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## **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.**


My most recent boss has used his power over us to intimidate his staff. he uses the fact we all need our jobs to intimidate us.

The fact that all directives and anything in place to protect electorate staff are rendered powerless by the "at the Member's discretion".

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

to truly eliminate bullying and intimidation in Parliamentary offices, MPs need to be more answerable to a code of behavior. Under the current arrangements they have total autonomy to treat staff however they want. and sadly in many offices, they do not treat their staff well.

**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.**

Several of my colleagues and I have reported bullying and unacceptable demands from our boss to  but I believe there is no mechanism to truly implement a code of behaviors for MPs.

**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 training or education

**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.**

see above answer

**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.**

These current supports are toothless tigers with no power.

**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?**  
There must be a way to diffuse the power held currently by MPs.

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

The ESA is not handled well, annual leave, sick leave, personal leave- all have to be signed off by the member. this is not fair because they can choose to deny staff what they are entitled to. But people are scared to complain because they fear repercussions.

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