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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?

I have seen the impacts on victims as being less important than managing the political consequences of dealing with it. This means that incidents that could be nipped in the bud as inappropriate can't be dealt with maturely as they cause shame to victims and get blown up to have very large consequences for all sides. The weight of the shame in having to call out this behaviours silences those experiencing harassment and minimises their experience. In large part they are the same factors as already identified in the Jenkins review.

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

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

A number of Parliaments ago while socialising with a parliamentary colleague and my own staff off site from parliament while in Canberra for a sitting I witnessed this colleague flirt with, then grope my staffer. He was chastised by both myself and the staffer. In order to make a joke or light of the incident he proceeded to grope her again. He was chastised again and only after this did he apologise.

No further action was taken by myself or the staffer. To report it would have been a difficult thing to do - with further consequences more unpleasant than the incident itself. We simply wish it had not happened at all.

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