

Submission 20

Five years ago I was working at the [REDACTED]. I believe the workplace practices at [REDACTED] put me at increased risk of being a victim of sexual harassment.

I was employed as an [REDACTED] case manager [REDACTED]. I was employed on a 3-month non-ongoing contract on the pretext that the role only needed to be performed for a specified term. I do not believe this justification was genuine, as there was a steady flow of case management work that kept the team very busy on an ongoing basis. I believe I was employed on a non-ongoing basis so that [REDACTED] would be free to terminate my employment without the requirement to provide an acceptable reason.

I was sexually harassed by an [REDACTED] colleague. The worst incident I experienced was when he sent me text messages asking me to meet him in a storage area and perform oral sex on him. I told my colleague that I thought his actions were in breach of the Code of Conduct. However, I was afraid to report the sexual harassment because I thought it would hurt my chances of a contract extension.

Non-ongoing employment contracts should only be used where there is a genuine requirement to perform work for a specified term or specified task. They should not be used as a trial period, with a potential contract extension held over the worker's head from day one. Insecure employment puts workers in the position of having to tolerate unsafe working conditions, such as sexual harassment, for fear of termination.