

Independent Review of Harassment in the Parliament Workplace – Survey

Key¹:

⊗ - this symbol appears for questions where participants could select from one or more options. The symbol denotes that the adjacent response could only be selected if in isolation.



- this symbol means that the order of response options was randomized for each participant



- this symbol means the question included validation rules

Explanatory notes²:

- questions appear below in the order they were presented to respondents
- Question numbers were assigned to assist with survey design. They are not an indicator of survey order. They were not visible to participants.
- Explanatory text was assigned a question number to assist with survey design. It did not offer an ability to respond.
- the survey displayed questions based on previous responses
- the *Display This Question* boxes show the display logic that determine whether a respondent was asked the question
- the *Skip To* boxes show the next question a respondent would be asked based on their response to a given question
- The survey was broken up into blocks. Blocks are a feature of the design of the survey but were not visible to respondents. Information about blocks is shown in light grey text and lines.

¹ Key not included in original survey

² Explanatory notes not included in original survey

Start of Block: Introduction

Q2 About this survey

This survey is part of the consultation phase of the Independent Review of Harassment in the Parliament Workplace, being conducted by the Acting Commissioner for Equal Opportunity. How to complete this survey This survey is made up of the following parts, and should take between 10 and 20 minutes to complete, depending on your experiences. Most questions are multiple choice. There is also the option to include further information in your own words (in Part E). Part A – Awareness of policies and complaints processes Part B – Your experiences of sexual harassment Part C – Your experiences of other forms of harassment Part D – Other peoples' experiences of harassment Part E – Other information you'd like to share Part F – Demographic questions You can close the survey by exiting your web browser, and return to it later by clicking again on the survey link. Your answers will be saved and you will be returned to where you left off *so long as you don't clear your browser cache or cookies, and are not taking the survey in incognito browser mode.* Consent This survey is for people working in the parliamentary workplace aged 18 years and above. By submitting this survey you are confirming you are 18 years or older and are freely agreeing to participate in this survey. You are consenting to the information you provide being used for the purpose of the Independent Review of Harassment in the Parliament Workplace only. You are providing your consent on the basis that the information collected will be anonymous and stored securely at the Equal Opportunity Commission. If you have any questions or are unable to access the link, or if you require assistance completing the survey, please email the review team at **parliamentEOCreview@sa.gov.au**.

Page Break

Q75 We recognise that some questions in the survey may be of a sensitive nature. If you experience any distress during or following the survey, we encourage you to seek assistance. The following services offer free and confidential counselling: Your **Employee Assistance Program (EAP)** – find your EAP provider [here](#) (right click to open in new window) **Lifeline** 131 114 (24 hours, personal crisis service) **1800RESPECT** 1800 737 732 (sexual violence service) **Yarrow Place** 1800 817 421 (rape and sexual assault service) **MensLine Australia** 1300 789 978 (men's service) **QLife** 1800 184 527 (LGBTI service) **Beyondblue** 1300 224 636 (depression, anxiety and suicide prevention service)

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Q81

Important definitions

'Parliamentary workplace' - includes:

Parliament House precinct Electorate offices Ministers offices Other places attended
by persons who work in the parliamentary workplace in association with their duties - for example, work
travel or work-related social events

'Harassment' - includes:

Sexual harassment Harassment which has at its basis any of the grounds of discrimination in
the *Equal Opportunity Act 1984* (including race, gender identity, sexual orientation, sex, age, disability,
caring responsibilities, pregnancy)

Harassment can be unfavourable treatment, or discriminatory or offensive behaviour.

For the purposes of the review, 'harassment' does not include workplace bullying or harassment of a
general nature.

End of Block: Introduction

Start of Block: Qualifying question - employee group



Q9 Which of the following best describes your employment in relation to the parliamentary workplace?

- I am a Member of Parliament (1)
 - I work for a Member of Parliament (2)
 - I work in Parliament House (but not for a MP) (3)
 - I am a casual worker (4)
 - I work in the Office of the Parliamentary Counsel (5)
 - I am a Protective Security Officer (6)
 - I work for a Minister/Assistant Minister (10)
 - Other (please specify) (7) _____
 - I am not employed in any capacity in relation to the parliamentary workplace (8)
 - Prefer not to say (9)
-

Display This Question:

If Which of the following best describes your employment in relation to the parliamentary workplace? = Prefer not to say



Q11 Thank you for your time and assistance. To get the most useful data from this survey, **it is our preference to know which group you belong to**. Please consider sharing this information with us.

Which of the following **best** describes your employment in relation to the parliamentary workplace?

- I am a Member of Parliament (1)
 - I work for a Member of Parliament (2)
 - I work in Parliament House (but not for a MP) (3)
 - I am a casual worker (4)
 - I work in the Office of the Parliamentary Counsel (5)
 - I am a Protective Security Officer (6)
 - I work for a Minister/Assistant Minister (10)
 - Other (please specify) (7) _____
 - I am not employed in any capacity in relation to the parliamentary workplace (8)
 - Prefer not to say (9)
-

Display This Question:

If Which of the following best describes your employment in relation to the parliamentary workplace? = I am not employed in any capacity in relation to the parliamentary workplace



Q13 Thank you for your time and assistance but this survey is limited to people who **currently work** (including casual staff who may work intermittently) in the parliamentary workplace. If you do not currently undertake work in the parliamentary workplace, you will be taken to the end of the survey.

