

B L A C K G A R T E R

New Starter Guide

Everything you need to know before your first shift, written for women who have never done this work before.

SAMPLE OF WHAT YOU WILL BE GIVEN WHEN YOU ARRIVE

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1. Read this first

Welcome. This guide is for you if you have never done sex work before. It tells you the truth about the work, your rights, and how to stay healthy and safe. Please read all of it before your first shift, and ask us anything. Aphrodite, our AI assistant, is always on hand at help counters in the venue for any question about the work (Section 10).

This is your choice, every single day. You can stop at any time: before a booking, halfway through a shift, or after your first night. You do not owe anyone an explanation, and you will never owe Black Garter money for leaving.

If someone else is making you do this, stop reading and tell us. That includes a partner, an agent, a "manager", a friend or family member. The same applies if someone is taking your money, holding your passport, or saying you owe them a debt. We will help you leave safely and you will not be in trouble. You can also call the Australian Federal Police on 131 237, or 000 in an emergency.

The honest part

We would rather you hear this from us now than find it out the hard way.

- **This work is not for everyone.** Some women find it well paid and freeing. Others find it harder emotionally than they expected. Both are normal, and neither means you did something wrong.
- **Income is not guaranteed.** Some nights are busy and some are quiet. Do not take on debt or quit other income based on your best night.
- **Health risks can be made very small, but never zero.** Condoms, regular testing and vaccination do most of the work. Section 5 explains how.
- **Stigma is real.** Not everyone in your life will understand this work. Think carefully about who you tell and how you protect your privacy (Section 8).
- **The internet is permanent.** Photos and profiles can be copied. Never share anything online you could not live with being seen.

This guide is general information, not legal, medical, tax or migration advice. For independent advice, the Sex Workers Outreach Project (SWOP NSW) is free, confidential and run by people who know this work. Their details are in Section 11.

2. The law in NSW

Adult sex work is legal in NSW, and Black Garter operates as an approved premises. NSW was one of the first places in the world to decriminalise sex work, in 1995. That means you have the same right to a safe workplace as anyone else.

You must be 18 or older

No exceptions. We check photo ID for every worker before your first shift. Every client must also be 18 or older, and reception checks this.

What the law protects you from

- **Pressure into the work.** It is a crime for anyone to use coercion or undue influence to make you do sex work, or to make you hand over your earnings ([Summary Offences Act s 15A](#)).
- **Servitude and debt bondage.** Forced work, deceptive recruiting and "debts" used to trap you are serious crimes under NSW and Commonwealth law.
- **Unsafe workplaces.** Under work health and safety law, a venue must not coerce anyone to work, must not ask you for services outside your personal boundaries, and must not stop you using condoms ([SafeWork NSW](#)). This applies whatever your work arrangement is.

What is still illegal for workers

- **Street soliciting near homes, schools, churches or hospitals (s 19).** Never arrange bookings with people outside the venue.
- **Sex in a vehicle** in a public place or within view of a home, school, church or hospital.
- **Not taking precautions with a known STI.** If you know you have a sexually transmissible infection, the law requires you to take reasonable precautions, such as condoms and finishing treatment. The venue must not knowingly let it happen either. The maximum penalty is 100 penalty units or 6 months' jail ([Public Health Act 2010 s 79](#)). You no longer have to disclose an STI, but you must take precautions.

Discrimination: a gap you should know about

NSW anti-discrimination law does not yet name sex work as a protected attribute. Protections were dropped from a 2024 reform bill, and advocates were still pushing for change in April 2026 ([Green Left](#)). In practice, a landlord or another employer may treat you unfairly and you may have limited legal comeback. This is one reason Section 8 on privacy matters.

Inspectors may visit

SafeWork NSW, NSW Health and council officers can inspect the venue. SWOP outreach workers may also visit. You are welcome to speak with any of them privately. You can ask any inspector for identification.

3. Visas and work rights

If you are not an Australian citizen or permanent resident, you can work at Black Garter only if your visa allows work, and only within its conditions. At the time of writing, there is no separate rule banning sex work for visa holders who have valid work rights in NSW. Your visa's normal work limits still apply.

