

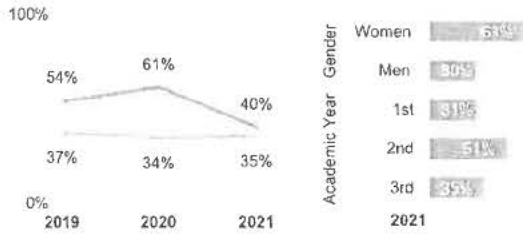


2021 Workplace Behaviours Survey - Summary Results for ADFA

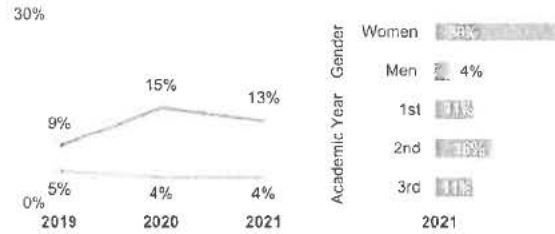
EXPERIENCES OF UNACCEPTABLE BEHAVIOURS - DEMOGRAPHIC BREAKDOWNS

CHARACTERISTICS OF UNACCEPTABLE BEHAVIOURS

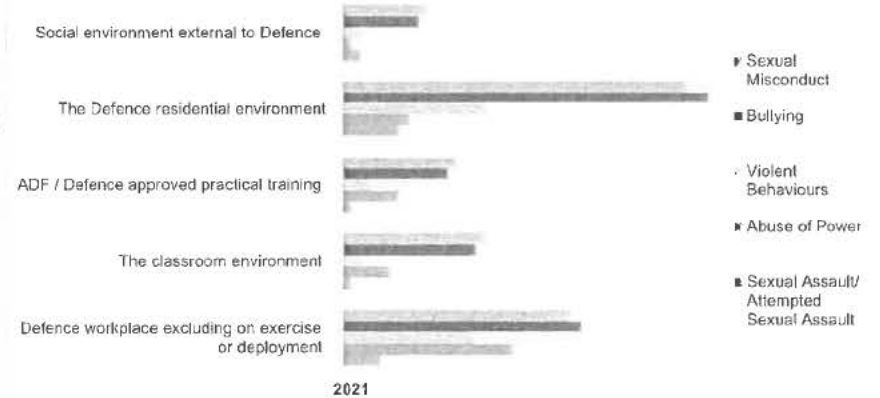
ANY UNACCEPTABLE BEHAVIOUR*



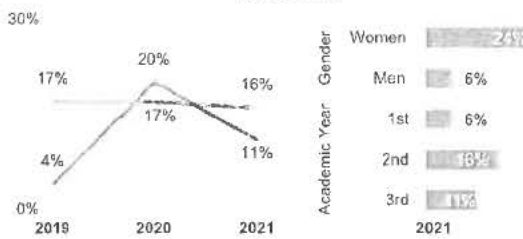
SEXUAL MISCONDUCT*



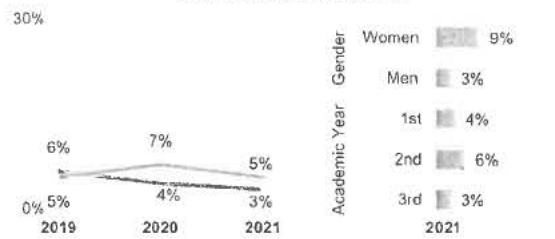
LOCATIONS OF UNACCEPTABLE BEHAVIOURS



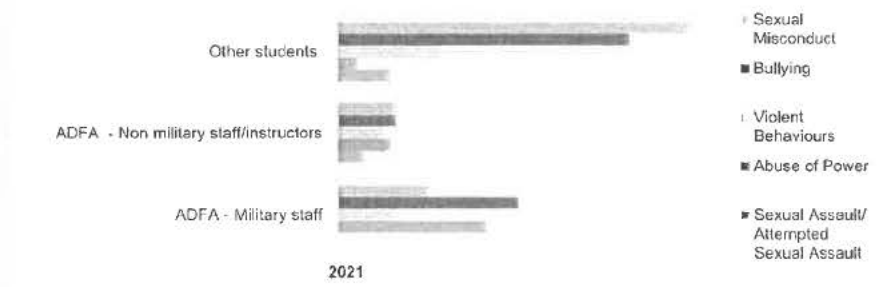
BULLYING*



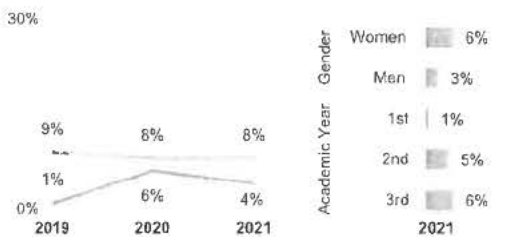
VIOLENT BEHAVIOURS*



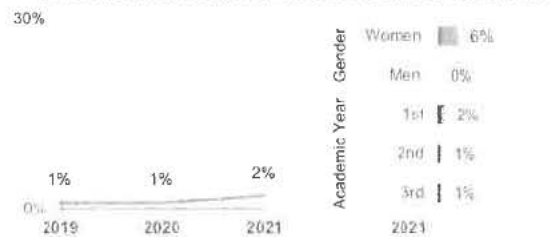
INSTIGATORS OF UNACCEPTABLE BEHAVIOURS



ABUSE OF POWER



SEXUAL ASSAULT/ATTEMPTED SEXUAL ASSAULT*



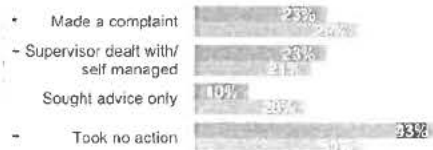
Interpreting the above charts:

- The above charts show the relative frequency of unacceptable behaviours against locations or types of instigator. This is due to the low response rates for the questions.
- For example "Bullying was mostly experienced in the Defence residential environment" and "Sexual Misconduct was mostly instigated by other trainees".

RESPONSES TO UNACCEPTABLE BEHAVIOURS*

*Only respondents that met the criteria for experiencing Any Unacceptable behaviour have been included.

ACTIONS TAKEN BY THOSE WHO HAVE EXPERIENCED UNACCEPTABLE BEHAVIOUR



- ADFA Whole of Defence (2021, Q3)
- Women are more likely to make a formal complaint
- Men are more likely to self manage or take no action.

