

Sent: Wednesday, 25 July 2012 9:55 PM
To: Committee, EEWorkplaceBullying (REPS)

Terms of Reference

Workplace bullying can have a profound effect on all aspects of a person's health as well as their work and family life. It also has significant flow-on effects for the community and the economy, with the Productivity Commission estimating the total cost of workplace bullying in Australia at between \$6 billion and \$36 billion annually.

The terms of reference for the inquiry will focus on:

- the prevalence of workplace bullying in Australia and the experience of victims of workplace bullying;
 - **I've been the victim of workplace bullying by a superior for around a year now. She treats people she likes well, and people she doesn't, badly. So far, and as far as I know, I'm the only one to have taken any action**
- the role of workplace cultures in preventing and responding to bullying and the capacity for workplace-based policies and procedures to influence the incidence and seriousness of workplace bullying;
 - **Our company, in my opinion, has inadequate policies and procedures that DO NOT influence the incidence and seriousness of bullying. Most people, including myself, were not aware that it is unacceptable to be treated unfairly, differently, singled out, and picked on etc**
- the adequacy of existing education and support services to prevent and respond to workplace bullying and whether there are further opportunities to raise awareness of workplace bullying such as community forums;
 - **Again, similar response to the question above. Our workplace has completely inadequate education and support services in response to workplace bullying. As stated, we were not even aware that it is unacceptable to be bullied**
- whether the scope to improve coordination between governments, regulators, health service providers and other stakeholders to address and prevent workplace bullying;
 - **More awareness needs to be raised to employees, that they have rights as a human being, to not be bullied, and that it is completely unacceptable behaviour**
- whether there are regulatory, administrative or cross-jurisdictional and international legal and policy gaps that should be addressed in the interests of enhancing protection against and providing an early response to workplace bullying, including through appropriate complaint mechanisms;
 - **When I realised that I was being bullied, I put it in writing to the appropriate person. I have no idea what happened to my complaint, but the harassment did abate somewhat for a short time, it has now started again, and this time I will be taking my complaint to the next level. I'm not even aware of what that is, whether I have to join a union and get them involved or to Fair Work Australia. Hence, more education needs to be in place, so that employees know exactly where to direct their complaint if it isn't resolved within the workplace**
- whether the existing regulatory frameworks provide a sufficient deterrent against workplace bullying;

- I believe there is not much deterrent, at least in the company I am employed by, against workplace bullying. The person I complained about, is still working there, and still on regular occasions bullies me, it seems, without consequences
- the most appropriate ways of ensuring bullying culture or behaviours are not transferred from one workplace to another;
 - Make it a WELL-KNOWN federal legislation that no form of bullying, harassment or discrimination will be tolerated in any workplace, and make nationally recognised consequences. Consequences that companies must abide by else be fined or penalised in some way. This seems like common sense, I really can't understand why there has to be an inquiry into this, I really can't understand why these measures are not already in place.
- possible improvements to the national evidence base on workplace bullying.
 - Make it easier and more well known for people who are being bullied, to submit a complaint, and know where to submit it to.