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Canberra' and the competitive environment where staffers worked (and tried to further their own political careers), I obviously didn't even think about reporting this to anyone, and I would not have known to whom to report it had I even thought it was sexual assault. I probably went along with it because I thought it was 'the right thing to do' to fit in. I also personally knew of affairs that went on with politicians that 'everyone knew about'. So I went along with it as part of the 'normal' [REDACTED] culture. Bear in mind that this is also approximately [REDACTED] years ago where the public dialogue around 'consent' and 'date rape' and other associated concepts was non-existent. I had also grown up in a world and attended a University residential College, with the similar events and themes to that described by Chanel Contos, so the one night 'hook ups' were not an uncommon event.

I tell this story to demonstrate the weaknesses in the workplace culture at the time: no education, no standards, no policies, no guidance, no body to enable positive culture or change, and a lack of awareness of sexual assault issues.

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?

An impartial body to oversee cultural change.

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

As described above - the culture I experienced was that of secrecy, of partying, of 'what happens on tour, stays on tour' and the stratified culture of staffers contributed to the sexual harassment. It was a culture of conformity where you tried to fit in.

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 at all.

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.

None at all.

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.

N/A - I no longer work there.

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?

Even [redacted] years later after I worked at Parliament House, it seems that cultural change is well overdue.

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