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PART C: Submission

1. How would you describe the workplace culture(s) of the Commonwealth parliamentary workplace(s) where you work/have worked? Please outline specific strengths and/or weaknesses in terms of workplace culture(s), based on your experiences, as appropriate.

I experienced no harassment, bullying or problems of any kind in all three of my workplaces, nor did I see any evidence of such between any of my colleagues, from my managers or the MPs. The workplace culture was respectful, hardworking and mindful of others, even in our crowded offices.

2. Based on your experiences, what are the factors that already do, or could contribute to a safe and respectful environment in Commonwealth parliamentary

workplaces?

Without doubt, it is the people in charge of the office - the Minister/MP and Chief of Staff who set the tone and atmosphere for the office. Regular staff meetings where any problems can be aired in a non-judgemental way and contributions, no matter how trivial, from any member of staff are welcome, is a huge way of making staff feel valued and respected.

3. Based on your experiences, what are the factors that may contribute to workplace bullying, sexual harassment or sexual assault in Commonwealth parliamentary workplaces?

I honestly don't know...maybe I was lucky with my own experiences and colleagues.

4. Are you familiar with any Commonwealth parliamentary workplace policies, processes and/or practices in relation to staff and worker safety and wellbeing, workplace bullying, sexual harassment or sexual assault? If so, please outline your understanding of how these policies, processes and/or practices operate.

Sorry, no I am not familiar with these, although I probably was made aware of them in the past.

5. During your time working in a Commonwealth parliamentary workplace(s), have/did you receive any education or training in relation to worker safety and wellbeing, and/or how to prevent or respond to workplace bullying, sexual harassment or sexual assault? If yes, please outline your experience of the training and whether it was useful in increasing your knowledge and/or skills in relation to preventing and responding to workplace bullying, sexual harassment or sexual assault.

No, I cannot recall any such training.

6. Are you aware of how you and/or other people working in Commonwealth parliamentary workplaces can report workplace bullying, sexual harassment or sexual assault (either formally or informally)? If yes, please specify what reporting options exist, and outline your experience with accessing and/or using those reporting options if applicable.

No, while I did not have anything to report, I was not aware of any reporting options other than to my immediate supervisor.

7. Are you aware of any supports available in Commonwealth parliamentary workplaces to people who experience workplace bullying, sexual harassment or sexual assault? If yes, please specify what supports exist, and outline your experience with accessing and/or using those supports if applicable.

No, I was/am not aware of any support available.

8. Based on your experiences, do you have any suggestions or recommendations on how to improve the prevention of and responses to workplace bullying, sexual harassment and sexual assault in Commonwealth parliamentary workplaces?

I think widespread dissemination of policies, reporting options and support is most important as well as compulsory training sessions for all staff.

9. Is there anything else you would like to tell the Commission?

Only that I am utterly appalled about what has happened and hope that the Commission's report will help fix this.



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