

Workplace Culture in the Tasmanian Ministerial and Parliamentary Services Workplace

Start of Block: Introduction

Q1

WORKPLACE CULTURE IN THE TASMANIAN MINISTERIAL AND PARLIAMENTARY SERVICES WORKPLACE

About this survey

This survey is a critical part of the consultation phase of the Independent Review into Parliamentary practices and procedures to support workplace culture (the Review), being conducted by the Anti-Discrimination Commissioner of Tasmania.

The purpose of the Review is to gather information on the Tasmanian Ministerial and Parliamentary Services (MPS) workplace to ensure a safe and respectful workplace that reflects best practice in preventing and dealing with workplace discrimination, sexual harassment and bullying.

This survey is only for Members of Parliament and MPS staff. Please do not share this link with anyone.

It is important we hear from as many people as possible. Your answers will provide an important basis from which to further develop an inclusive and supportive environment for everyone working in the MPS.

Please note that this survey is **confidential** and **anonymous**.

Because no personal or individual details are asked, you cannot be contacted about any specific responses made relating to individuals and/or political parties in this survey. While this survey is voluntary and all questions are optional, we would greatly appreciate you answering all questions that apply to you.

The survey should take no longer than 15 to 20 minutes to complete and is mostly comprised of multiple-choice selections, with some opportunity to provide comments.

You can close the survey at any time and return to complete it later. Please use the same browser and computer or mobile device that you originally started the survey with, or you may have to start the survey again.

The end date for the survey will be **Friday, 10 December 2021**.

The survey is only open to Review participants who are aged 18 years and over. Your acknowledgement that you are 18 years or over will be asked on the following page.

Any Review participants who are under 18 years old will have the opportunity to participate in other aspects of the Review and will receive information about this.

If completing this survey raises any issues with you please contact:

Beyond Blue

1300 22 4636

www.beyondblue.org.au

1800 RESPECT

1800 737 732

www.1800respect.org.au

Sexual Assault Support Service (SASS)

1800 697 877

www.sass.org.au

Accessibility

If you need assistance to participate in the survey please [click here](#) to contact Equal Opportunity Tasmania to discuss how we may help.

DECLARATION BY THE PARTICIPANT

By clicking 'Next' I acknowledge I understand:

- I am being asked to provide consent to participate in the *Survey into Workplace Culture in the Tasmanian Ministerial and Parliamentary Services Workplace*.
- The survey is **anonymous**.
- Participation in this survey is **voluntary**.
- The Anti-Discrimination Commissioner will treat any personal information I provide in the survey **confidentially**.
- Information obtained from the survey will be collected and reviewed by the Anti-Discrimination Commissioner, and only used for purposes relating to the Review.
- Information I provide may be referred to, quoted or used by the Anti-Discrimination Commissioner for the purposes of the Review, but that information **will not be attributed to me or used if it could identify me or others**.
- Submitting my answers at the completion of the survey is an indication of my consent to participate in the survey.
- Once I have submitted the survey, my responses cannot be withdrawn because the survey is anonymous and answers will not be able to be identified as mine.

By clicking 'Next' I acknowledge:

- I confirm I am 18 years of age or above.
- I freely agree to participate in the survey.
- I am free to cease participating at any time prior to submitting my answers to the survey.
- The results of the Review will be made publicly available.

End of Block: Introduction

Start of Block: Demographics

Q3 Firstly some questions about you.

The answers you provide will remain anonymous and are important to help us to understand the experiences of different groups (e.g. age, gender) in the MPS workplace.

What is your gender?

- Male (1)
 - Female (2)
 - Other (please describe) (5) _____
 - Non-binary (3)
 - Prefer not to say (4)
-

Q4 What is your age?

Q5 Do you have a disability?

- Yes (1)
 - No (2)
 - Prefer not to say (3)
-

Q6 What type of disability (optional)?

Q7 What is your country of birth?

Q8 What language do you mostly speak at home?

Q9 Are you Aboriginal or Torres Strait Islander?

- Yes (1)
- No (2)
- Prefer not to say (3)

Q10 Do you identify as LGBTIQA+?

- Yes (1)
- No (2)
- Prefer not to say (3)

Q11 Which of the following best describes your employment with MPS?

