

FE.

I have both a personal take on this, and a wider workplace cultural take as well, being a manager as well as worker at the coalface, and I can track and chart the processes behind this issue from extensive observation, participation and personal experience, esp in a "closed" rural isolated workplace where local vested interests used intimid and harass--bullying- to remove critics and free thinkers, and to promote and restrict to themselves the lucrative jobs assoc with the workplace but in conflict with their duties; and extension of their illegal/ conflicted other hidden business interests and activities whilst being public servants [teachers]. Bullying and harassment was also used to conceal criminal behaviours as well [sex abuse, assault abuse by teachers against kids, other extreme unprofess conducts, by same people, and intimidation was the method to "silence" any who might expose or "rock the boat" . Further the districts and head office knew about this and supported and participated in the intimid and bullying, and even did so themselves, esp in my case where I notified sex and assault abuse, and other illegal behaviours by teachers. There's more and worse, but I can identify, explain, and trace the real roots and reasons for bullying in specific workplaces, and what the "official" reaction to it has been . I have full documents re all my experiences, but some aspects are intimidation of the level of personal safety threats, threats to family, coercion of staff to leave town , forced transfers to achieve this, death threats, defamation, social and public humiliation, and career destruction of many teachers I observed directly via process of intim, bullying, then further actions taken until the "target" teacher quit, or broke down and exited, or became self harming, werer forced transfered, or were hounded out of the profession. I can give you chapter and verse re all this, and how it was planned and conducted by some , and simple intimidation byothers [and docs, but you do not ant them] and evidence re the reaction of the unions and the employers, and currently, the complete lack of defence /outlets/ support, in my organisation; in fact I experienced, and others too, collusion in the intim and bullying by specific officers in District and head offices of the organisation. In two cases the order to "get someone" came from the top down-- from ADGs and directors at Head office, and I can prove this. In one case a Distr super committed public mischief and criminal actions and defamed a teacher via elaborate intimidation , discrediting and removal.

RESPONSE TO TERMS OF REFERENCE.

jThe prevalence of workplace bullying in Australia and the experience of the victims of workplace bullying

I have worked in 3 different areas--retail, property development, and teaching. Bullying [it] was not apparent in the first two at all.

It was attempted and failed to work in large high schools--too many people, although it could and did occur in faculties, but democracy and fair go usually ruled.

The worst and unfortunately ultimate exempla of it is in the smaller country school at

There are just too many secrets going back generationally, and too much illegal and criminal behaviour to "allow" any of it to surface. My story, attached, covers these areas more specifically, so all comments are in context of that larger--but still incomplete history.

First there is the child abuse, sexual, assault and psychological/verbal.

The previous principal before 95 was removed by the community against the wishes of the DET/DSE. had 5 to 18 yr old kids, in one place. swore at primary kids-girls--"dirty sluts", rantings in his office at 12 yr old girls, repeatedly, and in the playground and assembly etc and worse abuse. Parents forced him out but he'd set the trend. During his time child molesters and abusers entered the workplace and stayed. A pedophile ring grew around the teacher flats in the 80s. One of these teachers is still in the school in 2012, and the "cover uppers" of all of this are there still too, or casuals now for the school. I arrived in 95 to a very dysfunctional school--I was merit selected as Head Teach Eng, Humanities, CPA--Music Art Drama, and supervision of yrs 11 and 12, my specialty with Eng and literacy.

I was advised of two assaults by an agriculture teacher there in Aug 95; I notified, expecting his removal pending charges and dismissal ---they were that bad-----but when I notified to , principal, she patted a handbook and told me "we can and will keep this in house" and then went on to abuse me verbally for 20 minutes for making a legislatively mandated notification to her;; she then immediately told the fed rep, and the abuser. My name was mud, I was a dobber etc. Then it got into the community, and to a person she supported and praised me. It was supposed to be confidential

Thereafter many more allegations and accounts came forward; I and my ex-wife, doctor in tow, told all to the district superintendent in and he started dirt files on me, but not the abuser. In the years following 4 more abusers were identified at the school, but ALL only reprimanded. The pedophile was dismissed but only 4 years after my original notification, and despite all, attempts by school, district and Head office of DET to shut it all down.

