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[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.**

Juvenile. High-stakes. High-pressure. Clique-y.

**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?**

The sense of underlying purpose that motivates the majority of people working there - namely the service motivation that brings people to work in Parliament. With few exceptions people work harder, for longer and for less money than they could get outside parliament.

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

Long hours. Little oversight. High stress. Alcohol. Other drugs. Inexperienced managers (chiefs of staff and MPs/Ministers/Shadows).

**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.**

Not familiar with any COMMONWEALTH policies. But familiar with others.

**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.

**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.**

Not at the time, no.

**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, no.

**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?**

An external review mechanism for complaints of bullying, harassment etc. Findings of this person/office need not be made binding but could be made public were the MP/staffer choose to ignore or reject findings.

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

I was repeatedly sexually harassed by a staffer who was more senior to me and employed by another MP. This staffer is now a [REDACTED] The harassment amounted to unwanted sexual touching at a number of social events, attempts to kiss me and invitations to participate in sexual activity. I was an intern and the staffer was factionally well-connected/powerful in [REDACTED] - creating a significant power-imbalance between the two of us. The interactions were unsolicited and embarrassing/uncomfortable to deal with. They happened across a number of social events over a number of weeks or months in [REDACTED]. I did not feel in a position to safely report them at the time. I doubt I was the only person to be subject to this person's unwanted advances.

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[REDACTED]

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