For the avoidance of doubt, which of the below **best** describes your employment in relation to the parliamentary workplace?

- I am a Member of Parliament (1)
- I work for a Member of Parliament (2)
- I work in Parliament House (but not for a MP) (3)
- I am a casual worker (4)
- I work in the Office of the Parliamentary Counsel (5)
- I am a Protective Security Officer (6)
- I work for a Minister/Assistant Minister (9)
- Other (please specify) (8) _____
- I am not employed in any capacity in relation to the parliamentary workplace (7)

Skip To: End of Survey If Thank you for your time and assistance but this survey is limited to people who currently work (i... = I am not employed in any capacity in relation to the parliamentary workplace

Display This Question:

If Thank you for your time and assistance. To get the most useful data from this survey, it is our p... = I am not employed in any capacity in relation to the parliamentary workplace



Q15 Thank you for your time and assistance but this survey is limited to people who **currently work** (including casual staff who may work intermittently) in the parliamentary workplace. If you do not currently undertake work in the parliamentary workplace, you will be taken to the end of the survey.

For the avoidance of doubt, which of the below **best** describes your employment in relation to the parliamentary workplace?

- I am a Member of Parliament (1)
- I work for a Member of Parliament (2)
- I work in Parliament House (but not for a MP) (3)
- I am a casual worker (4)
- I work in the Office of the Parliamentary Counsel (5)
- I am a Protective Security Officer (6)
- I work for a Minister/Assistant Minister (9)
- Other (please specify) (8) _____
- I am not employed in any capacity in relation to the parliamentary workplace (7)

Skip To: End of Survey If Thank you for your time and assistance but this survey is limited to people who currently work (i... = I am not employed in any capacity in relation to the parliamentary workplace

Display This Question:

If Thank you for your time and assistance but this survey is limited to people who currently work (i... = I am not employed in any capacity in relation to the parliamentary workplace



Q16 Thank you for your time and assistance but this survey is limited to people who **currently work** (including casual staff who may work intermittently) in the parliamentary workplace. If you do not currently undertake work in the parliamentary workplace, you will be taken to the end of the survey.

For the avoidance of doubt, which of the below **best** describes your employment in relation to the parliamentary workplace?

- I am a Member of Parliament (1)
- I work for a Member of Parliament (2)
- I work in Parliament House (but not for a MP) (3)
- I am a casual worker (4)
- I work in the Office of the Parliamentary Counsel (5)
- I am a Protective Security Officer (6)
- I work for a Minister/Assistant Minister (9)
- Other (please specify) (8) _____
- I am not employed in any capacity in relation to Parliament (7)

Skip To: End of Survey If Thank you for your time and assistance but this survey is limited to people who currently work (i... = I am not employed in any capacity in relation to Parliament

End of Block: Qualifying question - employee group

Start of Block: Part A: Questions to gauge knowledge of policies/pathways

Q18

Part A: Awareness of policies and complaints processes

These questions are about your knowledge of any existing policies and complaints processes that apply to your workplace.

Q23 Did you receive information or training about workplace harassment when you started in your role?

- Yes - information (1)
 - Yes - training (2)
 - Yes - both (3)
 - No - neither (4)
 - Can't remember (5)
-

Q24 If you wanted to report harassment by a **Member of Parliament**, do you know what the complaint process is?

- Yes definitely (1)
 - Yes, generally speaking (2)
 - Not sure (3)
 - No (4)
 - There isn't one (5)
-

Q25 If you wanted to report harassment by a **staff member** in the parliamentary workplace, do you know what the complaint process is?

- Yes definitely (1)
- Yes, generally speaking (2)
- Not sure (3)
- No (4)
- There isn't one (5)

Page Break

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Q26 If a complaint about harassment was made in your workplace, in your view how likely is it that –

	Extremely unlikely (1)	Somewhat unlikely (2)	Neither likely nor unlikely (3)	Somewhat likely (4)	Extremely likely (5)
The complaint would be kept confidential? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The complaint would be acted on? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The person who made the complaint would be victimised or stigmatised for making it? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Steps would be taken to protect the safety of the person making the complaint? (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A fair investigation would be conducted? (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Action would be taken against the alleged perpetrator(s)? (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

End of Block: Part A: Questions to gauge knowledge of policies/pathways

Start of Block: Part B: Questions about experiences of sexual harassment - PERSONAL EXPERIENCES

Q19

Part B: Questions about your experiences of sexual harassment

These questions are about your *personal experiences* of sexual harassment in the parliamentary workplace (Part D will cover experiences of other people). Again, your responses to these questions are completely confidential. If you would prefer not to answer a particular question you can simply select 'Prefer not to say' and move on to the next question.