Second reason::: the "long servers" became a clique, self protective closed shop. BY 1995, 4 teachers controlled 4 of the 6 or 7 bus runs, forbidden by teacher regs, but conflict of interest bylaws of the job. All incoming or continuing jobs and ancillary jobs, went to relatives, friends, or to each other in this clique. Most of these were abusers of kids or allies of abusers, or close mates. The community was totally cut; all jobs went to prearranged people and contacts.

The fact of the abuses and some continuing even now there, or at least the abusers continue, combined with the workplace concentration of jobs and all the nepotism cronyism and secret dealings that requires, invites a workplace where fear of exposure rules, and bullying is used to keep everything in house.

The only answers are 5 year total renewal of staff.WHOLE staff, and strong and community attended recruitment processes.

To give principals hire and fire abilities, will only encourage more of the same cos once he or she enters the place for the first time, the controllers and the corrupt ones will be at them from the get go. They will be cajoling, or just told 'we do things our own way here' and the game is up for the newcomer teacher or principal. If community members are in the school daily, and some have report back to PTAs and newspapers, it might help.The other resort is to just litigate, sue the abuser, or the DET, If you are harassed, quantify and document that , then go to a no win no pay--not a teach fed lawyer, cost they are in bed together, and sue them.

Smaller closed workplaces have so much more to lose if they have generations of sleazy secrets. There really has to be almost total clean outs, cos the level of secrecy and potential for Coercive bullying . Also in small schools petty dictators thrive, and not just top execs. An opinionated or corrupt, or greedy HT can harangue and bully their staff badly. So they feel they have no voice and are powerless.

Please feel to ask me more on this and I'd be happy to help

The experience of the bullied at BCS and associated

- Loss of confidence
- Isolation in small town
- no-one to REALLY talk to
- dismissal ofn the rednecks of anyone vulnerable
- feelings of it being your own fault--
- becoming withdrawn
- bullies at attack your core value --with us or against us
- "we do things our own way in
- abusers and bullies think theyb are beyond the law, or that is not applic to
- loss of sense of self
- leads to loss of confodenec in teach ability
- continuous bullying makes you want to get out/leave then and there
- can make you abrupt of crabby with own friends and fality
- loss of sleep
- real medical anxiety and High BP
- psychological breakdown
- sense of self worth drops to zero or below
- makes you overwork, to please impossible tasks and deadlines, just sya NO next time
- paranoia about your apprearence, clothes, speech, ideas
- fear of loss of profession or position
- at all bullying is accompanied by gossip, trashing of you, defaming, and humiliation in the workplace or fed or staff meetings--put downs.

There ARE LOTS MORE, AM PREPARED TO ELABORATE AND GIVE EXAMPLES OF EACH OF THEM

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

As noted, the larger the workplace the better managed this WB is. Fiefdoms become more difficult in larger work spaces and places, it seems to me. In the small isolated insulated workplaces--small school, hospital etc there is much more scope for many secrets and unreasonable behaviours, or criminal behaviours to become set in stone and thereafter to be kept secret, too much to lose "syndrome".

could never monitor and prevent bullying because its so entrenched there. In a small country town where teachers attacked me considering they felt already above the law, new policies would be implemented, but the behaviour would not change. At there is a new Principal, and a new deputy and many other too, but the exact same bullying is going on, and a teacher is about to leave and 3 others have left, or they have all been forced out, by the bullying and threatening behaviour, now in 2012. One assault abuser from my time is still there, and his "protector" on the exec as well.

You could only utilise this approach if you had a big stick to wield over "punishments" and outcomes for WPB. When the WPB [workplace bullying] indeed comes from the top down, you have principals bullying Hts, forcing them to pressure their teachers, and so on. When discipline becomes the norm for a workplace, instead of compassion, WPB will persist. In Schools this is worse--the staff bully and abuse each other, then of course teachers do likewise with their colleagues and students.

