

## Submission 137

Being a young female I find that I experience sexually inappropriate behaviour on a regular basis. In a previous role working in a [REDACTED] machinery company [REDACTED] [REDACTED] I was exposed to quite confronting behaviour from my direct manager, [REDACTED]. Being in a position of power, I did not feel like I could speak to him about his behaviour, in fact no one did as every single female staff member at the branch had experienced this treatment from him to some degree, majority of male employees who noticed the behaviour did not feel like they could intervene. Upon further investigation I found out that this was a pattern of behaviour that had been ignored from upper level management in the head offices for years, regardless of the fact his behaviour had been reported on several occasions. His behaviour towards me had been reported on 3 separate occasions, once by another employee and twice myself. The first time reporting him lead to his behaviour getting worse as it was not properly managed once he had been spoken to. The second time was on my last day of employment as I could not deal with him any longer and did not wish to work there. I [REDACTED] still feel extremely upset by the whole situation as I am aware he still has his job and that there has been no consequences for his behaviour, as per what had happened previously with the issues being ignored, which I expected due to the culture of the company lead by the CEO whose attitude towards women is quite horrible (I had met and dealt with him previously and he views women as less then men quite clearly through his actions).

My thought is that there should be a set standard of procedures that every single business in Australia must adhere to, in a similar sense in the way in which there are tax and employment standards forced upon these organisations, appropriate behaviour needs to be included. There also needs to be a set out warning system and program of behaviour management which will make companies accountable for their employees, particularly those in positions of power, behaviours and ensure they will change if they do not meet the requirements or if there have been complaints.

I also feel that there has been no option for me to report the incident further especially now that i have left the company. I do not want a law suit or compensation but I dont think it should be a situation that is left! This guy cannot continue to behave like this and get away it. My worst thought is that a younger more vulnerable girl goes into an admin role with him and something worse happens. There needs to be a safe place where this can be reported and looked in to, or even just a higher authority that can act on my behalf to report this to the company to make the report more serious.

I will continue to endeavour on my little quest to ensure no other female has to endure his disgusting behaviour, but as explained the culture of this company is disgraceful and unfortunately too common, something needs to change