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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.**

In any political office where employment is based on the Member staying as the member, there is a huge power advantage to the MP. Most of the time these Members are the managers of their staff, yet they don't have managerial training. Lower staff get ridiculed if something goes wrong. MPs take it personally when something goes wrong.

**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?**

There needs to be better HR practices. I don't even think I knew how to contact HR when I worked at that office.

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

Power, politics is always about power. People who feel like they can dominate over others is what causes the issues. There needs to be proper accountability.

**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.**

No - although I recognise they may have been implemented since I left

**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

**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

**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

**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?**

There needs to be better HR practices. Contracts of employment should not be made conditional on whether the member is the member (eg employment ceases when the member ceases to be the member). There needs to be better supports for all.

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

I now work in a state office, and these things also happen in State EOs. I think there needs to be a nationwide approach to this because many staffers jump between the two.

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