Q30 During your time working in the parliamentary workplace, have you ever been sexually harassed?

- Yes, once (1)
 - Yes, more than once (2)
 - No (3)
 - Not sure (4)
 - Prefer not to say (5)
-

Page Break



Q31 The following question is split over two pages.

Have you experienced any of the following behaviours in a way that was unwelcome in the parliamentary workplace?

	Yes (1)	No (2)	Don't know (3)	Prefer not to say (4)
Unwelcome touching such as hugging, kissing or placing a hand on your knee (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inappropriate staring, leering or repeated physical proximity that made you feel uncomfortable or intimidated (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual gestures, indecent exposure or inappropriate display of the body (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexually suggestive comments or jokes that made you feel offended, humiliated or intimidated (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexually explicit pictures, posters or gifts that made you feel offended, humiliated or intimidated (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break



Q35 Have you experienced any of the following behaviours in a way that was unwelcome in the parliamentary workplace?

	Yes (1)	No (2)	Don't know (3)	Prefer not to say (4)
Repeated or inappropriate invitations to go on a date (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intrusive questions about your private life or physical appearance that made you feel offended, humiliated or intimidated (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual violence or sexual assault (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being inappropriately followed, watched or had someone loitering nearby (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Requests or pressure for sex or other sexual or intimate acts (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

Display This Question:

If The following question is split over two pages. Have you experienced any of the following beha... [Yes] (Count) >= 1

Or Have you experienced any of the following behaviours in a way that was unwelcome in the parliamen... [Yes] (Count) >= 1



Q32 Where did you experience these behaviours? (select all that apply)

- In the Legislative Council or House of Assembly chamber (1)
- In the Parliament House precinct (but not in the chamber of either house) (2)
- The electorate office of a Member of Parliament (3)
- While travelling for work (4)
- At a work-related event or celebration (5)
- In or around a Minister's office (8)
- Somewhere else (please specify) (6)
- Prefer not to say (7)

Page Break

Display This Question:

If The following question is split over two pages. Have you experienced any of the following beha... [Yes] (Count) >= 1

Or Have you experienced any of the following behaviours in a way that was unwelcome in the parliamen... [Yes] (Count) >= 1

Q36 Who engaged in these behaviours? (select all that apply)

- Someone at my level (1)
- Someone junior to me (2)
- Someone senior to me (3)
- Not sure (4)
- Prefer not to say (5)

Display This Question:

If Who engaged in these behaviours? (select all that apply) = Someone at my level

Or Who engaged in these behaviours? (select all that apply) = Someone senior to me

Q37 Did a Member of Parliament engage in this behaviour on any occasion?

- Yes (1)
- No (2)
- Not sure (4)
- Prefer not to say (3)

Page Break



Q38 Have you experienced any of the following behaviours from somebody working in the parliamentary workplace in a way that was unwelcome?

	Yes (1)	No (2)	Don't know (3)	Prefer not to say (4)
Indecent phone calls, including someone leaving a sexually explicit message on voicemail or an answering machine (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexually explicit comments made in emails, SMS messages or on social media (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Repeated or inappropriate advances on email, social networking websites or internet chat rooms (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sharing or threatening to share intimate images or film of you without your consent (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other unwelcome conduct of a sexual nature (if so, please specify) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If Have you experienced any of the following behaviours from somebody working in the parliamentary w... [Yes] (Count) >= 1

Q41 Who engaged in these behaviours? (select all that apply)

- Someone at my level (1)
- Someone junior to me (2)
- Someone senior to me (3)
- Not sure (4)
- Prefer not to say (5)

Display This Question:

If Who engaged in these behaviours? (select all that apply) = Someone at my level
Or Who engaged in these behaviours? (select all that apply) = Someone senior to me

Q42 Did a Member of Parliament engage in this behaviour on any occasion?

- Yes (1)
- No (2)
- Not sure (4)
- Prefer not to say (3)

Page Break

Q43 The behaviours listed previously are all examples of sexual harassment. Sexual harassment means any unwelcome conduct of a sexual nature, in circumstances where it is reasonable to expect that the other person would be offended, afraid or humiliated by that conduct. Sexual harassment is determined from the point of view of the person feeling harassed. It does not matter how the behaviour was intended. How common would you say that this type of behaviour is in the parliamentary workplace?

- Non-existent (1)
- Very rare (2)
- Rare (3)
- Occurs sometimes (4)
- Common (5)
- Not sure (6)

End of Block: Part B: Questions about experiences of sexual harassment - PERSONAL EXPERIENCES

Start of Block: Part B: Questions about experiences of sexual harassment - COMPLAINT INFORMATION

Display This Question:

If During your time working in the parliamentary workplace, have you ever been sexually harassed? = Yes, once

Or During your time working in the parliamentary workplace, have you ever been sexually harassed? = Yes, more than once

Or The following question is split over two pages. Have you experienced any of the following beha... [Yes] (Count) >= 1

Or Have you experienced any of the following behaviours in a way that was unwelcome in the parliamen... [Yes] (Count) >= 1

Or Have you experienced any of the following behaviours from somebody working in the parliamentary w... [Yes] (Count) >= 1

Q44 Have you ever reported sexual harassment you experienced in the parliamentary workplace? This might be formally or informally.

