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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.**

It is a cut throat environment, especially when in Parliament House during sitting weeks. Hours would go through the night and staff expected to stay there if the Upper House was still sitting. The travel from [REDACTED] to Canberra made it even worse, with days upon end away from my husband and children. I was suprised at the level and amount of swearing used by many especially when to leaders like MPs, Senators and Ministers with whom we had many meetings. There is also an obscene amount of backstabbing and name slandering instead of people sticking to their morals and tackling to get the ball, not the man.

**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?**

The leaders should lead by example. But money and power greed is way out of hand.

**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.**

These supports are nothing more than a therapist type setup. Unfortunately I dont believe therapists can undo the damage. Instead, the damage should not occur in the first place.

**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?**

Most of the leaders (MPs, Senators incl Ministers) exhibit nauseating qualities when it comes to being examples of good morals, principles, whistleblowing and respect towards others, not just females. This causes a detrimental flow on effect to everyone else where it is excepted that bad behaviour is condoned and the norm, thus happens through the whole place. I had a lot of respect for our nation's leaders until I became involved in the inside circles to find these backstabbing, assaulting type behaviours, foul language, unhealthy habits (smoking packets in PH gardens and getting drunk as the norm during sitting weeks), disrespectful characteristics being portrayed.

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

I was pregnan [REDACTED]

[REDACTED] I was discriminated against every time as a result. Being a mum/having children/ becoming pregnant seems to be an unacceptable part of working in federal politics. [REDACTED] I was bumped [REDACTED]

[REDACTED] subsequently losing out [REDACTED]

[REDACTED] I was treated unfairly, and it became clear that they tried to work [REDACTED]

me out of the office

I could immediately feel how they had turned against me. There were derogatory type comments made about why I needed to have another baby and that the news was unwelcome to them.

I subsequently resigned shortly after as

I could not continue working in such a discriminatory environment.

It is evident that being a mum or having children has no place in federal politics. Just look at the lack of women politicians with any children, and if they do have children, those kids are in their 20s living on their own already. The PH / federal politics culture is against women who want to also have a family life. It is near impossible for any staffers to travel to and from Canberra with their young children, as such how could a mum work for a federal politician if she is based? The MPs and Senators have some support for their children to travel with them to Canberra or extra support for childcare if their children stay at home for some days in while the mum travel to Canberra. There is no such support for staffers with families, causing a massive imbalance/ unfair circumstances for female staffers in these offices.

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