



Summary of Responses to Bullying and Harassment Letters

Ref	From	Policy	Comments
Commonwealth of Australia			
1/2	Commonwealth of Australia President of the Senate and Speaker of the House of Representatives	Parliamentary Service ACT 1999 (for staff) and must comply with the Parliamentary Service Values and Code of Conduct.	Joint response acknowledges role of Party Whips.
16	Prime Minister of Australia	Response provided by the Leader of the Government in the Senate	
34	Leader of the Government in the Senate	Policy and procedure is in place to assist with the resolution of inappropriate behaviour in the workplace.	Responding on behalf of Prime Minister
Australian Capital Territory			
14	Speaker of the ACT Legislative Assembly	Requires that a workplace Injury Prevention Policy be signed. Also has policy and procedures for "Respect in the Workplace"	Policy covers members and staff.
32	Chief Minister of the ACT	Code of Conduct for Members of the Legislative Assembly, the ACT Public Service Code of Ethics, ACT Government Respect, Equity and Diversity Framework (RED Framework) ACT Labor Party branch review report.	Shares concern about bullying and harassment of women who work in and around parliaments.
33	Leader of the Opposition (ACT)		The ACT has the first female majority Parliament in the nation, and the Canberra Liberals have their first female majority party room
Northern Territory			

Ref	From	Policy	Comments
15	Speaker of the Northern Territory Legislative Assembly	Legislative Assembly (Members' Code of Conduct and Ethical Standards) Act 2008 and the Work Health and Safety (National Uniform Legislation) Regulations	<p>Members who are Ministers are also subject to a Ministerial Code of Conduct.</p> <p>The Assembly may refer any alleged breach to the Committee of Privileges and public servants are bound by the Northern Territory Public Sector Employment Instruction 12 - Code of Conduct.</p> <p>Interested in the feedback generated through this exercise and will share with members of the NT CWP Branch to consider whether there are any additional measures that the NT may wish to consider to support women.</p>
30	Chief Minister of the Northern Territory		Has a zero tolerance on bullying. Labor Party 40/40 rule and initiatives for those with family responsibilities: relies on culture and policy of supporting women.
31	Leader of the Opposition (NT)	Standing orders were changed in 2017 to allow nursing mothers to vote by proxy when not in attendance	Against any form of intimidation, bullying and harassment of any kind, regardless of gender
New South Wales			
3/4	NSW Legislative Council President of the NSW Legislative Council and Speaker of the NSW Legislative Assembly	Anti-Discrimination Act 1977 NSW.	<p>The NSW Legislative Council is committed to a respectful and safe workplace. Acknowledges that bullying and harassment can come from a variety of sources, including outside such as social media, emails and phone calls.</p> <p>An online module has been developed which covers in detail all policies which relate to bullying and harassment - this is compulsory for all parliamentary staff to undertake. All staff of members have the opportunity to attend workshops run by Human Services on Appropriate Behaviour in the Workplace.</p> <p>Following the NSW election the induction process for all new members will include sessions on managing staff appropriately; the issue of harassment will be raised with new members.</p>

Ref	From	Policy	Comments
18	Premier of New South Wales		Premier acknowledged commitment to a safe and respectful workplace and referred to the Speaker of the NSW Legislative Assembly for comment.
Queensland			
7	Speaker of the Queensland Legislative Assembly	"Code of Ethical Standards" (for members) and "Guidelines for preventing Harassment in the workplace".	Agrees that women need to feel safe and free from intimidation and bullying.
22	Premier of Queensland	Committed to a community that respects women, embraces gender equality, and promotes and protects the rights, interests and wellbeing of women and girls as outlined in the long-term framework, the <i>Queensland Women's Strategy 2016-21</i> (the Strategy).	This was an issue highlighted in the response to the Queensland Anti-Cyberbullying Taskforce Report. New sessional orders were introduced in February 2018 to transition to family friendly hours in the Queensland Parliament. .
23	Leader of the Opposition (Queensland)		Has zero tolerance on bullying. LNP recently expelled a sitting member for bringing the LNP into disrupt following a complaint by an 18 year old woman.
South Australia			
26	Premier of South Australia	All Members have to sign a Statement of Principles which sets the standards for how a Member of Parliament should behave and sends a message that bullying and harassment are not welcome in SA's Parliament. Assistants to Members of Parliament have respect for others included in the Enterprise Bargaining Agreement. They are also required to abide by the Code of Ethics for the South Australian Public Sector	Premier states that bullying and harassment will not be tolerated within his Ministry and he expects all Ministers to strongly adhere to the Ministerial Code of Conduct

