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[REDACTED]

[REDACTED]

[REDACTED]

- [REDACTED]
- [REDACTED]

[REDACTED]

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.

Fast-paced and exciting. However, no centralized HR or employee management which meant bullying and inappropriate behaviour often went unaddressed.

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?

Values and a HR section that could keep people accountable to the values, e.g. being able to report poor behaviour and have the HR section follow up.

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

High-stress environment, people of all different stripes working in the same place.

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.

Yes, under employment contract, each employee is bound to a code of conduct and an agreement to adhere to a standard of behaviour. However, there seems to be no accountability as to whether or not these are adhered to.

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.

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.

No.

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?

No.

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

I was bullied over [REDACTED] by a lady who was the [REDACTED]. She would have served as a [REDACTED], e.g. out of all the people in the office, she would have been the one taking reports of bullying and inappropriate behaviour. She was passive-aggressive, outright aggressive and once yelled abuse at me [REDACTED]. The office I was in addressed the incident but I downplayed it in hopes that she would realise how unacceptable her behaviour was and leave me alone. It got worse and the bullying didn't end until I was [REDACTED] out of her supervision.

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]