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PART C: Submission

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

Bosses being silent on bullying and allowing it to perpetuate. There have been a number of instances in whole team meetings where a colleague will outright say rude things about another colleague and the MP will say nothing, creating a culture where its okay to continue

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.

No

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. My colleagues joked about it though that you can only Bully someone three times and can only sexually assault someone once. They dont mean it, but the connotation is that the the protections in place are weak.

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.

Union. HR, Party Office.

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.


EAP

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?

Train MP's better. Train staff better. Have quarterly or six month self reporting audits, and publish the results to all staff so that staff can be proactive in doing more to fix cultures in their offices. We'll be able to track and keep our offices accountable.

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

Expectation on the amount of hours staff work is unrealistic and not tied to income. MP's with high staff turnover aren't investigated as to why staff retention is an issue. Positions are arbitrarily set and can be used to punish staff and regularly rotate staff. MP's can simply cite they no longer trust staff and can dismiss them meaning there's hesitation in going to union or HR. Its like a power that allows them complete control without any accountability for their actions.



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