- Yes (1)
- No (2)
- Prefer not to say (3)

Display This Question:

If Have you ever reported sexual harassment you experienced in the parliamentary workplace? This mig... = Yes

Q45 How many reports of sexual harassment have you made in the past 5 years?

- 1 (1)
- 2 (2)
- 3 (3)
- More than 3 (4)
- Prefer not to say (5)

Display This Question:

If How many reports of sexual harassment have you made in the past 5 years? = 2

Or How many reports of sexual harassment have you made in the past 5 years? = 3

Or How many reports of sexual harassment have you made in the past 5 years? = More than 3

Q50 For the purpose of answering the following five questions, please choose one experience of reporting (this might be the most recent report you made, for example).

Display This Question:

If Have you ever reported sexual harassment you experienced in the parliamentary workplace? This mig... = Yes

Q46 How long was it between the incident and when you reported it?

- Same day or next working day (1)
 - Less than 1 month (but not straight away) (2)
 - 1 to 6 months (3)
 - More than 6 months (4)
 - Don't know (5)
 - Prefer not to say (6)
-

Display This Question:

If Have you ever reported sexual harassment you experienced in the parliamentary workplace? This mig... =
Yes



Q47 Who did you report the incident to? (select all that apply)

- My manager or a co-worker at a higher level (1)
- A Presiding Officer or Clerk (2)
- The Joint Parliamentary Service Committee (3)
- Electorate Services at the Department of Treasury and Finance (4)
- A Member of Parliament (5)
- A union or employee representative (6)
- A lawyer or legal service (7)
- The Independent Commissioner Against Corruption (ICAC) (8)
- SafeWork SA (9)
- The SA Equal Opportunity Commission (10)
- The Police (11)
- The Australian Human Rights Commission (15)
- I lodged a worker's compensation claim (12)
- Someone else (please specify) (13)
- Prefer not to say (14)

Page Break

Display This Question:

If Have you ever reported sexual harassment you experienced in the parliamentary workplace? This mig... = Yes



Q49 Did any of the following happen as a result of you reporting sexual harassment? (select all that apply)

- Your employer or manager apologised for failing to prevent the harassment (1)
- Your employer paid you compensation because of the harassment (2)
- The harassment stopped (3)
- You received positive feedback for reporting the behaviour (4)
- You were transferred to a different department/section (5)
- You were demoted (6)
- You were disciplined (7)
- You were denied workplace opportunities, such as training or promotion (8)
- You were ostracised, victimized or ignored by colleagues (9)
- You signed a non-disclosure agreement (11)
- There were some other consequences for you (please specify) (12)
- There were no consequences for you (13)
- Don't know (14)
- Prefer not to say (15)

Display This Question:

If Have you ever reported sexual harassment you experienced in the parliamentary workplace? This mig... = Yes



Q52 Did any of the following happen to the person(s) you reported about as a result of your report? (select all that apply)

- They were disciplined (1)
- They were formally warned (2)
- They were informally spoken to (3)
- They were transferred (4)
- They resigned (5)
- They apologised (6)
- They paid you compensation (7)
- They were required to undertake training (8)
- There were some other consequences for the perpetrator (please specify) (9)
- The reporting process is still underway - other outcomes are unknown at present (12)
- There were no consequences for that person (10)
- I was not told the outcome for that person (11)
- Don't know (13)
- Prefer not to say (14)

Page Break

Display This Question:

If Have you ever reported sexual harassment you experienced in the parliamentary workplace? This mig... =
Yes

Q54 How would you rate the overall experience the reporting process?

- Extremely satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Extremely dissatisfied (5)

Page Break

Display This Question:

If Have you ever reported sexual harassment you experienced in the parliamentary workplace? This mig... = No



Q55 People decide not to report sexual harassment for many different reasons. Which, if any, of the following were reasons why you did not report sexual harassment? (select all that apply)

- I wasn't aware of how the process worked or who to talk to (1)
- There is no process for reporting sexual harassment (2)
- My family or friends advised me not to (3)
- My peers advised me not to (4)
- My manager/mentor advised me not to (5)
- It was easier to keep quiet (6)
- I thought I would not be believed (7)
- I thought the process would be embarrassing or humiliating (8)
- I was concerned about attracting media attention (9)
- I feared negative consequences for the person who harassed me (10)
- I thought it would not change things (11)
- Sexual harassment is accepted in the parliamentary workplace (12)
- I don't trust the people I could talk to (13)
- I was concerned that the report wouldn't be kept confidential (14)

