

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[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.**

It is a culture of [REDACTED] who treat employees terribly, discriminate, actively breach policy and legislative requirements, verbally abuse staff, actively practice nepotism and cover up any faults or major incidents.

The most senior people are considered a 'protected species'. They can do anything and any staff who challenge that are then targeted and eventually leave or are forced out.

**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?**

There are not many. The staff under [REDACTED] genuinely care about their teams and seem to hold a real pride in working at APH. Apart from that [REDACTED] isn't committed to a safe work place, physically or emotionally.

There are many 'initiatives' and policies but in practice, these are often overlooked and are only there to appease an outsider's view and audit requirements.

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

[REDACTED] are the worst for this and as a result of their positions, they consider themselves unable to be held accountable. They actively bully staff. One example of an [REDACTED] behaviour was to put all the non-english speaking (as a first language) [REDACTED] staff in a room and force them to read out loud the [REDACTED] and then chastise those who struggled. The current [REDACTED] has the reputation of screaming at staff. [REDACTED] has threatened [REDACTED] with being fired when they have tried to hold these people accountable for their behaviour and bullying of staff.

The [REDACTED] situation was well known by all staff when it occurred. There was an instruction of keeping it quiet. It was obvious a [REDACTED] may have occurred. [REDACTED] was the [REDACTED] on site and soon after organised for the scene to be cleaned. It was well known what happened.

There are prior instances of [REDACTED] and [REDACTED] with no consequence. Staff were [REDACTED] and [REDACTED] with the money at one stage. The [REDACTED], misuse of [REDACTED] for personal use and [REDACTED] is rampant.

The sexual activity that occurs at APH during sitting weeks is incredible. I personally have experienced a [REDACTED] send me explicit pictures via a dating app whilst they were in APH (which was clear from the pictures).

**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 necessary policies and is mature in having appropriate policies; however, those policies are rarely actually applied with people's behaviours.

**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.**

I vaguely recall some online training but no face to face training. Any training is useful, however when you see the behaviour of the senior executives, many of whom openly breach those policies, it's difficult to measure or see the results of those policies.

**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.**

There are well established procedures within the HR function to report these activities; however, as stated, any staff member who was to report these against a [REDACTED] would ruin their career so many keep quiet and the potential allegation becomes an active rumour for discussion around APH.

**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.**

Yes, again in HR there are active supports such as contact and reporting officers and the EAP; in practice though, these would be rarely used due to the repercussions.

**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?**

Hold the most senior people who are the worst for this type of behaviour accountable.

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

Good luck.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]