What we will do

Before your first shift, we check your work rights on VEVO, the free government system ([Home Affairs](#)). We need your permission and passport details to do this. We may re-check later, because visas can change. We cannot let you work if VEVO shows no work rights, or if the work would break your conditions.

Common visa limits (check yours on VEVO)

Visa type	Can you work?	Common limit
Citizen or permanent resident	Yes	None
Partner or other visa with full work rights	Usually yes	Check VEVO
Student	Yes, limited	48 hours per fortnight during study periods (Fair Work)
Working holiday	Yes	Usually a limit on time with one business
Visitor or tourist	No	Not allowed to work
Bridging visa	Depends	Check VEVO before any work

This table is a guide only. Your own VEVO record is the answer. If you are unsure, ask a registered migration agent or SWOP before you start, not after.

Your protections as a migrant worker

It is against Australian law for anyone to do any of these things to you ([Home Affairs](#)):

- keep your passport
- threaten to cancel your visa or report you to immigration
- threaten your future visa applications
- pressure you to work more hours than your visa allows
- make you live in unsafe or crowded housing as part of the job
- ask you to repay "recruitment", "travel" or "visa" costs

Black Garter will never hold your passport, and never make threats about your visa. If anyone else does, including an agent who brought you to Australia, you can report it anonymously through [Border Watch](#). You can also ask the Fair Work Ombudsman for help, and they state your visa will not be cancelled because you contacted them. Call 13 13 94, or 13 14 50 first for a free interpreter.

You keep your rights at work even if something is wrong with your visa. But working in breach of your visa can still have migration consequences for you, so check before you start.

4. Your rights at Black Garter

You are in charge of your body, your boundaries and your bookings. These promises apply to every worker, every shift, and no manager or client can override them.

Your body, your rules

- **You can refuse any client.** For any reason or no reason, before or during a booking. Reception will back you and deal with the client.

- **You set your services.** You decide what you do and do not offer. You can change your list at any time, including mid-shift. Nobody may pressure you to add something.
- **"Stop" means stop.** If you say stop, the booking stops. If a client does not respect that, press the alarm or call reception (Section 6).
- **Condoms are not negotiable.** Condoms are used for all vaginal, anal and oral sex on a penis. Condoms, dams, gloves and lubricant are free and always stocked. No client, and no manager, may ask you to go without.
- **Photos are your choice.** You decide if your photos are taken, how they are edited, and where they appear. You can ask for them to be removed at any time.

Money and fairness

- **You never pay to start.** No sign-on fee, bond, photo fee or "training" fee.
- **No debts, ever.** We will not lend you money, and we will not let anyone run a debt against your earnings.
- **No fines.** You will not be fined for being late, for refusing a client, or for leaving.
- **Clear pay.** Your rates, your share and when you are paid are written in your worker agreement. Ask us to explain every number before your first booking, and keep your own record of every booking (Section 8).

Your time and the roster

- **Opening hours.** Every day, 11am to 3am.
- **You choose your shifts.** Pick the days and hours that suit you. Tell us as early as you can if you cannot come in.
- **First preference, stated openly.** When the roster is full, first preference goes to workers who can start at opening (11am) or stay until close (3am). That is the only rostering preference, and it is written here so everyone knows it. Shorter shifts are always welcome and never penalised.
- **The witching hour shift.** After close on Friday and Saturday nights, 3am to 11am (so Saturday and Sunday mornings), for anyone who wants it. It is optional. We will confirm the start date once our approved trading hours allow it.
- **Your roster is confirmed ahead.** At least 48 hours before each shift. You can swap shifts with another worker; just tell reception.
- **Look after your energy.** A full opening-to-close day is 16 hours. If you work more than 12 hours, the manager will check in with you.
- You can take breaks, eat and rest between bookings. Water and a private space are always available.
- You can finish a shift early if you feel unwell, unsafe or simply done.

If something is wrong

Tell the manager on shift first, or the owner directly. If you would rather talk to someone outside the venue, SWOP NSW is independent and confidential. For workplace safety complaints, SafeWork NSW is on 13 10 50. You will never be punished for raising a concern.

5. Your health

Condoms every time, regular sexual health checks and a hepatitis B vaccination protect you from almost all of the risk. Sex workers in Australia do not have higher STI rates than the general population, largely because of these habits ([STI Guidelines Australia](#)).