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- Nothing could be done because the person who harassed me is only accountable to the electorate (15)
- Nothing would be done because parliamentary privilege precludes any action being taken (16)
- It could have been damaging for the political party I work for (17)
- I was concerned about damaging my career prospects (18)
- I thought it would make my work environment more difficult (19)
- I was concerned about the perpetrator lodging a defamation claim against me (20)
- I didn't think the behaviour was serious enough (21)
- I didn't know it was harassment (25)
- I feared retribution from the person who harassed me or their supporters (26)
- Other (please specify) (24) _____
- None of the above (22)
- Don't know (23)

Page Break

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Display This Question:

If The following question is split over two pages. Have you experienced any of the following beha... [Yes] (Count) >= 1

Or Have you experienced any of the following behaviours in a way that was unwelcome in the parliamen... [Yes] (Count) >= 1

Or Have you experienced any of the following behaviours from somebody working in the parliamentary w... [Yes] (Count) >= 1

Or During your time working in the parliamentary workplace, have you ever been sexually harassed? = Yes, once

Or During your time working in the parliamentary workplace, have you ever been sexually harassed? = Yes, more than once



Q56 Has your experience of **workplace sexual harassment** impacted you in any of the following ways?

	Yes (1)	No (2)	Don't know (3)	Prefer not to say (4)
I feel less safe at work (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am looking for work elsewhere (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My performance at work has been negatively impacted (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have sought support from a counsellor or psychologist (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My self-esteem and confidence has been impacted (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My personal relationships have been affected (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have taken time off work (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My relationships at work have been affected (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My career pathway has been inhibited (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My health has been negatively impacted (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (if so, please specify) (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If Have you ever reported sexual harassment you experienced in the parliamentary workplace? This mig... = Yes



Q99 Has your experience of the **reporting process** regarding sexual harassment impacted you in any of the following ways?

	Yes (1)	No (2)	Don't know (3)	Prefer not to say (4)
I feel less safe at work (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am looking for work elsewhere (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My performance at work has been negatively impacted (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have sought support from a counsellor or psychologist (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My self-esteem and confidence has been impacted (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My personal relationships have been affected (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have taken time off work (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My relationships at work have been affected (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My career pathway has been inhibited (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My health has been negatively impacted (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (if so, please specify) (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Start of Block: Part C: Experiences relating to other forms of harassment - PERSONAL EXPERIENCES

Q20 Part C: Your experiences of other forms of harassment The next questions are about other forms of harassment you may have experienced. Again, your answers to these questions are completely confidential, and you have the option to select 'Prefer not to say' to these questions.



Q63 At any time since you started working in the parliamentary workplace have you had **offensive comments or jokes** made about any of the following?

	Yes (1)	No (2)	Don't know (3)	Prefer not to say (4)	Not applicable (5)
Your sexual orientation (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your gender identity (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A disability (or disabilities) you live with (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your age (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your caring responsibilities (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your marital status (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your race (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your sex (incl. pregnancy, if relevant) (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your spouse or partner's identity (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

Display This Question:

If At any time since you started working in the parliamentary workplace have you had offensive comme... [Yes] (Count) >= 1



Q64 Where did you experience these behaviours? (select all that apply)

- In the Legislative Council or House of Assembly chamber (1)
 - In the Parliament House precinct (but not in the chamber of either house) (2)
 - The electorate office of a Member of Parliament (3)
 - While travelling for work (4)
 - At a work-related event or celebration (5)
 - In or around a Minister's office (8)
 - Somewhere else (please specify) (6)
 - Prefer not to say (7)
-

Display This Question:

If At any time since you started working in the parliamentary workplace have you had offensive comme... [Yes] (Count) >= 1

Q65 Who directed these comments or jokes at you? (select all that apply)

- Someone at my level (1)
- Someone junior to me (2)
- Someone senior to me (3)
- Not sure (4)
- None of the above (5)
- Prefer not to say (6)

Display This Question:

If Who directed these comments or jokes at you? (select all that apply) = Someone at my level
Or Who directed these comments or jokes at you? (select all that apply) = Someone senior to me

Q66 Did a Member of Parliament engage in this behaviour on any occasion?

- Yes (1)
- No (2)
- Not sure (4)
- Prefer not to say (3)

Page Break

Display This Question:

If At any time since you started working in the parliamentary workplace have you had offensive comme... [Yes] (Count) >= 1

Q67 Were these one-off remarks or part of a broader pattern of behaviour directed at you? (select all that apply)

- One-off remarks (1)
- Part of a pattern of behaviour (2)
- Not sure (3)
- Prefer not to say (4)

Display This Question:

If Were these one-off remarks or part of a broader pattern of behaviour directed at you? (select all... = Part of a pattern of behaviour

Q68 Approximately how long did/has this pattern of behaviour lasted? (select all that apply, if relevant)

- Less than 1 month (1)
- 1 to 6 months (2)
- 6 to 12 months (3)
- More than 12 months (4)
- Don't know (5)
- Prefer not to say (6)

Page Break



Q69 At any time since you started working in the parliamentary workplace do you think you have been **treated unfavourably** on the basis of any of the below?

