

Submission 60

I was harassed by a doctor for 6 months. I worked for my father's medical related business and was well versed in gender equality and feminism [REDACTED] however when it happened to me I felt the common guilt and questioned by own behaviours. I addressed the perpetrator on numerous occasions before I eventually made an official complaint. The issue was addressed but he continued working at the organisation for some time before eventually quitting. This period was incredibly distressing for me as I was consistently looking around the corner before I entered a room to check if he was there.

This story is complex (as they all are) as while I held a position of power in terms of my position but also my relationship with the director (my father) I felt added pressure to not report or discuss as my top priority has always been the success and smooth running of the family business. I am particularly interested in what might have happened had I not been related to the boss, either positive or negative. There were numerous technologies (Skype, Text Messages, Emails) used to perpetrate the harassment and I still hold all of this evidence today. It was important to me at the time that I capture these as I did not feel anyone was taking me seriously (particularly him) but i was convinced that something wasn't right, hence my continued cataloguing of the unfolding harassment.

There were no existing measures to deal with the harassment that took place. After I reported it, employees were requested to watch a short video on 'workplace harassment' although I am not convinced that this went across all levels of the business and does not exist today. Gender equality in business, and the prevention of violence against women needs a long-term coordinated response that is lead by the leadership team and properly understood before harassment videos are implemented. There is vast evidence out there already in this and I would be grateful to be part of the conversation in order to ensure that no more sexual harassment occurs in the workplace. The organisation is suffering from significant ramifications from their lack of policies, long after I have left and would benefit greatly from a framework and recommendations. I would love to be part of that solution and do not have issues with privacy or anonymity