
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Is there any other information you would like us to know about your communication needs or how you would like

[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.

As a [REDACTED] work experience student [REDACTED] in [REDACTED], there was no induction process for work experience students to undertake and whether I would be bound by any policies and procedures while working with [REDACTED] at Parliament House, Canberra.

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?

Security cameras in all offices and corridors.

No alcohol under any circumstances in the workplace.

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

A power imbalance between junior staff and their managers. I was targeted by one of the [REDACTED] press gallery [REDACTED] during my work experience and as a result, the professional relationship became very quickly personal. That pretty much derailed any chances of becoming a junior cadet [REDACTED] with [REDACTED].

There needs to be clear directive that in external social settings with colleagues, workplace policies and procedures still apply.

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, if they existed in [REDACTED] I was not made aware of them nor was I required to sign any agreement to adhere to them during my work experience placement with [REDACTED]

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 I did not, if I did it would have set my potential career in [redacted] on a very different (and positive) course.

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 needs to be an external body overseeing complaints and concerns raised by employees and interns etc. Raising these internally has failed or staff do not feel comfortable raising them internally.

How was I, as a work experience student, meant to raise my concerns with my manager, whom I was having sexual relations with?

It is clearly an impossible situation that many women find themselves in.

[redacted]

[redacted]

[redacted]

[redacted]

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[Redacted]