- I am a Member of Parliament (1)
 - I work for a Member of Parliament (2)
 - I work in Parliament House (but not for a MP) and not as a contractor (3)
 - I am a contractor (i.e. cleaner, security) (4)
 - I work for a government department which has contact with Ministers (5)
 - Other (please specify) (7) _____
 - Prefer not to say (6)
-

Q12 Which of the following best describes your employment status with MPS?

- Permanent full-time (1)
 - Permanent part-time (2)
 - Casual (3)
 - Temporary (4)
 - Volunteer (5)
 - Prefer not to say (6)
-

Q13 What is your employment status with MPS?

- Current employee (1)
 - Former employee (2)
-

Q14 How long did/have you worked for MPS?

- Less than one year (1)
 - 2 – 5 years (2)
 - 6 – 10 years (3)
 - 10+ years (4)
 - Prefer not to say (5)
-

Q15 What is the highest level of education you have completed?

- Year 10 or below (1)
- Year 12 (e.g. HSC) (2)
- TAFE or Diploma (3)
- Undergraduate Degree (e.g. Bachelor Degree) (4)
- Post Graduate Degree (e.g. Masters/PhD/Graduate Certificate) (5)
- Prefer not to say (6)

End of Block: Demographics

Start of Block: Training and Awareness

Q16 Did you complete an induction process when you started work at MPS?

- Yes (1)
 - No (2)
 - Don't know (3)
-

Q17 Did you receive information or training about acceptable workplace behaviour as part of the induction process?

- Yes (1)
 - No (2)
 - Don't know (3)
-

Q18 Are you aware of your rights and responsibilities under the *Anti-Discrimination Act 1998* (Tas)?

- Yes (1)
 - No (2)
 - Not sure (3)
-

Q19 Do you have Contact Officers in your workplace?

- Yes (1)
 - No (2)
 - Don't Know (4)
-

Q20 Do you know who the Contact Officer is in your workplace?

- Yes (1)
 - No (2)
 - Not sure (3)
-

Q21 How comfortable are you in approaching a Contact Officer about workplace discrimination, sexual harassment or bullying?

- Extremely uncomfortable (1)
 - Somewhat uncomfortable (2)
 - Neither comfortable nor uncomfortable (3)
 - Somewhat comfortable (4)
 - Extremely comfortable (5)
-

Q22 Do you know where to find MPS policies about acceptable workplace behaviour?

- Yes (1)
 - No (2)
 - Not sure (3)
-

Q23 How would you best describe your knowledge of the internal grievance process?

- I have a full understanding of the internal grievance process (1)
 - I understand parts of the process (2)
 - I know there is a process but don't know what is involved (3)
 - I didn't know there was an internal grievance process (4)
-

Q24 Do you know how to report workplace discrimination, sexual harassment or bullying by a Member of Parliament?

- Yes (1)
 - No (2)
 - Not sure (3)
-

Q25 Do you know how to report workplace discrimination, sexual harassment or bullying by someone other than a Member of Parliament at MPS?

- Yes (1)
 - No (2)
 - Not sure (3)
-

Q26 Do you know what external options (outside the MPS) are available to report workplace discrimination, sexual harassment or bullying?

- Yes (1)
- No (2)
- Not sure (3)

End of Block: Training and Awareness

Start of Block: Workplace Discrimination

Q27

WORKPLACE DISCRIMINATION

This part of the survey explores your individual experience with workplace discrimination at MPS. Workplace discrimination is different to bullying. Workplace discrimination is when you are treated unfairly or badly because of any of the following:

- Race
- Age
- Sexual orientation
- Gender
- Gender identity
- Intersex status
- Relationship status
- Pregnancy
- Breastfeeding
- Parental status (having or not having children)
- Family responsibilities
- Disability (including temporary disability)
- Industrial activity (including being a union member)
- Political belief, affiliation or activity
- Religious belief, affiliation or activity
- Criminal record
- Association with someone who has one of the above

Q28

With this definition in mind, have you ever experienced discrimination in the MPS workplace?