House requirement: sexual health checks

NSW law does not force sex workers to be tested. Black Garter asks for this as a house rule, to protect you and your colleagues:

1. **Before your first shift:** a full sexual health check, and a certificate of attendance from the clinic.
2. **Then at least every 3 months:** a new check and certificate. Test more often if a condom breaks or you have any symptoms.

The certificate can be in your working name. It only shows that you attended a check. **We do not ask for, and do not want, your test results.** Those belong to you and your doctor.

What to ask for at your check

Test or vaccine	Why it matters
Chlamydia and gonorrhoea	The most common STIs. Often no symptoms. Swabs can be self-collected.
Syphilis	Blood test. Can take up to 12 weeks to show after exposure.
HIV	Blood test. Can take up to 45 days to show after exposure.
Hepatitis B immunity	Get vaccinated if you are not immune. Often free for sex workers.
Hepatitis C	Blood test.
HPV vaccine	Worth discussing if you are under 30.
Cervical screening	Every 5 years from age 25. Self-collection is available.

Public sexual health clinics in NSW are free and confidential, and most do not need a Medicare card. The closest to Black Garter is the **Short Street Centre at St George Hospital, Kogarah (02 9113 2742)** ([SESLHD](#)). Call ahead for opening hours.

Safer sex basics

- Use a new condom for every client and every change of act. Check the expiry date and the packet for damage.
- Use only water-based or silicone lubricant. Oil, lotion and massage oil can break latex.
- Never use two condoms at once. The friction makes both more likely to break.
- Check the condom is still on and intact during the booking, especially after a change of position.
- Use dams or gloves for oral or manual contact with the anus or vulva.
- Do not douche. It can push infection further in and irritates your body.

- Condoms are good contraception, but consider a backup method too. A clinic or GP can help you choose.

If a condom breaks or slips off

It happens to experienced workers too. It is not your fault, and you will not be in trouble.

1. Stop the booking. Tell reception you need a break.
2. Gently wash with water. Do not douche or scrub.
3. **Within 72 hours, sooner is better:** call the NSW PEP Hotline on 1800 737 669 to see if you need HIV prevention medicine (PEP). After hours, go to any public hospital emergency department.
4. If pregnancy is possible, get emergency contraception from a pharmacy. No prescription is needed.
5. Get tested again as your clinic advises. Some infections show up within a couple of weeks and others can take up to 3 months, so you may need more than one test.

If you have symptoms

Sores, lumps, unusual discharge, burning when you pee or pelvic pain all mean: stop working and see a clinic. Most STIs are easy to treat. Finish all treatment and wait until the clinic says you are clear before you work again. That is also what the law requires (Section 2).

Everyday care

Pee after each booking to lower your risk of a urinary tract infection. Drink water through your shift. Report any pain during sex to a doctor, not just to yourself.

6. Safety on shift

You are never alone in the building. Reception screens every client, every room has an alarm, and staff will come immediately when it is pressed. Your job is to trust your instincts and use that support early.

Before the booking

- **Reception screens first.** Clients who are drunk, high, aggressive or rude to staff are turned away before they reach you.
- **Meet before you agree.** You can decline a client at the introduction without giving a reason.
- **Agree the service and time up front.** Be clear about what is and is not included. A client who argues about condoms or keeps pushing on price before you start will usually push harder later.
- **Do a quick visual check.** In good light, look for sores, rashes, lumps or discharge. If you see anything that worries you, you can decline. Reception will handle it.

In the room

- Know where the alarm is before your first booking. Staff will show you how it works on your first shift.
- Keep yourself between the client and the door where you can.
- Keep your phone and valuables locked away, not in the room.
- Watch the time. Reception will knock or call when a booking is due to end.

- Agree a code word with reception. Saying it on the room intercom means "come to my room now".

Consent applies to you too

Under NSW law, consent must be given freely, can be withdrawn at any time, and must be given for each sexual act. Agreeing to sex with a condom is not agreeing to sex without one ([Crimes Act s 61HI](#)). A client who removes or damages a condom without your agreement is committing a crime. Being a sex worker does not change any of this.

