

**Senate Standing Committee on Economics**  
**ANSWERS TO QUESTIONS ON NOTICE**  
Innovation, Industry, Science and Research Portfolio  
Additional Estimates Hearing 2010-11  
23 February 2011

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**AGENCY/DEPARTMENT:** COMMONWEALTH SCIENTIFIC AND INDUSTRIAL RESEARCH ORGANISATION

**TOPIC:** CSIRO Workplace Bullying and Harassment Policy

**REFERENCE:** Written Question – Senator Colbeck

**QUESTION No.:** AI-50

Is there a CSIRO Workplace Bullying and Harassment Policy? If so, when was it introduced and how many cases of disciplinary action have been taken under the policy since it was introduced? Of these cases, how many were filed against staff at or above CSOF 8 level and how many were filed against staff below the CSOF 8 level?

**ANSWER**

Yes, CSIRO has a “Preventing Workplace Discrimination and Bullying” Policy. It was implemented in its current form on 19 February 2010.

Cases are generally resolved informally at the local level through mediation and counselling.

No cases have resulted in disciplinary action being taken.