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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.**

My employers included Ministers and backbenchers over a period starting in 1997. The office operate a bit like small businesses with the style very much influenced by the personality and the practices of the politician in charge. I always thought the system worked well.

**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?**

Common sense by the the employing parliamentarian.

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

Poor and/or inappropriate behaviour by the parliamentarian and lead staff, although I rarely saw much evidence of this.

**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.**

Norhting specific, but we operated under numerous and confusing if not outright conflicting public service rules and pratices.

**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.**

Yes. Same answer as above.

**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.**

The practice in my time would have been to talk to the chief of staff in the Party Leader's office if what was not possible to address the issue with the employing parliamentarian.

**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.**

I believe they exist but never had the need for them so never delved further into the question.

**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?**

Less paperwork and regulations. Clear simple rules. One handbook for staffers including all their rights and duties.

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

I guess you will get a lot of heartache stories and while I am sure they happen, working in Parliament is for most a joy and a privilege that should be acknowledged and celebrated.

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