Warning signs: press the alarm or leave the room

- the client blocks the door, grabs you, or tries to restrain you
- he tries to remove the condom, or you suspect he has damaged it
- he refuses to stop when you say stop
- he becomes angry, threatening or suddenly much more intoxicated
- your gut says something is wrong, even if you cannot explain why

You will never be criticised for pressing the alarm. A false alarm costs nothing. A late one can cost a lot.

If something happens

1. Get to a safe place and tell reception or the manager.
2. Call 000 if you are hurt or in danger. You can report any crime to police; the decision is yours, and we will support you either way.
3. For sexual assault support, the Southern Sydney Sexual Assault Service at St George Hospital is on 02 9113 2494 in business hours, or 02 9113 1111 after hours (ask for the on-call sexual assault worker), whether or not you report to police. 1800RESPECT (1800 737 732) is available 24 hours.
4. If a condom was involved, follow the steps in Section 5.
5. Tell SWOP if you are comfortable. Their warnings about dangerous clients help keep other workers safe.

Getting home

Never leave the venue with a client or agree to meet one outside. Do not give clients your personal number or social media. If you finish late, ask staff to wait with you until your ride or taxi arrives.

7. Drugs and alcohol: zero tolerance

No illegal drugs, and no alcohol, before or during a shift. No drugs on the premises at any time. This rule is firm because it protects you more than anyone else.

Why we are strict about this

- **Your judgement is your best safety tool.** Drugs and alcohol slow your reactions, blur your boundaries and make it harder to notice when something is wrong.
- **Condom mistakes go up.** Missed breakages and "just this once" decisions happen far more often when someone is affected.

- **Consent needs a clear head.** Yours and the client's.
- **Drugs bring danger into the building.** Dealing, debts and police attention put every worker here at risk.

What the rule means in practice

- Do not arrive affected by drugs or alcohol. If you do, we will send you home for that shift, safely, and talk with you the next day.
- Never accept a drink, food or any substance from a client. Drink spiking happens.
- Clients who are drunk or high are refused entry. If a client offers you drugs or asks you to get them, end the booking and tell reception.
- Anyone who brings, sells or supplies drugs at the venue will not work here again, and supply will be reported to police.
- Prescribed medicine is fine. You do not have to tell us about it. If it makes you drowsy, please look after yourself and take the shift off.

If you are struggling

Many people use substances to cope with stress, including stress from this work. **If you tell us you are struggling, you will not be punished and we will not report you.** We would rather help you early. You can also talk to someone outside the venue, free and confidentially:

- **Alcohol and Drug Information Service (ADIS):** 1800 250 015, 24 hours, 7 days ([NSW Health](#))
- **SWOP NSW:** sex worker peer support that understands the work without judgement (Section 11)

If you or a colleague ever looks seriously unwell after using a substance, call 000 straight away. Getting help fast matters more than anything else.

8. Earnings, money, tax and privacy

This section covers what you can aim to earn, what the real numbers look like, and how to plan with them. Your earnings are taxable income, the same as any other job, and your privacy needs active protection. Sorting both out in your first month saves real trouble later.

What we aim for

We plan the roster, rooms and marketing to reach these aims:

	Our aim
Bookings on a normal day	7 to 10
Bookings on a quiet day	3 to 5
Earnings for every worker, every full shift	at least \$1,000
Earnings for top performers	\$2,000 a day

These are aims, not promises. No one is paid a guaranteed amount. No one is pressured to see more clients to reach a number, and refusing a booking never counts against you.

What the real numbers look like

Our aims come from 10 to 20 years of managing venues in Sydney. So you can judge them for yourself, here is one real sample: job sheets from previous shops we managed, over 15 days in October 2018. It covers 315 shifts worked by 72 women.

Per worker, per shift	Result
Bookings, typical shift (median)	5
Bookings, busiest quarter of shifts	7 or more
Shifts with 3 or more bookings	83%
Shifts with 7 or more bookings	29%
Earnings, typical shift (median)	\$650
Earnings, average shift	\$707
Earnings, top 10% of shifts	\$1,356 or more
Shifts earning \$1,000 or more	24%
Shifts earning \$2,000 or more	1%
Highest single shift	\$3,020
Average earned per booking	\$130

What this honestly tells you: in 2018, a typical shift was about five bookings and \$650. On recorded pay alone, one shift in four reached \$1,000, and \$2,000 days were rare. Shifts where a worker saw no clients were not recorded, so the true typical figure was a little lower. Our current rates are on the price list you receive at induction. We aim to do better than 2018, but plan your life around typical numbers, not the best ones.