- Yes (1)
 - No (2)
 - Don't know (3)
 - Prefer not to say (4)
-

Q29 Why were you discriminated against? (Select all that apply)

- Race (1)
 - Age (2)
 - Sexual orientation (3)
 - Gender (23)
 - Gender identity (25)
 - Intersex status (24)
 - Marital status or relationship status (8)
 - Pregnancy (10)
 - Breastfeeding (11)
 - Parental status (having or not having children) (12)
 - Family responsibilities (13)
 - Disability (including temporary disability) (14)
 - Industrial activity (including being a union member) (15)
 - Political belief, affiliation or activity (16)
 - Religious belief, affiliation or activity (18)
 - Criminal record (20)
 - Association with someone who has one of the above (22)
-

Q30 If you would like to tell us more about what happened, you can do so here:

Q31 How many times have you been discriminated against?

- Once (1)
 - More than once but less than 5 times (2)
 - More than 5 times (3)
 - Don't know (4)
 - Prefer not to say (5)
-

Q32 Thinking about the **most recent** incident of discrimination you experienced, why were you discriminated against? (Select all that apply)

- Race (1)
 - Age (2)
 - Sexual orientation (3)
 - Gender (6)
 - Gender identity (23)
 - Intersex status (7)
 - Relationship status (9)
 - Pregnancy (10)
 - Breastfeeding (11)
 - Parental status (having or not having children) (12)
 - Family responsibilities (13)
 - Disability (including temporary disability) (14)
 - Industrial activity (including being a union member) (15)
 - Political belief, affiliation or activity (16)
 - Religious belief, affiliation or activity (18)
 - Criminal record (20)
 - Association with someone who has one of the above (22)
-

Q33 If you would like to tell us more about what happened, you can do so here:

Q34 When did this discrimination occur?

- Within last 6 months (1)
- Between 6 and 12 months ago (2)
- Over 12 months ago (3)
- Don't remember (4)
- Prefer not to say (5)

Q35 Was this a 'one off' or was the discrimination carried out over a period of time?

- A one off (1)
- Carried out over a period of time (2)
- Prefer not to say (3)

Q36 How many people were directly involved in the discrimination you experienced?

- One person (1)
 - More than one person (2)
 - Prefer not to say (4)
-

Q37 Did anyone witness the discrimination when it occurred?

- No, no one was around (5)
 - Yes, one person (1)
 - Yes, two people (2)
 - Yes, between 3 and 5 people (3)
 - Yes, over 5 people (4)
 - Prefer not to say (6)
-

Q38 Did anyone intervene?

- Yes (1)
 - No (2)
 - Not sure (3)
 - Prefer not to say (4)
-

Q39 Where did the discrimination happen? (Select all that apply)

- In the Legislative Council or House of Assembly chamber (1)
 - In the Parliament House (but not in the chamber) (2)
 - In a Minister's office in Parliament House (3)
 - The electorate office of a Member of Parliament (4)
 - While travelling for work (5)
 - At a work-related event or celebration (6)
 - Somewhere else (Please describe) (8) _____
 - Prefer not to say (7)
-

Q40 Who discriminated against you? (Select all that apply)

- A Member of Parliament (1)
 - A supervisor/manager (2)
 - A colleague/workmate (3)
 - Don't know (4)
 - Someone else (please describe) (6) _____
-

Q41 Was the person(s) who discriminated against you: (Select all that apply)

- Male (1)
 - Female (2)
 - Non-binary (3)
 - Other (please describe) (6) _____
 - Don't know (4)
 - Prefer not to say (5)
-

Q42 How old was the person(s) who discriminated against you? (Select all that apply)

- 18 – 29 years (1)
 - 30 – 39 years (2)
 - 40 – 49 years (3)
 - 50 – 64 years (4)
 - 65 years or older (5)
 - Don't know (6)
 - Prefer not to say (7)
-

Q43 Have you experienced any of the following health and well being consequences as a result of any workplace discrimination at MPS? (Select all that apply)

- Anxiety (1)
- Panic attacks (2)
- Depression (3)
- Post-Traumatic Stress Disorder (PTSD) (4)
- Suicidal thoughts (5)
- No, none of these (9)
- Don't know (6)
- Other (please describe) (8) _____
- Prefer not to say (7)

End of Block: Workplace Discrimination

Start of Block: Sexual Harassment

Q44

SEXUAL HARASSMENT

This part of the survey explores your individual experience in relation to workplace sexual harassment at MPS.

