

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[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.**

The first 6 months of my 12 months was a mixed experience in terms of good and bad culture, but was more bad than good based on some very toxic behaviour from about half my colleagues. The second 6 months was much better and largely good due to most but not all of that behaviour being dealt with in one way or another.

**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?**

Being clear and formal up front on what behaviour will not be acceptable and then addressing issues quickly, transparently and decisively. First informally and then more formally. Also hiring based not just on skills and experience but also character. But hiring based on identity politics (eg race, gender, sexuality, etc) will encourage bad behaviour. The office I worked in did not do this thankfully.

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

Sadly, the world of politics still encourages and rewards bullying but thankfully doesn't seem to in terms of sexual harassment or sexual assault. Even sadder still, I cannot see politics improving that much given the almost timeless nature of this 'beast' as many great writers, philosophers, economists and theologians have demonstrated for centuries. For example, see the Chicago, Public Choice and Austrian schools of economics for more.

**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 cannot recall if I ever was exposed to that. It certainly wasn't high profile.

**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 never received training from the Commonwealth Parliament on this but [REDACTED] proactively trained all his staff, including me, in similar training of Non Violent Communication.

**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?**

The main thing is to put in place proper 'carrot' and 'stick' incentives along with sound training that is not based on the latest left wing political fad.

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

Although I found bullying was not uncommon in the world of political staffers (both in [REDACTED] and Canberra), sexual harassment seemed very rare and sexual assault seemed non-existent.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]