

[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.

I worked in Parliament House during sitting weeks in government and opposition from [REDACTED]. My boss was a Government [REDACTED] and a [REDACTED].

I cannot comment on the [REDACTED] party activity. However it is clear from many recent media reports that there culture within [REDACTED] is extremely sexist to woman and career destruction. It is clear that positive affirmative action and respect for woman does not occurred within [REDACTED] and [REDACTED] parties.

In my view the culture has improved in [REDACTED] with the great affirmative action reforms. The result is fantastic woman be given the chance to represent local electorates across Australia. However more has to be done particularly in preventing excessive drinking of alcohol. It is obvious that this needs to be address for both staff and MPs.

However it is an extremely hard work for woman to work during parliamentary sitting weeks and committee work, electorate and party work, attending many local events and to balance this with family and caring duties at home.

For staff working in parliament during sitting week it is usually very long day starting early before 7.00am and leaving after 9.00 pm. In some cases you share accommodation at [REDACTED] or other similar places. It is common knowledge that the [REDACTED] was subject to many allegations of illegal activity affecting many female staffers in the past. In my time they upgraded security at the pinnacles after many complaints from parliamentary staffers

Wednesday nights parliament sitting time finished at 8.00 pm and this gave opportunity to have a night at with staffers and MPs. I have observed many unfortunate events during my time in canberra. Budget night is also horrendous for the same above reasons.

On a personal note it is strange for me to understand how a male staffer can forget about his on family in [REDACTED] potentially sacrificing everything. Why anyone would successfully chase down a female staffer from another office to settle his lack of loyalty to his immediate family. It shows a complete lack of respect and maturity for a male to enjoy raising his bat for only 30 seconds leading to stress when everyone knows about this event

Friday returning to the electoral office is a real hard as you have limit sleep during the week. It will lead to stress and I'll health. I have experience this and require a 10 hour sleep on both days of the weekend

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?

Better process to report matters independent of the Ministerial and parliamentary services. They are hopeless

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

Alcohol male symbolism and immaturity

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 policies ever existed in [REDACTED]

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.

Never ever for [REDACTED]

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.

Did not exist in my [REDACTED]

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.

Does not exist as it will cost MOPS millions which they do not like to spend.

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?

Need to change the culture that will take years to change.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]