Workplace sexual harassment is any unwelcome behaviour of a sexual nature, such as:

- physical contact such as touching, brushing up against, hugging or kissing
 - making sexual advances
 - making comments with sexual connotations or asking about/commenting on someone's sex life, or making sexual 'jokes'
 - gesturing, staring or leering
 - displaying sexual images, including in e-mails, posts on social media, text messages, screensavers or posters
-

Q45 With this definition in mind, have you ever experienced sexual harassment in the MPS workplace?

- Yes (1)
 - No (2)
 - Don't know (3)
 - Prefer not to say (4)
-

Q46 What happened? (Select all that apply)

Touching or other physical contact, such as hugging, kissing or placing a hand on your knee (1)

Staring, leering or physical proximity (4)

Sexual gestures or exposing body parts (5)

Sexual jokes, intrusive comments or questions about someone's private life or physical appearance (6)

Indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine (7)

Sexually explicit comments or advances made in emails, SMS messages or on social media (9)

Sexually explicit pictures, posters or 'gifts' (10)

Repeated requests for dates or after-work drinks (11)

Requests or pressure for sex or other sexual or intimate acts (12)

Actual or attempted sexual violence or sexual assault, including rape (13)

Other (Please describe) (15) _____

Prefer not to say (14)

Q47 If you would like to tell us more about what happened, you can do so here:

Q48 How many times have you experienced sexual harassment in the MPS workplace?

- Once (1)
 - More than once but less than 5 times (2)
 - More than 5 times (3)
 - Don't know (4)
 - Prefer not to say (5)
-

Q49 Thinking about the **most recent** incident of sexual harassment you experienced, what happened? (Select all that apply)

Touching or other physical contact, such as hugging, kissing or placing a hand on your knee (1)

Staring, leering or physical proximity (4)

Sexual gestures or exposing body parts (5)

Sexual jokes, intrusive comments or questions about someone's private life or physical appearance (6)

Indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine (7)

Sexually explicit comments or advances made in emails, SMS messages or on social media (9)

Sexually explicit pictures, posters or 'gifts' (10)

Repeated requests for dates or after-work drinks (11)

Requests or pressure for sex or other sexual or intimate acts (12)

Actual or attempted sexual violence or sexual assault, including rape (13)

Other (please describe) (15) _____

Prefer not to say (14)

Q50 If you would like to tell us more about what happened, you can do so here:

Q51 When did the sexual harassment occur?

- Within the last 6 months (1)
- Between 6 and 12 months ago (4)
- Over 12 months ago (5)
- Prefer not to say (6)

Q52 Was this incident a 'one off' or was it carried out over a period of time?

- A one off (1)
- Carried out over a period of time (4)
- Prefer not to say (5)

Q53 How many people were directly involved in the sexual harassment?

- One person (1)
 - More than one person (4)
 - Prefer not to say (5)
-

Q54 Did anyone witness the sexual harassment?

- No, no one was around (7)
 - Yes, one person (1)
 - Yes, two people (4)
 - Yes, between 3 and 5 people (5)
 - Yes, over 5 people (6)
 - Prefer not to say (8)
-

Q55 Did anyone intervene?

- Yes (1)
 - No (4)
 - Not sure (5)
 - Prefer not to say (6)
-

Q56 Where did the sexual harassment happen?
(Select all that apply)

- In the Legislative Council or House of Assembly chamber (1)
 - In the Parliament House (but not in the chamber) (4)
 - In a Minister's office in Parliament House (5)
 - The electorate office of a Member of Parliament (6)
 - While travelling for work (7)
 - At a work-related event or celebration (8)
 - Somewhere else (please describe) (9) _____
 - Prefer not to say (10)
-

Q57 Who sexually harassed you? (Select all that apply)

- A Member of Parliament (1)
 - A supervisor/manager (4)
 - A colleague/workmate (5)
 - Don't know (6)
 - Some else (Please describe) (8) _____
 - Prefer not to say (7)
-

Q58 How old was the person(s) who sexually harassed you? (Select all that apply)

- 18 – 29 years (4)
 - 30 – 39 years (5)
 - 40 – 49 years (6)
 - 50 – 64 years (7)
 - 65 years or older (8)
 - Don't know (9)
 - Prefer not to say (10)
-

