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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.

toxic
sexist
manipulative
over worked

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?

I think it's down to individuals and their commitment. There is no overall culture or expectation. Its a 'luck of the draw' situation.

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

There are no consequences or oversight for MPs. MPs can run their office exactly as they like and they know that they don't have to answer to anyone. The power im-balance is just so blatant, its impossible to provide a safe working environment for staff.

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

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 received but was organized by the Party, not the Department.

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.

EAP.

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?

We need a way to train MP's and to hold them accountable for their management of staff.

Mp's need to know how to run an office, or delegate it to someone else.

Sitting hours need to be 9-5.

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

I don't think having the press gallery in the building contributes to a safe working environment. It's a cliky club that treats younger women, particularly from minor parties like shit. And that is not just the senior men, its also the senior

women. Senior press gallery staff should also reflect on their behavior and receive some training on how they treat younger women in particular, because I have found it to be very belittlingly.

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