This might include being denied career opportunities, flexible working arrangements, additional hours or training.

	Yes (1)	No (2)	Don't know (3)	Prefer not to say (4)	Not applicable (5)
Your sexual orientation (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your gender identity (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A disability (or disabilities) you live with (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your age (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your caring responsibilities (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your marital status (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your race (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your sex (incl. pregnancy, if relevant) (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your spouse or partner's identity (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q70 How common would you say unfavourable treatment of people on the basis of these characteristics is in the parliamentary workplace?

- Non-existent (1)
- Very rare (2)
- Rare (3)
- Occurs sometimes (4)
- Common (5)
- Not sure (6)

End of Block: Part C: Experiences relating to other forms of harassment - PERSONAL EXPERIENCES

Start of Block: Part C: Experiences relating to other forms of harassment - COMPLAINT INFO

Display This Question:

If At any time since you started working in the parliamentary workplace have you had offensive comme... [Yes] (Count) >= 1

Or At any time since you started working in the parliamentary workplace do you think you have been t... [Yes] (Count) >= 1

Q71 Have you ever reported harassment (on the basis of the characteristics mentioned previously, such as age, disability, sex, gender identity, sexual orientation) in the parliamentary workplace? This might be formally or informally.

- Yes (1)
- No (2)
- Prefer not to say (3)

Display This Question:

If Have you ever reported harassment (on the basis of the characteristics mentioned previously, such... = Yes

Q72 How many reports have you made in the past 5 years?

- 1 (1)
 - 2 (2)
 - 3 (3)
 - More than 3 (4)
 - Prefer not to say (5)
-

Display This Question:

If How many reports have you made in the past 5 years? = 2

Or How many reports have you made in the past 5 years? = 3

Or How many reports have you made in the past 5 years? = More than 3

Q74 For the purpose of answering the following five questions, please choose one experience of reporting harassment (this might be the most recent report, for example).

Display This Question:

If Have you ever reported harassment (on the basis of the characteristics mentioned previously, such... = Yes

Q73 How long was it between the incident and when you reported it?

- Same day or next working day (1)
 - Less than 1 month (but not straight away) (2)
 - 1 to 6 months (3)
 - More than 6 months (4)
 - Don't know (5)
 - Prefer not to say (6)
-

Display This Question:

If Have you ever reported harassment (on the basis of the characteristics mentioned previously, such... = Yes



Q75 Who did you report the incident to? (select all that apply)

- My manager or a co-worker at a higher level (1)
- A Presiding Officer or Clerk (2)
- The Joint Parliamentary Service Committee (3)
- Electorate Services at the Department of Treasury and Finance (4)
- A Member of Parliament (5)
- A union or employee representative (6)
- A lawyer or legal service (7)
- The Independent Commissioner Against Corruption (ICAC) (8)
- SafeWork SA (9)
- The SA Equal Opportunity Commission (10)
- The Police (11)
- I lodged a worker's compensation claim (12)
- The Australian Human Rights Commission (16)
- Someone else (please specify) (13)
- Don't know (14)
- Prefer not to say (15)

Display This Question:

If Have you ever reported harassment (on the basis of the characteristics mentioned previously, such... = Yes



Q77 Did any of the following happen as a result of you reporting the incident? (select all that apply)

- Your employer or manager apologised for failing to prevent the harassment (1)
- Your employer paid you compensation because of the harassment (2)
- The harassment stopped (3)
- You received positive feedback for reporting the behaviour (4)
- You were transferred to a different department/section (5)
- You were demoted (6)
- You were disciplined (7)
- You were denied workplace opportunities, such as training or promotion (8)
- You were ostracised, victimized or ignored by colleagues (9)
- You signed a non-disclosure agreement (11)
- There were some other consequences for you (please specify) (12)
- There were no consequences for you (13)
- Don't know (14)
- Prefer not to say (15)

Display This Question:

If Have you ever reported harassment (on the basis of the characteristics mentioned previously, such... = Yes



Q78 Did any of the following happen to the person(s) you reported about as a result of your report? (select all that apply)

- They were disciplined (1)
- They were formally warned (2)
- They were informally spoken to (3)
- They were transferred (4)
- They resigned (5)
- They apologised (6)
- They paid you compensation (7)
- They were required to undertake training (8)
- There were some other consequences for the perpetrator (please specify) (9)
- The reporting process is still underway - other outcomes are unknown at present (12)
- There were no consequences for that person (10)
- I was not told the outcome for that person (11)
- Don't know (13)
- Prefer not to say (14)

Display This Question:

If Have you ever reported harassment (on the basis of the characteristics mentioned previously, such... = Yes

Q79 How would you rate the overall experience the reporting process?

