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[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 [REDACTED] office has a great team however the culture there is negative and in decline. The [REDACTED] leadership sets an intimidating and formal tone and many staff are afraid to speak up at all of staff meetings and through the consultative committee. It is well known who has spoken up and taken on matters, they are 'marked'. As a result the staff survey is the main (anonymous) avenue for raising feedback.

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] does not appear at [REDACTED], so an element of transparency and accountability is lacking.

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

My comments relate to bullying only. Within the [REDACTED], there is a small number of executive, [REDACTED] so there is limited experience and perspective of what a modern workplace looks like. Their recruitment processes are also set up to allow 'favoured' individuals to progress while newcomers and outliers can easily be kept from progressing. [REDACTED] HR [REDACTED] lack a breadth of professional experience to understand acceptable and modern practice. They are also afraid of the [REDACTED] and prioritise "protecting the [REDACTED]" over individual staff members.

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.

[REDACTED] has all the required policies and procedures. The problem is the fear of reprisals for

reporting and implementing the policies. I know of multiple written complaints about a serial bully [REDACTED] and none of them were responded to. The bully was eventually moved sideways, to a purpose-invented [REDACTED] role with no reporting staff (after many years of systematic offending).

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.

the [REDACTED] mandated bullying and harassment training for all staff, and refresher courses, rather than dealing with the behaviour of known bullies.

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?

[REDACTED] should have external review / involvement (direct liaison with the Work Health and Safety and Bullying and Harassment contact officers) as a matter of course.

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

[REDACTED] is an exemplary workplace where bullying and harassment is not tolerated.

[REDACTED]

[REDACTED]

[REDACTED]