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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.

Refer to comments below

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?

There is an culture of being above the law and everything else

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 is an culture of being above the law and everything else

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.

Refer to comment below

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.

Not applicable

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.

Not applicable

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.

Not applicable

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?

People need to be human and realize that they are not above the law

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

"As a management consultant I was requested by the [REDACTED] to provide a presentation on Probity to a former [REDACTED] staff in Parliament House

I provided a 30 – 45 minute presentation on probity and invited questions. One of the questions I received from a senior member [REDACTED] was: Not withstanding the Law what are my obligations?

I was shocked with the question, but over time and especially considering the matters for this review: I understand the inference within the question to be: I am above the law and don't have to worry about what you have just said

There were many [redacted] in the Room ([redacted]) and they were also shocked at the question – and between us we could not answer it.

To me over time, this demonstrated a culture of the belief that Members of Minister’s Staff believed that they were above the law and did not have to comply.

Whist it was not of a sexual nature it demonstrates a poor example of culture within the Parliament House.

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