- Extremely satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Extremely dissatisfied (5)

Page Break

Display This Question:

If Have you ever reported harassment (on the basis of the characteristics mentioned previously, such... = No



Q82 People decide not to report harassment for many different reasons. Which, if any, of the following were reasons why you did not report it? (select all that apply)

- I wasn't aware of how the process worked or who to talk to (1)
- There is no process for reporting harassment (2)
- My family or friends advised me not to (3)
- My work peers advised me not to (4)
- My manager/mentor advised me not to (5)
- It was easier to keep quiet (6)
- I thought I would not be believed (7)
- I thought the process would be embarrassing or humiliating (8)
- I was concerned about attracting media attention (9)
- I feared negative consequences for the person who harassed me (10)
- I thought it would not change things (11)
- Harassment is accepted in the parliamentary workplace (12)
- I don't trust the people I could talk to (13)
- I was concerned that the report wouldn't be kept confidential (14)
- Nothing could be done because the person who harassed me is only accountable to the electorate (15)

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- Nothing would be done because parliamentary privilege precludes any action being taken (16)
- It could have been damaging for the political party I work for (17)
- I was concerned about damaging my career prospects (18)
- I thought it would make my work environment more difficult (19)
- I was concerned about my harasser lodging a defamation claim against me (20)
- I didn't think the behaviour was serious enough (21)
- I didn't know it was harassment (25)
- I feared retribution from the person who harassed me or their supporters (26)
- Another reason (please specify) (22)
- None of the above (23)
- Don't know (24)

Page Break

Display This Question:

If At any time since you started working in the parliamentary workplace have you had offensive comme... [Yes] (Count) >= 1

Or At any time since you started working in the parliamentary workplace do you think you have been t... [Yes] (Count) >= 1



Q84 Has your experience of **workplace harassment** impacted you in any of the following ways?

	Yes (1)	No (2)	Don't know (3)	Prefer not to say (4)
I feel less safe at work (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am looking for work elsewhere (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My performance at work has been negatively impacted (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have sought support from a counsellor or psychologist (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My self-esteem and confidence has been impacted (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My personal relationships have been affected (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have taken time off work (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My relationships at work have been affected (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My career pathway has been inhibited (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My health has been negatively impacted (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (if so, please specify) (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If Have you ever reported harassment (on the basis of the characteristics mentioned previously, such... = Yes



Q101 Has your experience of the **reporting process** regarding harassment impacted you in any of the following ways?

	Yes (1)	No (2)	Don't know (3)	Prefer not to say (4)
I feel less safe at work (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am looking for work elsewhere (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My performance at work has been negatively impacted (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have sought support from a counsellor or psychologist (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My self-esteem and confidence has been impacted (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My personal relationships have been affected (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have taken time off work (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My relationships at work have been affected (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My career pathway has been inhibited (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My health has been negatively impacted (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (if so, please specify) (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

End of Block: Part C: Experiences relating to other forms of harassment - COMPLAINT INFO

Start of Block: Part D: Other peoples' experiences of harassment

Q98

Part D: Other peoples' experiences of harassment

This section contains questions about harassment you may have *witnessed or heard about*. If you manage staff, this includes questions about incidents of harassment that have been reported to you.

Q27 Do you have staff reporting to you in your role?

- Yes (1)
 - Sometimes (2)
 - No (3)
-

Display This Question:

If Do you have staff reporting to you in your role? = Yes

Or Do you have staff reporting to you in your role? = Sometimes

Q83 While in your role, have you had an incident of harassment in the parliamentary workplace reported to you?

- Yes, once (1)
 - Yes, more than once (2)
 - No (3)
 - Prefer not to say (4)
-

Display This Question:

If While in your role, have you had an incident of harassment in the parliamentary workplace reporte... = No



Q28 If harassment was reported to you, what action would you most likely take? (select all that apply)

- Follow the relevant complaint/reporting process (1)
- Find out what the relevant complaint/reporting process is and follow it (2)
- Attempt to resolve the matter informally by speaking with the alleged victim (3)
- Attempt to resolve the matter informally by speaking with the alleged perpetrator (4)
- Other (please specify) (7) _____
- Not sure (5)
- Take no action (6)

Display This Question:

If If harassment was reported to you, what action would you most likely take? (select all that apply) = Take no action

Q82 Why would you be likely to take no action?

Display This Question:

If While in your role, have you had an incident of harassment in the parliamentary workplace reporte... = Yes, once

Or While in your role, have you had an incident of harassment in the parliamentary workplace reporte... = Yes, more than once



Q85 What did you understand the person's purpose(s) was in disclosing the incident(s) to you? (select all that apply)

They wanted you to take action and investigate the incident (3)

They wanted the incident noted but did not want you to take action (1)

They were seeking advice about what to do (2)

They wanted systems/processes to be changed (5)

Other (please specify) (4) _____

Display This Question:

If While in your role, have you had an incident of harassment in the parliamentary workplace reporte... = Yes, once

Or While in your role, have you had an incident of harassment in the parliamentary workplace reporte... = Yes, more than once



Q87 What did you do? (select all that apply)

