

Submission 36

Don't make the 98% of complainants who are telling the truth go through long ordeals to get justice. Don't spend two months on an AHRC complaint to decide its an "instrumentality of state". Don't have a two tier victim system where private company victims have unlimited damages but government employees who get that instrumentality of state letter then have a 40k cap on damages. It's saying our pain and suffering is insignificant. Especially when the legal costs risk is half the 40k cap. Don't make a person who has already had their boundaries compromised over and over then have to compromise them further by having to compromise with calderbank offers. Don't make workplace sexual harassment a workplace issue if workplaces won't deal with it. Have police file charges. It's illegal so let victims have it processed by a process that actually treats it seriously.

Make allegations public, then leave the accused to defend their name. That will only leave 2% of the accused in torment as opposed to 98% of victims in torment. Don't make it all secretive while it is being processed. One of the hardest things to deal with is anger that is told to be repressed. Don't do these inquiries if you won't change anything. This inquiry does nothing for me. All the metoo talk is cheap. You tell women to report sexual harassment to HR. HR does an "alleged" cover up investigation. Then we have to engage lawyers, leave our jobs, have a go at back and forth calderbank offers, then make a submission to AHRC, wait two months, for you to close the case and shunt me to EOC while my lawyer is on leave. If allegations and complaints were public, companies would do a better job of investigating. You have not served justice in my case. You have exacerbated an already unjust process. So let's talk what I allegedly went through, why I would be so upset:

I allege :

My boss came up from behind and started massaging my neck and shoulders soft and sensual like foreplay. [REDACTED]

My boss standing to my right ran his finger up my leg from just above the knee up my thigh. [REDACTED].

My boss saying he wishes his wife was more like me. [REDACTED]

Me going into his office straight after that to talk and saying "your touching makes me uncomfortable ". Him downplaying it, must have been accidental, but he won't do it again and he will give me space, promising he won't treat me any different. Me saying wow this was so awkward so awkward awkward! [REDACTED]

My boss walking behind me and standing to my right, putting his body up against mine. [REDACTED]

My boss telling a coworker two days later here you go here's your frisking permit (resignation documents). [REDACTED]

My boss coming up to me and putting his hand on my left upper arm. [REDACTED]

My boss asking women in the office to go swimming with him on lunch breaks (including me) [REDACTED]

[REDACTED] sending an email to the whole Dept saying how great I am.

[REDACTED] calling me a nickname.

[REDACTED] when I talk to him about the touching again, him saying "it's just chummy " I say "chummy gets you in trouble " then he says "can't you control yourself ".

My boss saying I have magic fingers in a meeting with another staff member. [REDACTED]

My boss asking if we think the new staff member has any fetishes. [REDACTED]

My boss asking me to bind a book. The book being in a packet. I pull out the book and it has pages like "My vagina has pubic hair. I have to wash my vagina ". [REDACTED]

My boss telling me he can get it up. [REDACTED]

My boss laughing at a joke a coworker made about masturbation and smirking when he saw how uncomfortable I was. [REDACTED]

My boss starting to not give me work for weeks which affects me and how I look in terms of jobs getting done. [REDACTED]

I'm in a committed relationship, I shouldn't have to "allegedly" repeatedly turn my boss down. He should not do it, it's illegal. And here I am, having to leave the job, get a lawyer, wait for months just to get a letter saying try somewhere else (EOC). Pardon me if I am sceptical about the inquiry looking to make it better for victims.