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43	Leader of the Opposition (South Australia)	<p>South Australian Labor has a policy that outlines its application, defines bullying and sexual harassment, sets out procedures for making complaints and details consequences.</p> <p>In addition, provision is made under an enterprise agreement includes a respectful behaviour clause that is designed to protect staff working with members of both houses of the South Australian Parliament.</p>	
Tasmania			
12	President of the Tasmanian Legislative Council	Legislative Council has a bullying policy with respect to officers and staff.	Notes that their chamber might be less adversarial than some others and that strong female leaders may play a role.
13	Speaker of the Tasmanian House of Assembly	<i>No response received</i>	
28	Premier of Tasmania	Tasmanian Liberal party has agreements in place with their candidates to ensure appropriate standards are understood and met.	
29	Leader of the Opposition (Tasmania)		Working on improving culture to support women's participation and believes in an inclusive workplace.
44	Leader of Government Business in the Legislative Council (Tas)	Have agreements in place with candidates to ensure appropriate standards of behaviours are understood and met.	Bullying and intimidation has no place in any workplace. Is it important to have a safe and respectful workplace to come to each day.
Victoria			

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5/6	Clerk of the Parliament and Clerk of the Legislative Council President of the Victorian Legislative Council Speaker of the Victorian Legislative Assembly	Presiding Officers and the Parliamentary executive have developed plans to increase awareness and training for Members in relation to behaviours in the workplace. This also includes the development of sexual harassment and bullying policies and procedures for Members.	As part of a much-needed review of the CPA Victoria branch's constitution, drafting will include amendments to entrench the branch's CWP representative position on the branch Executive. The Presiding Officers are the joint presidents of the branch.
20	Premier of Victoria	Safe and Strong: Victoria's Gender Quality Strategy and rolling-out the Workplace Equality and Respect Program	Gabrielle Williams, Minister for Prevention of Family Violence, Minister for Women and Minister for Youth replied on behalf of the Premier.
Western Australia			
8/9	Western Australian Legislative Council President of the Western Australian Legislative Council Speaker of the Western Australian Legislative Assembly	Parliamentary and Electorate Staff (Employment) Act 1992 plus a number of other policies on Workplace Behaviour, Workplace Discrimination and Sexual Harassment, Managing Mental Illness in the Workplace, and Workplace Issues and Grievance Resolution.	The Parliament of Western Australia is committed to providing and maintaining a safe, flexible, respectful and positive working environment for all employees. The Department of Premier and Cabinet have not developed policies for electorate staff equivalent to those that apply to parliamentary staff.
24	Premier of Western Australia		Shares serious concerns about recent reports of intimidation and bullying and apparent lack of action.
25	Leader of the Opposition (WA)		Has been deeply concerned about intimidation and bullying in the workplace in general and in Parliament in particular.

Ref	From	Policy	Comments
40	Leader of the Government in the Legislative Council (WA)		Serious concerns about recent reports of intimidation and bullying experienced by some female parliamentarians and a lack of action. Noted that gender equality requires a dedicated effort. Minister for Women's Interests, Simone McGurk replied on Ms Ellery's behalf.
41	Leader of the Opposition in the Legislative Council (WA)		Has been concerned about workplace bullying in Parliament. Encourages more women and changes to standards.