

Bullying, Sexual Harassment and Sexual Assault in Commonwealth parliamentary workplaces

37% of people currently in CPWs have personally experienced **bullying** in a CPW



42%
Women



32%
Men

40%

MOP(S) Act
employees

36%

PSA
employees

16%

Parliamentarians

Those most likely to engage in **bullying** are:



61%
single
bullies
female



35%
single
bullies
male



78%

of bullying incidents with one perpetrator, the bully was **more senior than the victim.**

65%

of the most recent bullying events occurred at **Parliament House** or in the Parliamentary precincts.

33% of people currently in CPWs have personally experienced **sexual harassment** in a CPW



40%
Women



26%
Men

37%

MOP(S) Act
employees

28%

PSA
employees

41%

Parliamentarians

Those most likely to engage in **sexual harassment** are:



18%
single
harassers
female



81%
single
harassers
male



26%

of people sexually harassed in CPWs by a single harasser were **harassed by a parliamentarian.**

54%

of the most recent sexual harassment incidents occurred at **Parliament House** or in the Parliamentary precincts.

Around **1%** of people have experienced actual or attempted **sexual assault** in a CPW*

*Note: This is an indicative estimate based on a small number of respondents.



Repeated misconduct

Bullying



of people who have **experienced bullying** in CPWs said that others had also experienced this same type of behaviour.



of people who have **experienced bullying** in CPWs said that the bully had also bullied other people.

Sexual harassment



of people who have **experienced sexual harassment** in CPWs said that others had experienced this same type of behaviour.



of people who have **experienced sexual harassment** in CPWs said that the harasser had also harassed other people.



Reporting

Bullying



Less than one third of people reported their experience of **workplace bullying** (32%).

People who experienced **bullying** did not report their experience because:



Over half (55%) of people who did not make a complaint thought that things would not change or nothing would be done.

Sexual harassment



One in ten people reported their experience of **sexual harassment** (11%).

People who experienced **sexual harassment** did not report their experience because:



Two in five people (40%) who did not make a complaint thought that things would not change or nothing would be done.



Support

57%

of people in CPWs who have experienced **bullying** did not seek **support or advice** in relation to their most recent experience of bullying.

84%

of people in CPWs who have experienced **sexual harassment** did not seek **support or advice** in relation to their most recent experience of sexual harassment.



Training

34%

of people in CPWs have **not** received any training or education on bullying, sexual harassment or sexual assault.

49%

of MOP(S) Act employees have **not** had any training on these topics.

64%

of parliamentarians have **not** had any training on these topics.