If Discipline is the rule, the norm, top to bottom, it will be overabused and utilised, and it is no way to educate or enforce conformity on children. Only compassion, equality and freedom of speech act against WPB, not outside edicts etc

If the culture is abusive and bullying from the top down, there is zero chance of preventing it. has been hierarchical since 1992 to 2012. They have and will deny its happening, since it ALL comes from the senior execs. The only chance for workplace bullying to be ameliorated, would be if staff had equal freedom of speech and criticism as execs, a more truly democratic workplace. A new culture must be implemented by NEW staff EXEC level.

The adequacy of existing educational 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

This may well work in larger cities and workplaces, but it might not in small or "closed" rural ones. The hierarchy of the DET is "controlling" and punishment based and that would have to change for the support services to have any chance. It would help if on applying for this school, for example, there was some prewarning of its unfortunate history, but the DET will never do

that because they are complicit, and they would never advertise a workplace as “toxic so beware” . The bullies at the school would politely listen to workshops on WPB, then turn around and do what they’ve always done. It is ENDEMIC to the mindset there, and it is also endemic to a controlling and egotistic or narcissistic side to all people . It can only be ameliorated by fast staff turnover, and intense monitoring, linked then to severe punishments, preferably financial or career cessation, then the bullies might think twice if they were to lose cash, cashet, or their position, or know they could never advance further as a result.

Whether the scope to improve co-ordination between governments, regulators, health service providers and other stakeholders to address and prevent workplace bullying

Again, in the cities and big workplaces this might work. More bureaucracy in education will just obfuscate the issue, and add another layer of potential officially sanctioned bullying, as has historically happened in the DDSE /DET of NSW. The real answer is to punish the bullies with demotion or career stalling, or financial or job loss, and the threat of being sued as well.

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 compliant [ce?] mechanisms

I think, like medical malpractice, WPB should be outlawed and severe punishments be part of the process once a person or it -WPB-is established. An officer could be appointed for this in each organisation, a contact person, but they then would have to be trustworthy and inviolable. If they then, or workers could, report it to a registration authority for their job/profession, and action commenced immediately, with strong consequences, it may work. For schools, in all alleged cases of Child or sex abuse, DOCS and the Police should be there then at the beginning, to monitor the process; so kids are not rebullied by staff or the process, which so often fails them. Similarly for gross WPB; if there are authorities, and they have real powers, get them into the scene ASAP from the start. Bullies always scratch around for “mates” and excuses, or even alibis, so fast action once detected is essential, then Zero Tolerance adhered to.

Whether the existing regulatory frameworks provide a sufficient deterrent against workplace bullying

No.

There is more incentive to WPB than ever, in small workplaces where there is risk of nepotism cronyism, or forms of abuse of others.

When “secrets” were exposed at the _____ in 1997, very few Police suffered any consequences, and only one teacher was ever acted against successfully as a result .NO buracrats from either occupation suffered career or financial effects.

_____ at the NSW DET despite apologising for transferring and not acting on teacher paedophiles, and acknowledging he was responsible, suffered no careeer or financial penalty, and he went on concealing abuse, bullying the notifiers at least until 2002. He was busted in a royal commission for WPB and coverup, and nothing happened.

Regulatory frameworks need to be beefed up along lines suggested in my previous answers, get tough and have real consequences, or its all going to continue and get worse.

The most appropriate ways of ensuring bullying culture or behaviours are not transferred from one workplace to another

Identify bullies on their Cvs and on a register, and insist they refer to them for each and every job application, and make laws making this an offence not to do so. Also compile a register for all employers and public service jobs, that identifies everyone who has been cautioned or charged or punished/removed for this WPB offence. Incentivise real world victims to come forward with iron clad guarantees of protection against reprisals and retribution, and have heavy penalties for reprisals and retribution.

Possible improvements to the national evidence base on workplace bullying

Create a data base with different levels of offence-suspected, confirmed, retributive reoffending, acknowledged and fined? Or ejected from job? Or demoted? Or cautioned? Or dismissed? Or charged? Or guilty in a legal process and never to be reemployed in that capacity ever again, or with some time limit.