Q59 Was the person(s) who sexually harassed you (Select all that apply)

- Male (1)
 - Female (4)
 - Non-binary (5)
 - Other (Please describe) (8) _____
 - Don't know (6)
 - Prefer not to say (7)
-

Q60 Have you experienced any of the following health and well being consequences as a result of being sexually harassed at MPS? (Select all that apply)

- Anxiety (1)
- Panic attacks (4)
- Depression (5)
- Post-Traumatic Stress Disorder (PTSD) (6)
- Suicidal thoughts (7)
- No, none of these (11)
- Don't know (8)
- Other (Please describe) (10) _____
- Prefer not to say (9)

End of Block: Sexual Harassment

Start of Block: Bullying

Q61

BULLYING

This part of the survey explores your individual experience with workplace bullying at MPS.

Workplace bullying is repeated and unreasonable behaviour directed at you by a worker, or a group of workers. It may include being yelled at, ostracised, belittled and other similar types of behaviour.

Q62 With this definition in mind, have you ever experienced bullying in the MPS workplace?

- Yes (1)
 - No (4)
 - Don't know (5)
 - Prefer not to say (6)
-

Q63 Did you experience any of these behaviours? (Select all that apply)

- Being looked at in a hostile way (staring/dirty looks) (1)
 - Exclusion from meetings or social events (4)
 - Given the silent treatment (5)
 - Treated in a dismissive way (6)
 - Yelled or shouted at (7)
 - Been the subject of a rumour or gossip (8)
 - Been physically assaulted at work (9)
 - Other (please describe) (10) _____
 - Prefer not to say (11)
-

Q64 If you would like to tell us more about what happened, you can do so here:

Q65 How many times have you been bullied?

- Once (1)
 - More than once but less than 5 times (2)
 - More than 5 times (3)
 - Don't Know (4)
 - Prefer not to to say (5)
-

Q66 Thinking about your **most recent** experience of bullying, what happened? (Select all that apply)

- Being looked at in a hostile way (staring/dirty looks) (1)
 - Exclusion from meetings or social events (4)
 - Given the silent treatment (5)
 - Treated in a dismissive way (6)
 - Yelled or shouted at (7)
 - Been the subject of a rumour or gossip (8)
 - Been physically assaulted at work (9)
 - Other (please describe) (10) _____
 - Prefer not to say (11)
-

Q67 If you would like to tell us more about what happened, you can do so here:

Q68 When did the bullying occur?

- Within the last 6 months (1)
- Between 6 months and 12 months ago (2)
- Over 12 months ago (3)
- Prefer not to say (4)

Q69 How many people were directly involved in the bullying you experienced?

- One person (1)
 - More than one person (2)
 - Prefer not to say (4)
-

Q70 Did anyone witness the bullying when it occurred?

- No, no one was around (1)
 - Yes, one person (2)
 - Yes, two people (3)
 - Yes, between 3 and 5 people (4)
 - Yes, over 5 people (5)
 - Prefer not to say (6)
-

Q71 Did anyone intervene?

- Yes (1)
 - No (2)
 - Prefer not to say (3)
-

Q72 Where did the bullying happen? (Select all that apply)

- In the Legislative Council or House of Assembly chamber (1)
 - In the Parliament House (but not in the chamber) (4)
 - In a Minister's office in Parliament House (5)
 - The electorate office of a Member of Parliament (6)
 - While travelling for work (7)
 - At a work-related event or celebration (8)
 - Somewhere else (please describe) (9) _____
 - Prefer not to say (10)
-

Q73 Who bullied you? (Select all that apply)

- A Member of Parliament (1)
 - A supervisor/manager (4)
 - A colleague/workmate (5)
 - Don't know (6)
 - Someone else (please describe) (8) _____
 - Prefer not to say (7)
-

Q74 How long did the bullying last?

