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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.**

The workplace with [REDACTED] was very secretive and not transparent. The [REDACTED] team, predominately run by Cth parliamentarian staffers, were inexperienced in HR matters and focused more on external perceptions than internal workplace grievances.

**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?**

The [REDACTED] had no sexual harassment training or resources. Further, volunteers were vulnerable as incidents of sexual assault were covered up or never addressed by politicians or public servants. The overall culture was very aggressive and unsafe for vulnerable members of the community as there were no HR or formal protocols in place to assist employee bullying and harassment complaints. Most of the people in positions of power were the ones that exploited the lack of processes to protect the political parties brand.

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

Lack of education, positive duties for internal policies, and more formal complaint processes as volunteers are not covered in the sexual harassment discrimination bill.

**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.**

Not familiar with any. In our experience we were advised to contact the organisation insurance company who were unable to do anything as contractors and volunteers have no formal position.

**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.**

No training was provided.

**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 aware of any reporting requirements.

**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.**

No

**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?**

Politicians used parliamentarian staffers as a way to distance themselves from their obligations as employers. This behaviour encouraged staffers to not action complaints that were raised as they were unsupported and put in a compromised position by the party more broadly. I'd suggest that politicians should be accountable, like employers, to the same standards as workplaces.

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

In the specific scenario within the [REDACTED], the women involved contacted the [REDACTED] of which some responded and others ignored. The nature of national cabinet, state based branches and national office bearers created substantial ambiguity that leaders exploited to hide or coverup their misconduct and negligence.

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