Tips are not in those numbers. The job sheets do not record tips. In our experience tips make up about a fifth of what a woman takes home, so the recorded amounts work out roughly like this:

Recorded pay per shift	About, with tips	Share of shifts
\$400 or more	\$500 or more	70%
\$800 or more	\$1,000 or more	38%
\$1,200 or more	\$1,500 or more	16%
\$1,600 or more	\$2,000 or more	4%

Our estimate is that about 1 in 5 women reach \$2,000 on their good days once tips are included: top shifts usually record around \$1,500, and a \$300 to \$700 tip takes them to about \$2,000. In this sample, 18% of the women had at least one shift that recorded \$1,500 or more. The with-tips figures are our estimate, not recorded data.

The \$1 million in 3 years program: savings guidance and future-planning coaching

Some women come here with a big goal: a home, a business, study, a safety net. This program helps you plan for yours. It is optional and free.

The honest maths first. Earning \$1 million in 3 years means about \$333,000 a year before tax.

Your earnings per shift	Shifts a week, 48 weeks a year	Time to earn \$1 million
\$2,000	4	about 2.6 years
\$1,500	5	about 2.8 years
\$1,000	5	about 4.2 years
\$1,000	4	about 5.2 years
\$650 (typical in 2018)	4	about 8 years

So \$1 million in 3 years is a top-performer goal: roughly \$2,000 a day, four days a week, all year. And that is what you earn, not what you keep. Tax, GST and your own costs come out of it (see Tax basics below).

What the program covers:

- a simple savings template you fill in yourself, with a coach to talk it through;
- general information on setting money aside for tax and GST;
- how superannuation works, in general terms;
- planning for life after this work: study, a business, a home deposit;
- regular check-ins, only if you want them.

What it is not: it is general education and coaching, not personal financial, tax or superannuation advice. We never hold, manage or invest your money, never ask for access to your bank accounts, cards or passwords, and never make coaching a condition of working here. For advice about your own situation, we will refer you to a licensed financial adviser or a registered tax agent.

Tax basics

- **Declare your income.** Sex work income is taxable. The ATO has guides for adult industry workers covering income and deductions ([ATO](#)).
- **ABN.** Required. You must have your own Australian Business Number before your first shift. Applying is free. Aphrodite can walk you through the form step by step, and you type your personal details straight into the government website yourself.
- **GST.** You must register for GST within 21 days once your GST turnover reaches \$75,000 over the past 12 months, or is likely to reach \$75,000 over the next 12 months (ATO). At \$1,000 a day, four days a week, you would be on track for about \$192,000 a year, so you would probably need to register as soon as you start. Ask a tax agent how your arrangement counts turnover. How GST works in venues is explained by the ATO ([GST and the sex industry](#)).
- **Put tax money aside every shift.** Tax is not taken out for you as a contractor. Many workers set aside 25 to 30 percent. An accountant can give you your real number.
- **Super.** Whether super is paid for you depends on your arrangement. Ask us, and check with an accountant.

A good accountant who works with the adult industry is worth the fee in your first year. SWOP can suggest non-judgemental options.

Keep your own records

Write down every shift: the date, each booking, what you earned, and what you were paid. Keep receipts for work costs. The ATO expects records to be kept for 5 years. Your own record also lets you check your pay is right.

Keep your money yours

Use a bank account in your own name that only you can access. Nobody else, not a partner, friend or agent, should hold your cards, PIN or earnings. Someone who takes control of your money is a warning sign (Section 1).

Protecting your identity

- **Use a working name.** Your real name is only for ID, visa and tax checks. We store it securely, and staff and clients never need it.
- **Photos.** You decide whether your face is shown. Remove tattoos, birthmarks and background details that could identify you. Remember that anything online can be copied.
- **Separate your phones and accounts.** Use a separate phone number and social media for work. Turn off location tags on photos.
- **Be careful who you tell.** NSW law does not yet protect sex workers from discrimination (Section 2). Think about who needs to know, and when.
- **If someone threatens to out you,** do not pay them. Keep the messages and talk to us or SWOP. Threats and blackmail can be reported to police.

