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- [REDACTED]
- [REDACTED]

[REDACTED]

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 worked in an number of Electoral offices and Parliament House in Canberra

all bar one of the workplaces were really very good - Inclusive and helpful staff and members

***one workplace was very toxic and I left the role ***

I felt this site had a strong bullying element and other staff had left before and after me

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?

inclusive
supportive
helpful

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

the work site which I left had more than one person who was demanding and mean there were unrealistic expectations and I was told that I was going to be compensated for work which I had completed and that was not the case.

one example was that the [REDACTED] sent an email out in my name which I felt was not an appropriate tone and I was upset that it had been sent from my email as if it was sent from me

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.

I expect the policies are in line with other workplaces - I have often been on [REDACTED] committees and so I understand what is acceptable

All bar one of the sites were totally compliant and helpful

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.

I don't remember receiving such training however I had a strong understanding going into the roles so I know what is and isn't acceptable

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.

I didn't go searching for it however I am sure I would be able to phone MOPS and find out a process to follow

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.

again like the last question - I expect that I would be able to search the website and find where to go for support

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 that the office that had a bullying element was just independently dysfunctional and it seemed that there was not any checks around processes - the attitude was perform or leave if you don't like it

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

not really - if anyone would like to discuss the information above please feel free to call me on [REDACTED]
thanks
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