5 MOST COMMON REASONS FOR NOT REPORT UNACCEPTABLE BEHAVIOUR

- I didn't want anyone to know.
- The behaviour is accepted around here.
- I was too scared / frightened.
- I didn't think it was serious enough.
- It was easier to just keep quiet.*

Note: Participants can select multiple reasons why they did not make an informal or formal complaint.

* Women have significantly higher selection of this reason than men

OUTCOME OF COMPLAINTS MANAGEMENT PROCESSES

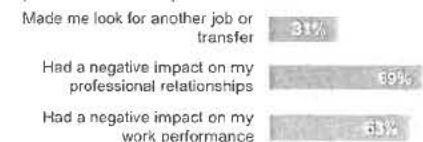
All things considered, the outcome seemed fair



- No / Don't Know
- To a large extent
- To some extent

IMPACT OF UNACCEPTABLE BEHAVIOURS ON CAPABILITY^

Experiences of Unacceptable Behaviours:



^ Percentages are the percentage of ADFA Cadets and Midshipmen that agree with each statement.



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CULTURAL INDICATORS

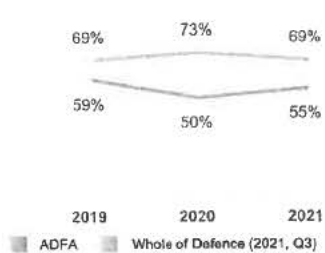
% POSITIVE*

CONFIDENCE IN ADFA'S RESPONSES TO UNACCEPTABLE BEHAVIOUR IN 2021*	2020 ADFA	2021 (Q3) WoD
The staff at my training establishment has clearly demonstrated that unacceptable behaviour will not be tolerated here.	82%	78%
Incidents of unacceptable behaviour are managed well at this training establishment.	29%	55%
If a trainee at this training establishment misuses alcohol, it is treated as a serious issue.	65%	59%

* Percentage of ADFA Cadets and Midshipmen that agree with each statement.
 * Women have significantly lower confidence compared to men.

