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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.

I found the Parliamentary workplace staff mostly respectful, at least. Elder female staff at the COmmittee office actively made efforts to ensure younger female staff were not left alone with certain male parliamentarians who had a known reputation to making inappropriate commetns towards others (particularly younger females). I was █ at the time and in my first full time role. while it was great that they were looking out for us, they lengths they were going should not have been necessary. For example, when travelling with the committee, they would ensure we did not travel in Commonwealth Cars with memembers of concern, to the extent they would get us a separate taxi.

From discussions I have been invlved in, office managers seemed to be particularly targeted. Actively and lecharously check out in the corridors for example, by bith parliamentarians and staffers. I also have previously worked at █, and found a similar issue there.

I was particularly disgusted at one █ minister then █ who knew a █ and was just horrific towards them, trying to make them uncomfortable (not in a sexual way, just power).

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 make myself available to (predominately male) co-workers (usually █ these days) who have objectively rude or awkward questions to ask but legitimately want to understand why whay they may be doing is wrong and what they should be doing instead. i found this particularly helpful for █. I can be incredibly mentall and emotionally draining, but they know i wont laugh or get offended, and them understanding it improves the culture for every one 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?

ingrained superiority complex's that I believe start in █ and █. I believe encouraging people to be young leaders in those contexts has extended to making them believe in some instances they are the next rulers of the country. Moving from that, into a staffer environment where their bosses are doing whatever they want without repercussions leads them to believe they can exhibit the same behaviours when they reach

the same 'greats'.

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.

I am aware of the HR processes at the house of representatives. However, as much as I have a great relationship with all the people strategies staff, they are mostly older females who probably had to fight a lot more for respectful treatment in the workplace, are multi hatted and all the HR stuff are done manually because it is a small department. [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.

Only in regard to workplace bullying. it is a wider government online module you do once a year and is incredibly boring. To be honest, i manage to test out of it every year without reading the content / watching the animations.

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.

Some workplaces have identified staff who go on training and act as a first contact point for a claim.

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.

Comcare.

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?

Make all staff go through respectful relationships courses every year. it is not just for school kids. A lot of senior persons seem to have missed out on the common sense of not bullying or harassing people.

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

As an [REDACTED] I get incredibly frustrated when i see bullying or harassment take place in front of a manager, HR person etc, and nothing gets done. When i raise this in conversations on culture, I get told i should be the one to say something. i dont disagree, however, how can people my age [REDACTED] be empowered to make bullying / harassment claims when managers and HR wont!!! Especially as I have seen people get passed over for promotion for doing just that.

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