9. Looking after your mind

The hardest part of this work is often not physical. It is the emotional effort of being warm and present for strangers, and the stress of keeping part of your life private. Plan for this from day one.

Keep a clear line between work you and real you

- **Your working name is a role.** Many workers find it helps to think of work as a performance they step into and out of.
- **Build a switch-off ritual.** A shower, changing clothes, music on the way home, a set time you stop checking work messages.
- **Keep your personal life separate.** Clients may be kind and generous, but they are clients. Be careful with regulars who want more than a booking, such as your personal number, meetings outside or a "relationship".

Warning signs you need a break

- dreading every shift, or feeling numb during bookings
- trouble sleeping, or needing alcohol or other substances to wind down

- pulling away from friends, family or things you used to enjoy
- your boundaries slipping because you feel you have to earn more
- old memories or feelings coming back that you find hard to handle

If you notice these, take time off. Taking a week, a month, or leaving this work altogether is a healthy decision, not a failure. Your place on the roster will not be used against you.

Talk to someone

- **Other workers.** Peers are often the best support. SWOP is run by and for sex workers and offers free, confidential counselling.
- **A counsellor who is sex-work friendly.** SWOP can help you find one. A GP can also refer you to a psychologist with Medicare rebates.
- **In a crisis, any time:** Lifeline 13 11 14, or 000 in an emergency.

Stigma is not the truth about you

You may hear negative things about sex work from other people, or in your own head. Choosing legal, adult work that suits you right now does not make you less worthy of respect, love or safety. You deserve all three, at work and away from it.

10. Your first week

Nerves on your first shifts are completely normal. Go slowly: take fewer bookings, ask lots of questions, and remember you can stop at any point.

Before your first shift

- Read this whole guide and write down your questions
- Show your photo ID (you must be 18 or older)
- Complete the VEVO work-rights check, if you are not a citizen or permanent resident
- Have a sexual health check and get a certificate of attendance
- Check your hepatitis B immunity, or start the vaccination
- Read your worker agreement, have every rate explained, then sign it
- Get your ABN (required before your first shift), and plan how you will save for tax
- Choose your working name and decide about photos
- Set up a separate phone number for work
- Write down the services you offer and your hard limits
- Save SWOP's number and the PEP Hotline in your phone

What happens on your first shift

1. **Welcome and tour.** The manager shows you the rooms, alarms, exits, bathrooms, rest area, supplies and Aphrodite's help counters.
2. **How bookings work.** Reception explains introductions, screening, timing and how payment is taken.

3. **A buddy.** If you would like, we pair you with an experienced worker you can ask anything.
4. **Room care.** Fresh linen and towels for every booking, surfaces wiped down, used condoms in the bin (never the toilet), hands washed.
5. **End of shift.** You are paid as your agreement sets out. Check it against your own record before you leave.
6. **Check-in.** The manager asks how it went, what felt good and what did not. Be honest; this is how we make it better for you.

Aphrodite, your on-site assistant

Aphrodite is Black Garter's AI assistant. You will find Aphrodite at help counters around the venue whenever you are here. Ask anything about the work; no question is too basic or too awkward.

Aphrodite can help you draft:

- your working profile and bio
- your list of services and hard limits
- your ABN application
- a simple record of your shifts and earnings
- questions to take to a clinic, an accountant or SWOP

Two things to remember:

- **Aphrodite is not the emergency button.** If you feel unsafe, press the alarm or go to reception. For a complaint or a problem with a client, talk to the manager.
- **Aphrodite gives general information.** For legal, medical, tax or visa decisions, confirm with a professional or SWOP (Section 11). You never need to give Aphrodite your real name, visa details or health information to get help.

At the end of your first week

We will sit down with you again. You can tell us if you want to keep going, change your services or shifts, take a break, or stop. Every one of those answers is fine.