- 6 months or less (1)
 - More than 6 months, but less than one year (4)
 - 2 – 5 years (5)
 - 6 – 10 years (6)
 - 10+ years (7)
 - Prefer not to say (8)
-

Q75 Was the person(s) who bullied you (Select all that apply)

- Male (1)
 - Female (4)
 - Non-binary (5)
 - Other (please describe) (8) _____
 - Don't know (6)
 - Prefer not to say (7)
-

Q76 How old was the person(s) who bullied you? (Select all that apply)

- 18 – 29 years (4)
 - 30 – 39 years (5)
 - 40 – 49 years (6)
 - 50 – 64 years (7)
 - 65 years or older (8)
 - Don't know (9)
 - Prefer not to say (10)
-

Q77 Have you experienced any of the following health and well being consequences as a result of any bullying at MPS? (Select all that apply)

- Anxiety (1)
- Panic attacks (4)
- Depression (5)
- Post-Traumatic Stress Disorder (PTSD) (6)
- Suicidal thoughts (7)
- No, none of these (11)
- Don't know (8)
- Other (please describe) (10) _____
- Prefer not to say (9)

End of Block: Bullying

Start of Block: Reporting

Q78

REPORTING DISCRIMINATION, SEXUAL HARASSMENT AND BULLYING

This section asks you about your experience reporting discrimination, sexual harassment or bullying. In this section we ask you whether you have 'informally' spoken to anyone about what you may have experienced and whether you made a formal complaint. By informally speaking to people we mean did you speak to anyone about the incident but may not have made a formal complaint. This could be a co-worker or colleague, a manager or supervisor, your partner or a friend for example.

Q79 Have you spoken informally to anyone about discrimination, sexual harassment or bullying you have experienced? (select all that apply)

- Yes, spoken informally about discrimination (1)
 - Yes, spoken informally about sexual harassment (2)
 - Yes, spoken informally about bullying (3)
 - No (4)
 - Prefer not to say (5)
-

Q80 Who did you speak to? (Select all that apply)

- Manager/Supervisor (4)
 - Colleague/workmate (5)
 - Partner/Spouse (6)
 - A friend (7)
 - Someone else (please describe) (8) _____
-

Q81 Have you ever made a formal complaint or complaints about discrimination, sexual harassment or bullying?

- Yes (1)
 - No (2)
 - Prefer not to say (3)
-

Q82 How many complaints have you made?

- One (1)
 - Two (2)
 - Between three and five (3)
 - More than five (4)
 - Prefer not to say (5)
-

Q83 What was/were your complaint (s) about? (Select all that apply)

- Discrimination (1)
 - Sexual harassment (2)
 - Bullying (3)
 - Prefer not to say (4)
-

Q84 What was your **most recent** complaint about? (Select all that apply)

- Discrimination (1)
 - Sexual harassment (2)
 - Bullying (3)
 - Prefer not to say (4)
-

Q85 Who did you make the complaint to?

- Manager or a supervisor (1)
 - Colleague (4)
 - Contact Officer (5)
 - Human Resources (6)
 - Presiding Officer or Clerk (7)
 - A Member of Parliament (8)
 - Chief of Staff (9)
 - A union or employee representative (10)
 - A lawyer or legal service (11)
 - External body (Integrity Commission, Equal Opportunity Tasmania, Work Safe, Tasmania Police) (12)
 - Via a worker's compensation claim (13)
 - Someone else (please describe) (14) _____
 - Prefer not to say (15)
-

Q86 How long did it take for your complaint to be dealt with?

- Same day or next working day (1)
 - Less than 1 month (4)
 - 1 – 3 months (5)
 - 4 – 6 months (6)
 - 7 – 12 months (7)
 - More than 12 months (8)
 - Don't know (9)
 - Prefer not to say (10)
-

Q87 What was the outcome of your complaint? (Select all that apply)

- Your employer or manager apologised for failing to prevent the discrimination (1)
 - The discrimination stopped (4)
 - No action was taken (5)
 - You received positive feedback for reporting the behaviour (6)
 - They were disciplined (7)
 - They were formally warned (8)
 - They were informally spoken to (9)
 - They were transferred (10)
 - They resigned (11)
 - They apologised (12)
 - They paid you compensation (13)
 - There were other consequences (please describe) (14) _____
 - Prefer not to say (15)
-

Q88 How satisfied were you with the **process** of dealing with your complaint?

- Extremely dissatisfied (1)
 - Somewhat dissatisfied (4)
 - Neither satisfied nor dissatisfied (5)
 - Somewhat satisfied (6)
 - Extremely satisfied (7)
-

Q89 How satisfied were you with the **outcome** of your complaint?

