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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.**

People skills and caring for staff is very much absent.

It is a culture of in it only for yourself. No generosity or favours, no mentoring. It seems acceptable to leave grievances unresolved.

**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?**

We need a strong people team; delegations of SES, particularly the Dep Sec need to be more spread out. All recruitment, disciplinary and organisational decision should not sit with one person alone. There is very much a feeling of you are treated like royalty if you are liked by the Dep Sec and treated terribly, or ignored if you are not known or not liked.

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

closed doors; nepotism; ostracism; inappropriate recruitment; favouring homosexuals; discrimination. I don't mean to sound flippant; each of these issues are very very real and uniquely parliamentary.

**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.**

Yes. But there is not the confidentiality or respectful management of complaints. Everyone seems to know each other's business. Unprofessional.

**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.**

As a victim of severe ostracism, I made a complaint. I was yelled at in a public space by my supervisor. It made me angry and I countered back. Because of this I was unable to pursue my complaint (because we both did not want a Code of Conduct issue) and I resolved to leave that area. My mental health took a huge huge battering. There was no reconciliation. There is still bullying by way of silence and ignoring my physical presence. It has been hard for me to work in a different area because I have unique skills and so I am

still physically proximate to this person. I am undeniably a victim of workplace bullying with no support. It is always the worker, not the manager who suffers.

**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.**

I tried to report it and they insist on resolving at the lowest level possible. This doesn't work because it feels very much a he says she says and lets agree to disagree when actually there needs to be a better structure and support around the problem.

**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.**

If one of my staff said they were experience sexual harassment, I do know to use the Harrassmetnt contacto officer. I don't have any hesitation ins going straight to police for sexual assault matters. For bullying it is vague, unhelpful, and part of the problem. The staff are pretty laid back and pro-manager. There is very much a feeling of there is noone to go to when you are bullied.

**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?**

Awareness, training, ROTATE senior staff to prevent nepotism and festering bad behaviours.

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

I am grateful for the inquiry. I have regular contact with a psychologist outside work (not EAP) to discuss my workplace problems; I have been completely shattered by my experiences at APH and one day I hope to leave.

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