

[REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[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.

The bullying and harassment in the building is systemic with people like [REDACTED] and a number of others while HR happily cover up their & contractors behaviour.

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?

HR needs to enforce the code of conduct on managers & contractors and stop aiding persecution of innocent staff members just to cover up much bigger issues

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

managers & contractors are never held responsible for their behaviour.
HR culture to cover up and persecute victims needs to stop.

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.

they are a joke, there is no recourse against managers or contractors. when HR attacks a victim to make the issue go away & protect the instigator. the counselling services standard suggestion is to find another job

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.

in [REDACTED] i got to attend a bully & harassment course (about 30 staff members attended) where a vicious incident of a manager abusing a female staff member [REDACTED] asked if it was reported. when he was told that the witness advised her not to report it as

HR would do nothing then she would be attacked again by the manager he laughed. his attitude was disgusting. when everyone left the training there was little doubt of Hr attitude to this training was a joke.

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.

You contact Hr by phone or arrange a meeting when they find out the issue is a manager or contractor the attitude changes in a instant and nothing further happens or there is a bland ruling.

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.

There is NO support from HR if it involves a manager or contractor they are ok if it is with someone [REDACTED] Talking to [REDACTED] as I did was a waste of time she did not even pretend to care during the meeting. so that leaves counselling services and when you are crying in a meeting with they say find another job.

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?

Replace the entire HR staff, senior managers and start disciplining junior managers who make false claims against staff. until staff see management being made responsible for the behaviour the staff

The culture of harassment & blatant victimization will never change.

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

The workplace culture of harassment & blatant victimization of staff members by all levels of management and contractors is common knowledge. management say trust the system but we have all seen staff who trusted HR and the system the walls and floors are covered in their blood.

There is not a staff member in [REDACTED] who is not scared of management, HR & contractors. They all know their career can be taken away at any moment unless they are protected by a manager, as we all have known people it has happened to.

I saw a staff member who was [REDACTED] was promoted to an [REDACTED] a position that was offered to myself [REDACTED] & others as an [REDACTED]. he then started to show management he was willing to harass & blatant victimise staff members so that management would see him as one of them and they would be pleased with his performance then when the position became permanent the interview process was a complete joke ignoring applications who had years of experience in favour of their team player.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]