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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.

The culture was abusive. It was punitive, it encouraged people to bully one another (yelling / screaming, throwing things at others was commonplace), to speak about others, especially women in ways that were highly sexualised, degrading and derogatory. Long hours were encouraged and any personal weakness demeaned.

During my time at the house, I was sexually harassed multiple times, sexually assaulted, bullied and terrorised. And I was told that if I ever sought help or spoke about what happened to me my professional reputation and personal life would be destroyed.

A number of [REDACTED] and staff and [REDACTED] knew about some of my circumstances but other than gossip about me and shame me they offered no assistance.

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?

Alcohol free environment

Sensible hours (ie staff not at the house post midnight unless absolutely necessary)

No sexual relationships at all

Mandatory regular culture seminars

Dedicated external office to approach for support, advice, guidance and action

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

Alcohol and drugs

Late hours

Political pressure and 24 news cycle

Toxic political structures and systems

Toxic political belief systems especially re sexualised violent language abuse targeted towards women

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 and no training existed

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.

No these didnt exists

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.

Not at the time and only now do I know about the the supports available which I will be utilising

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?

As above

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