PSYCHOSOCIAL SAFETY CLIMATE*

Psychosocial Safety Climate Scale is a 9-item scale indicating ADFA Cadets and Midshipmen's belief that ADFA cares about their psychological and physical wellbeing, and their overall sense of safety. A higher percentage indicates a more positive result.



ELEMENTS OF PSYCHOSOCIAL SAFETY SCALE

Endorsement of specific items in the Psychosocial Safety Climate scale can highlight ADFA's strengths and weaknesses in managing the psychological and physical wellbeing of ADFA Cadets and Midshipmen.

Strengths:	% of 2021 respondents that agree
People's psychological wellbeing is taken seriously in my workplace.	64%
In my workplace, managers / supervisors act quickly to address issues that affect people's safety and mental wellbeing.	63%

BYSTANDER INTERVENTION

Statement	ADFA	Whole of Defence (2021, Q3)
I would intervene if I saw someone else experiencing unacceptable behaviour.	86%	83%
I have intervened in a situation that looked like unacceptable behaviour.	38%	37%
I have been uncomfortable in a situation but not called out the behaviour.	23%	15%

Areas for improvement:	% of 2021 respondents that agree
People in my workplace feel comfortable raising safety and mental wellbeing issues with managers / supervisors.	48%
My contributions to resolving health and safety concerns in my workplace are listened to.	45%

2021 ADFA SAMPLE

ADFA Sample is Representative

ADFA Population*: 1013 Final sample: 715

Demographics of respondents	Gender ¹		Academic Year [^]		
	Men	Women	1 st	2 nd	3 rd
Representativeness* of ADFA population*	100.15%	99.85%	100.22%	102.65%	97.13%
Proportion of ADFA sample	71%	28%	34%	37%	28%

* Representativeness describes the extent to which our survey participants represent the demographic characteristics of ADFA. Over-represented groups are >100%, and under-represented groups are <100%. Figures +/- 10% are generally considered to be representative.

* Based on headcount from HRDW as at 31/09/2021.

¹ <1% of respondents selected Non-binary / Prefer not to say. [^] Note: <1% of respondents selected 4th year.

TALKING POINTS

Strengths:

- Experiences of Any Unacceptable Behaviour at ADFA decreased between 2019 (61%) and 2021 (40%).
- ADFA respondents experienced lower levels of Bullying (11% vs 16%) and Abuse of Power (4% vs 8%), than WoD.
- Positive perceptions of Psychosocial Safety Climate (PSC) have slightly increased between 2020 (50%) and 2021 (55%).
- 55 per cent of ADFA Cadets and Midshipmen that took some form action (informal or formal) agreed that complaint handling was fair.
- There is a strong bystander culture in ADFA. 86 per cent of participants indicated that they would intervene when witnessing unacceptable behaviours.

Weaknesses:

- More than half of women ADFA Cadets and Midshipmen (63%) reported experiences of Any Unacceptable Behaviour. This is 30 per cent for men.
- Women report higher experiences of Sexual Misconduct (36% vs 4%), Bullying (24% vs 6%), Violent Behaviours (9% vs 3%), Sexual Assault/Attempted Sexual Assault (6% vs 0%), and Abuse of Power (6% vs 3%) compared to men.
- ADFA Cadets and Midshipmen report high levels of Sexual Misconduct compare to Whole of Defence (13% vs 5%).
- 43 per cent of ADFA Cadets and Midshipmen did not take any form of action after experiencing any unacceptable behaviour.
- The five most common reasons why ADFA Cadets and Midshipmen did not make a complaint may indicate cultural barriers to reporting.
- Perceptions of how incidents of unacceptable behaviour are managed by ADFA are poor, with 67 per cent of respondents disagreeing or not knowing if incidents of unacceptable behaviour are managed well.

Areas of focus

- Reducing women's experiences of Any Unacceptable Behaviour.
- Empowering ADFA Cadets and Midshipmen to take action after experiencing Any Unacceptable Behaviour.
- Improving positive workplace culture where people feel valued and listened to.

Notes/ Data Caveats:

Issues in 2021 administration conditions might have led to increased likelihood that participants under reported some behaviours. 2019 methodology differed from other years which may affect results.