- Extremely dissatisfied (1)
 - Somewhat dissatisfied (4)
 - Neither satisfied nor dissatisfied (5)
 - Somewhat satisfied (6)
 - Extremely satisfied (7)
-

Q90 How **fairly** do you think you were treated while your complaint was being handled?

- Very unfairly (1)
 - Unfairly (4)
 - Neutral (5)
 - Fairly (6)
 - Very fairly (7)
-

Q91 Did you experience negative consequences because you made a complaint?

- Yes (1)
 - No (4)
 - Prefer not to say (5)
-

Q92 What happened? (Select all that apply)

- My relationships at work have been negatively affected (1)
- My career pathway has been inhibited (4)
- I felt I had to look for work elsewhere (5)
- My physical or mental health has been impacted (6)
- My self-esteem and confidence have been negatively impacted (7)
- My personal relationships have been impacted (8)
- I took time off work (9)
- Other (please describe) (10) _____
- Prefer not to say (11)

Q93 If you would like to tell us more about what happened, you can do so here:

Q94 There are a number of reasons why a person might not make a complaint of discrimination, sexual harassment or bullying. What were the main reasons you decided not to make a complaint? Please select up to three (3) reasons.

- I didn't know it was discrimination, sexual harassment, or bullying (1)
- I wasn't aware of how the process worked or who to talk to (4)
- It was easier to keep quiet (5)
- I didn't think anything would be done (6)
- I was concerned about damaging my career prospects (7)
- I didn't think it was serious enough (8)
- I moved to another place of work (9)
- Don't know (10)
- Other (please describe) (11)
- Prefer not to say (12)

End of Block: Reporting

Start of Block: Witnessing Workplace Harassment

Q95

WITNESSING WORKPLACE HARASSMENT

This part of the survey explores witnessing workplace discrimination, sexual harassment and bullying at MPS.

Q96 Have you witnessed or heard about workplace discrimination, sexual harassment or bullying while working for MPS? (Select all that apply)

- Yes, witnessed myself (1)
 - Yes, heard about it from the person who was harassed (4)
 - Yes, heard about it from others (5)
 - No (6)
 - Don't know (7)
 - Prefer not to say (8)
-

Q97 What type of behaviour did you witness? (Select all that apply)

- Discrimination (1)
 - Sexual harassment (2)
 - Bullying (3)
 - Prefer not to say (4)
-

Q98 Where did this happen?
(Select all that apply)

- In the Legislative Council or House of Assembly chamber (1)
 - In the Parliament House (but not in the chamber) (4)
 - In a Minister's office in Parliament House (5)
 - The electorate office of a Member of Parliament (6)
 - While travelling for work (7)
 - At a work-related event or celebration (8)
 - Somewhere else (Please describe) (11) _____
 - Prefer not to say (10)
-

Q99 Who engaged in the discrimination, sexual harassment and/or bullying? (Select all that apply)

- A Member of Parliament (1)
 - A supervisor/manager (4)
 - A colleague/workmate (5)
 - Don't know (6)
 - Someone else (Please describe) (8) _____
 - Prefer not to say (7)
-

Q100 Was the person who engaged in the discrimination, sexual harassment and/or bullying?
(Select all that apply)

- Male (1)
 - Female (4)
 - Non-binary (5)
 - Other (please describe) (8) _____
 - Don't know (6)
 - Prefer not to say (7)
-

Q101 Approximately how old was the person/people who engaged in the conduct? (Select all that apply)

- Under 18 years (1)
 - 18 – 29 years (4)
 - 30 – 39 years (5)
 - 40 – 49 years (6)
 - 50 – 64 years (7)
 - 65 years or older (8)
 - Don't know (9)
 - Prefer not to say (10)
-

Q102 Did you take any action as a result of witnessing workplace discrimination, sexual harassment or bullying?

- Yes (1)
 - No (4)
 - Prefer not to say (5)
-

Q103 What action did you take? (Select all that apply)

- Intervened when it happened (1)
 - Talked with or listened to the affected person afterwards (4)
 - Talked to the perpetrator after it happened (5)
 - Encouraged the victim to report it to your employer (6)
 - Encouraged the victim to report it externally (7)
 - Reported it to your employer (8)
 - Made a written record of what happened (9)
 - Other (please specify) (10) _____
 - Prefer not to say (11)
-

Q104 Did you experience negative consequences because you intervened?

