust:

a. Level 9, 313 La Trobe Street Melb, 3000
p. (03) 9642 0422 e. women@vwt.org.au
w. www.vwt.org.au



FILM SYNOPSIS

Grace Under Fire, a documentary short from the Victorian Women's Trust, shines a light on the hidden epidemic of workplace sexual harassment facing young women in regional and rural Australia. Recent research by Australian National University academic Dr. Skye Saunders shows that 73 per cent of women in rural and regional Australia experience workplace sexual harassment.

Inspired by the book *Whispers from the Bush* by Dr. Skye Saunders, *Grace Under Fire* tells the story of 20-year-old law student Grace Bramwell, who was forced to confront workplace sexual harassment in her hometown in Gippsland, Victoria.

Running Time: 16 mins

CREDITS

Writers, Directors/DOP & Editors:

Journalist Isabelle Lane and documentary filmmaker Madeleine Martiniello

Executive Producer:

Victorian Women's Trust

Interviewees:

- Dr Skye Saunders, Academic and author
- Grace, 20-year-old law student
- Narelle Fraser, former detective
- Keelia Fitzpatrick, Young Workers Centre coordinator
- David Morrison AO, former Chief of Army 2011 - 2015

Grace Under Fire was officially launched by Chief Justice Diana Bryant on May 11, 2017, at Cinema Nova in Carlton, Victoria.

HOW TO ORGANISE A SCREENING

1. [Obtain approval](#)

Contact the Victorian Women's Trust to request to hold a screening of *Grace Under Fire* in your community. Email women@vwt.org.au

Please include a proposed date, time, location, and your aim (eg. to promote discussion, education and raise awareness of workplace sexual harassment).

2. [Raise funds](#)

Consider whether to use the screening to raise some funds for a local women's service. If your event is not free to attend, any profits from screenings of *Grace Under Fire* should be donated to services.

3. [Venue & equipment](#)

Find a suitable venue for your screening, and ensure the necessary technical equipment is available. Contact VWT for more info.

4. [Host a post-screening Q&A](#)

To make your event more educational and worthwhile, consider putting together a panel of speakers to discuss the topics explored in *Grace Under Fire* in a post-screening Q&A. See our Q&A guide on page 4 for tips and ideas on what to discuss.

5. [Spread the word](#)

Invite the public and members of your local community to attend. Promote your film screening on social media using the hashtag #GraceUnderFireFilm



EDUCATORS

The updated school curriculum includes a subject called Sexuality Education, which explores issues relevant to those examined in *Grace Under Fire*. This short film is a useful resource for high school teachers, and can be shown in the classroom to facilitate discussion.

POST-FILM SCREENING Q&A: SUGGESTED DISCUSSION POINTS

Before preparing your questions for the post-film Q&A, check out the Australian Human Rights Commission's info page on sexual harassment, with links to further resources: <http://www.humanrights.gov.au/our-work/sex-discrimination/guides/sexual-harassment>

- In the film, Grace concludes that it is important for women to “not only speak out, but speak about” sexual harassment.

Why is it so difficult to discuss this issue and why is it important to create a dialogue around the hidden epidemic of workplace sexual harassment in rural and regional Australia? What are some of the ways we can contribute, as individuals and collectively, to help victims of workplace sexual harassment have their voices heard?

- Discuss the concept of “tacit condonement” raised by General David Morrison in the film. What are the ramifications of a culture in which bystanders to sexual harassment remain passive, or turn a blind eye to inappropriate behaviour?
- The Australian Human Rights Commission (AHRC) defines sexual harassment as: “Any unwanted or unwelcome sexual

behaviour, which makes a person feel offended, humiliated or intimidated.” Further, the AHRC states that, “Sexual harassment is not interaction, flirtation or friendship which is mutual or consensual. Sexual harassment is a type of sex discrimination.” Discuss this definition of sexual harassment. What type of structures or policies could be put in place to prevent workplace sexual harassment, and who should be responsible for enforcing them?

- The AHRC states that “despite being outlawed for over 25 years (see: Sex Discrimination Act 1984 (Cth)), sexual harassment remains a problem in Australia.” Why does the scourge of workplace sexual harassment still remain prevalent in Australia decades after it was outlawed?
- The AHRC states that “sexual harassment disproportionately affects women with 1 in 5 experiencing sexual harassment in the workplace at some time,” as opposed to 1 in 20 men. In *Whispers from the Bush*, ANU academic Dr Skye Saunders researched workplace sexual harassment in rural and regional Australia, and found that for women outside major cities, the rate of sexual harassment was as high as 73 per cent, or nearly three quarters of women. What is it about the culture of workplaces in rural, regional, and remote parts of Australia that makes women employees more vulnerable to sexual harassment? What can be done to change this culture?



HOW TO GET THE WORD OUT

Once you have gotten in touch with the Victorian Women's Trust and organised your venue, it's important to promote your event widely.

- **Create a facebook event**

Get the word on via social media. Start by creating a facebook event. [See this page for more info.](#)

- **Sell tickets**

If your event is ticketed, we recommend using an online ticketing platform like Eventbrite to facilitate ticket sales.

If your event is free, Eventbrite does not charge any fees. However, if you are charging for tickets, sites like eventbrite will charge a small service fee. [Contact Eventbrite for more info.](#)

Remember, if you are charging for this event, funds raised must go to support services.

- **Invite your local MP**

As this is a community issue, it's a great idea to encourage your local representative to attend your event as a guest or perhaps a speaker on the post-screening Q&A.

- **Tell the media**

Contact your local news outlet to make them aware of your screening and invite them along.

- **Use the hashtag**

#GraceUnderFireFilm

- **Tell us about it!**

Add your screening to the [Victorian Women's Trust community calendar.](#)

Consider adding your event to the [UN Women calendar.](#)

- **Send out old fashioned invites**

Send out personalised to key people in your area. Think school leaders, business leaders, police force, support workers.

- **Notice Boards**

Put up flyers on community notice boards in your town.

FILM STILLS & IMAGES

Download images via:

https://www.dropbox.com/s/5xouhyzu88e9msi/Grace_Under_Fire_Images.zip?dl=0

KEEP US IN THE LOOP

We're keen to hear how your event goes! Let us know via email (women@vwt.org.au) or phone (03) 9642 0422.



SUPPORT SERVICES

The following is a list of support services that can assist those affected by sexual harassment with counselling, legal advice, reporting harassment, and more. As noted, some services on this list are Victoria specific, but there are many locally based services around Australia that can be found through an online search of your area.

If you are in immediate danger, call 000.

Talk to someone

- 1800RESPECT, the National Sexual Assault hotline: 1800 732 732. [1800respect.org.au](https://www.1800respect.org.au)
- Centre Against Sexual Assault (Victoria): 1800 806 292. www.casa.org.au
- Victorian Sexual Assault Crisis Line (Victoria): 1800 806 292. www.sacl.com.au
- The Aboriginal Family Violence Prevention and Legal Service Victoria: 1800 105 303. www.fvpls.org
- Young Workers Centre (Victoria): 1800 714 715. www.youngworkers.org.au

Make a complaint

- Australian Human Rights Commission: 1300 656 419 or www.humanrights.gov.au
- Victorian Equal Opportunity and Human Rights Commission (Victoria): 1300 292 153 or www.humanrightscommission.vic.gov.au
- Sexual Assault Report Anonymously: www.sara.org.au

Language services

- Translating and Interpreting Service: 13 14 50

- TTY & Relay: Emergency TTY calls: 106. Non-emergency TTY calls: 133 677. relayservice.gov.au