

Submission 136

Serious Harassment in the form of bullying came to a head on [REDACTED]. The area manager at the time had been making unwanted sexual references and advances to me for some time which I had ignored - this is probably as due to my age I did not think anyone would take me seriously. He would make inappropriate conversations, ask sexual questions. I believe that as a result of my rejections he chose to call a meeting in which he harassed and bullied me. The result was that I walked out and took sick leave at doctors advice. I contacted the company to make a complaint - it took the company an entire week to contact me and they only did so as I escalated the issue to a Female CEO [REDACTED] [REDACTED]. Investigations were made into the incident and the manager was found to have been at fault he was counselled and we had a reconciliation meeting - unfortunately he bullied me again in the meeting. Almost a year passed and I was called into a meeting with the same manager and he endeavoured to bully me into working longer hours - this time I had previously become a member of a union and I immediately told the manager that I would refer the request to my union. Whilst this was being handled by the Union this manager engaged in bullying behavior passing rumors around about me and making unnecessary requests. At the end another Male manager handled a reconciliation but this time the events were noted on the other managers file. Meanwhile this manager had been bullying other staff but no-one was willing to speak out as they were scared for their jobs. The whole process was not handled properly by the company. Some months later I was diagnosed with Clinical depression and was off work for over a month to recover. Whilst I was off work another Staff member recorded being bullied and brought a complaint regarding the same manager - who threatened to sue the company. This staff member proceeded with her complaint and the manager in question was asked to leave. It should be noted that the company made sure that myself and the other complainant were actively kept kept from each other. Further that the company was actively protecting this person and not in any way looking after their staff. I have been left with Depression. It is not enough for companies to have policies in place they need to walk the walk.