- Yes (1)
 - No (4)
 - Prefer not to say (5)
-

Q105 What happened? (Select all that apply)

- My relationships at work have been negatively affected (1)
- My career pathway has been inhibited (4)
- I felt I had to look for work elsewhere (5)
- My physical or mental health has been impacted (6)
- My self-esteem and confidence have been negatively impacted (7)
- My personal relationships have been impacted (8)
- I took time off work (9)
- Other (Please describe) (11) _____
- Prefer not to say (10)

Q106 If you would like to tell us more about what happened, you can do so here:

Q107 There are any number of reasons why a person might decide not to intervene. What were the main reasons you decided not to intervene? Please select up to three (3) reasons.

- I didn't know it was workplace discrimination, sexual harassment or bullying (15)
- I wasn't aware of how the process worked or who to talk to (1)
- It was none of my business (20)
- It was easier to keep quiet (8)
- I didn't think anything would be done (12)
- I was concerned about damaging my career prospects (14)
- I didn't think it was serious enough (28)
- I moved to another place of work (26)
- Don't know (17)
- Other (please describe) (18) _____
- Prefer not to say (19)

End of Block: Witnessing Workplace Harassment

Start of Block: Managers

Q108 Do you have staff reporting to you in your role?

- Yes (1)
 - No (4)
 - Prefer not to say (5)
-

Q109 While in your role, have you had a report/complaint of workplace discrimination, sexual harassment or bullying in MPS made to you?

- Yes (1)
 - No (4)
 - Prefer not to say (5)
-

Q110 If a report or complaint was made, what action would you take? (Select all that apply)

- Follow the workplace complaint policy (1)
 - Attempt to resolve the matter informally by speaking with the parties (4)
 - Don't know (5)
 - Take no action (6)
 - Other (Please describe) (8) _____
 - Prefer not to say (7)
-

Q111 In what circumstances would you take no action? (Select all that apply)

I didn't know the process to follow (1)

The person who reported/complained asked me not to (4)

There was an absence of evidence to support the claim (5)

I was worried about repercussions for myself (6)

Other (please describe) (8) _____

Prefer not to say (7)

End of Block: Managers

Start of Block: Concluding Questions

Q112 How do you feel about the workplace culture at MPS?

- Extremely negative (1)
 - Somewhat negative (4)
 - Neither negative or positive (5)
 - Somewhat positive (6)
 - Extremely positive (7)
-

Q113 In your view, how common is workplace discrimination, sexual harassment or bullying in the MPS?

	Very common (1)	Common (2)	Neither common or uncommon (3)	Uncommon (4)	Very uncommon (6)
Discrimination (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual harassment (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bullying (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q114 In your view, if a complaint about workplace discrimination, sexual harassment or bullying was made, how likely is it that:

	Extremely unlikely (1)	Somewhat unlikely (2)	Neither unlikely or likely (3)	Somewhat likely (4)	Extremely likely (5)
The complaint would be kept confidential (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The complaint would be acted on (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The person who made the complaint would be victimised, targeted or stigmatised (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Steps would be taken to protect the safety of the person who made the complaint (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A fair investigation would be conducted (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Action would be taken against the alleged perpetrator if the alleged conduct was proven (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q115 To what extent do you agree with the following statements?

	Strongly disagree (1)	Somewhat disagree (2)	Neither agree or disagree (3)	Somewhat agree (4)	Strongly agree (5)
MPS is an inclusive and supportive workplace (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MPS is a safe workplace for women (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MPS is a safe workplace for men (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MPS is a safe workplace for people who identify as LGBTQIA+ (15)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MPS is a safe workplace for culturally diverse people (16)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MPS is a safe workplace for people who have a disability (17)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q116 Is there anything you think could be introduced or improved about workplace culture at MPS?

Q117 Is there anything else you would like to share about your experience of workplace discrimination, sexual harassment or bullying, or reporting this type of conduct in the MPS workplace?

Q118 Click 'next' to submit your survey

End of Block: Concluding Questions
