

From: [REDACTED]
To: [Committee, EE \(REPS\):](#)
Subject: Submission: Workplace Bullying
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Below is a submission on workplace bullying. Tried the website with no success. Thank you. ron

Bullying in the Workplace

Bullying and other forms of discrimination are endemic in the workplace and especially true in government institutions. Unfortunately these institutions are reluctant to report the use of intimidation and bullying. These complaints are considered vexatious; therefore, no bullying or discrimination has occurred on their watch. Whenever bullying is registered within the government departments, the departmental "CLUB" will support the abusers – solidarity with abusers.

Some background. The NSW's Garland Report outlined systemic bullying to be rife within the public service. The response from the NSW department was to institutionalise abuse and discrimination by keeping all complaints of bullying internal, reviewed by members of the bureaucracy and then reaching the universal conclusion the complaints are vexatious. The title of vexatious complaints includes: sexual discrimination and abuse, age discrimination is rampant, a more subtle discrimination is for education level (higher the education level the more unwanted). If a grievance is registered, the bureaucratic club will treat the complaint as vexatious – the wall of solidarity of abusers. The grievances of reported bullying are never revealed to the minister or anyone else, after all the reports of abuse are just vexatious and no bullying has ever occurred. Bullying is pervasive, systemic, and institutionalised. "Group think" prevails, the solidarity of abuse continues.

Remediation. Copies of ALL grievances forwarded to an outside independent Federal body, who will audit not only the number of grievances but also confirm the possible satisfactory resolution of the grievances. State laws and enforcing agencies are members of the solidarity club of abusers with a track record of 0.17% in favour of the employee. If truly impartial the record needs to be 50-50. Federal law, Anti-discrimination, are left with conciliation and arbitration, never the correction of anti-discrimination. True Federal remediation of discrimination exercised in bullying and abuse needs corrective action, like recommendations to the States' Public Service Board of possible dismissal of the abusers. As practiced today, the state of discrimination, abuse and bullying are totally unsatisfactory with no effective corrective processes.

If further clarity and details are desired the author can be reached on [REDACTED] or [REDACTED].

Sincerely,

[REDACTED]