II. Where to get help

Save these numbers in your phone today. For everyday questions about the work, Aphrodite is at the help counters whenever you are at the venue. Every service below is independent of Black Garter, and you never need our permission to contact any of them. For an interpreter, call the Translating and Interpreting Service on 131 450 first and ask them to connect you.

If you need	Who to contact	Phone
Emergency: danger, injury, overdose	Police, ambulance, fire	000
Help leaving forced work, debt bondage or trafficking	Australian Federal Police (Modern Slavery)	131 237

If you need	Who to contact	Phone
Support for forced work without going to police	Salvation Army referral pathway	1800 000 277
Support for forced work in NSW	NSW Anti-slavery Commissioner (DCJ)	1800 FREEDOM (1800 373 336)
Peer support, counselling, legal referrals, dangerous-client alerts	SWOP NSW , Mon–Fri 10am–6pm, swopconnect@swop.org.au	02 9184 9466
HIV prevention after a condom breaks (within 72 hours)	NSW PEP Hotline, or any hospital emergency department	1800 737 669
Sexual health advice and bookings	NSW Sexual Health Infolink (SHIL)	1800 451 624
Sexual health clinic near the venue	Short Street Centre, St George Hospital, Kogarah	02 9113 2742
Sexual health clinic in the city	Sydney Sexual Health Centre, Sydney Hospital	02 9382 7440
Sexual assault support	Southern Sydney Sexual Assault Service, St George Hospital	02 9113 2494 (business hours); 02 9113 1111 after hours, ask for the on-call sexual assault worker
Sexual, domestic or family violence (24 hours)	1800RESPECT	1800 737 732
Alcohol or drug support (24 hours)	ADIS	1800 250 015
Crisis support (24 hours)	Lifeline	13 11 14
Workplace safety complaint	SafeWork NSW	13 10 50
Pay problems or migrant worker exploitation	Fair Work Ombudsman (Fair Work)	13 13 94
Someone holding your passport or threatening your visa	Border Watch (can be anonymous)	Online
An interpreter for any call	Translating and Interpreting Service	131 450

Phone numbers were checked in October 2026. If one does not connect, SWOP can point you to the right service.

12. Acknowledgement

Please sign this page only when you have read the whole guide and had your questions answered. If English is not your first language, we will arrange an interpreter to go through it with you first.

By signing, I confirm that:

- I am 18 years of age or older.
- I am choosing to work at Black Garter freely. Nobody is forcing, pressuring or paying anyone else for me to be here.
- I understand I can refuse any client or service, and stop working at any time, without penalty.
- I understand the house rules on condoms, sexual health checks and drugs and alcohol.
- I know how to use the room alarm and where the exits are.
- I have been given a copy of this guide and the contact list in Section 11.

	Worker	Manager
Working name		
Signature		
Date		

Your signed copy is kept confidential and stored securely. You can ask for a copy at any time.

Sources

Law, health and service details were checked against these pages in October 2026. Laws and phone numbers change; check the source if anything looks out of date.

- [Regulation of sex work in NSW](#), SafeWork NSW
- [Public Health Act 2010 \(NSW\) s 79](#) and [NSW Health summary of the 2017 changes](#)
- [Summary Offences Act 1988 \(NSW\)](#) and [s 19](#)
- [Crimes Act 1900 \(NSW\) s 61HI](#)
- [Sex workers need protections under anti-discrimination law](#), Green Left, April 2026
- [Information for employers and labour hire organisations](#), Department of Home Affairs
- [Visa holders and migrants](#), Fair Work Ombudsman
- [Sex workers](#), Australian STI Management Guidelines (ASHM)
- [Short Street Centre](#), South Eastern Sydney Local Health District
- [Contact](#), NSW Sexual Health Infolink
- [Alcohol and other drug services](#), NSW Health
- [GST and the sex industry](#) and [occupation and industry guides](#), Australian Taxation Office
- [SWOP NSW](#)
- [Support services](#), Modern Slavery in Australia

- [Reporting, help and support](#), NSW Anti-slavery Commissioner
- [Registering for GST](#), Australian Taxation Office
- Earnings sample: job sheets from previous shops we managed, 1–15 October 2018 (315 shifts, 72 women), analysed October 2026; tip figures are the operator's estimate