- Listened to and checked-in with them (1)
- Referred them to an Employee Assistance Program or another support service (2)
- Sought advice from colleagues about what to do (3)
- Sought legal advice about options (4)
- Informally addressed the conduct with the alleged perpetrator (5)
- Assisted them to make a complaint (6)
- Advised them against taking action or making a formal complaint (7)
- Sought advice from Administration (e.g. Human Resources) (10)
- Reported it to an external body (12)
- Reported it to a more senior person to take action (11)
- Made a written record of the report (16)
- Noted it but didn't take it further (15)
- I didn't know what to do (14)
- Other (please specify) (9) _____

Display This Question:

If What did you do? (select all that apply) = Noted it but didn't take it further



Q78 Which of the following were reasons why you didn't take the matter further? (select all that apply)

- The conduct wasn't serious enough (1)
- I didn't know the process to follow (2)
- The person who reported it asked me not to (3)
- It was futile to take further action (4)
- There was an absence of evidence to support the claim (7)
- Other (please specify) (5) _____

Page Break _____

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Q102 Have you ever seen or heard of another person being harassed in the parliamentary workplace?
(select all that apply)

- Yes - I have seen another person being sexually harassed (1)
- Yes - I have seen another person being harassed (other than sexually harassed) (3)
- Yes - I have heard of another person being sexually harassed (5)
- Yes - I have heard of another person being harassed (other than sexually harassed) (6)
- No (2)
- Not sure (4)
- Prefer not to say (7)

Display This Question:

If Have you ever seen or heard of another person being harassed in the parliamentary workplace? (sel... = Yes - I have seen another person being sexually harassed

Or Have you ever seen or heard of another person being harassed in the parliamentary workplace? (sel... = Yes - I have seen another person being harassed (other than sexually harassed)

Or Have you ever seen or heard of another person being harassed in the parliamentary workplace? (sel... = Yes - I have heard of another person being sexually harassed

Or Have you ever seen or heard of another person being harassed in the parliamentary workplace? (sel... = Yes - I have heard of another person being harassed (other than sexually harassed)

Q58 Did you take action in relation to any of the incidents of harassment that you saw and/or heard about?

- Yes (1)
- No (2)
- Prefer not to say (4)

Display This Question:

If Did you take action in relation to any of the incidents of harassment that you saw and/or heard a... = Yes



Q59 Which of the following actions did you take? (Select all that apply)

- Intervened at the time of the incident (1)
 - Spoke to the perpetrator of the harassment afterwards (2)
 - Talked with or listened to the victim afterwards (3)
 - Offered advice to the victim (4)
 - Spoke to a manager/more senior person (5)
 - Made a written record of the incident (7)
 - Took some other action (please specify) (6)
-

Display This Question:

If Did you take action in relation to any of the incidents of harassment that you saw and/or heard a... = No



Q61 People may decide not to take action on seeing or hearing about harassment for many different reasons. Which of the following were reasons why you decided not to take any action? (select all that apply)

- I didn't want to make things worse for the person who was being harassed (1)
- I was worried about the negative impact that taking action might have on me (2)
- I didn't think it was serious enough to intervene (3)
- I didn't think it was my responsibility (4)
- I knew that other people were supporting and assisting the person (5)
- I didn't know what to do (6)
- I didn't want to get involved (7)
- The person being harassed asked me not to take any action (8)
- I didn't know if the person being sexually harassed wanted my help (9)
- Another reason (please specify) (10)
- Prefer not to say (11)

Page Break

Q77

You're almost there. A couple of questions to go...

To what extent do you agree that the parliamentary workplace is an inclusive and supportive workplace?

- Strongly agree (11)
- Somewhat agree (12)
- Neither agree nor disagree (13)
- Somewhat disagree (14)
- Strongly disagree (15)

Page Break

End of Block: Part D: Other peoples' experiences of harassment

Start of Block: Part E: Free text option

Q21

Part E: Other information you'd like to share in your own words

Two broad questions will follow with the option to enter free text answers up to 3,000 characters each (approx. 500 words). Any information you provide us will be de-identified if used in the final report.

If you have more information to provide, please consider making a written submission to the review team via email or post before 15 January 2021, or contact us to request to participate in an interview.



Q89 Is there anything you think could be introduced to improve the culture and reporting processes associated with harassment in the parliamentary workplace?



Q90 Is there anything else you would like to share with the review team about your experiences and/or reporting of harassment in the parliamentary workplace?

End of Block: Part E: Free text option

Start of Block: Part F: Demographic questions

Q22 **Part F: Demographic questions** Now, just a few final questions...

Q4

How old are you?

- 18-30 years (2)
 - 31-45 years (3)
 - 46-60 years (4)
 - 60 years or older (5)
 - Prefer not to say (1)
-

Q91 How many years have you worked in the parliamentary workplace?

- Less than one year (1)
 - 1-2 years (2)
 - 2-3 years (3)
 - 3-4 years (4)
 - 4-5 years (5)
 - More than 5 years (6)
 - Prefer not to say (7)
-

Q7 What is your gender?

- Male (1)
 - Female (2)
 - Non-binary / third gender (3)
 - Prefer not to say (4)
-

Q92 Are you of Aboriginal and/or Torres Strait Islander descent?

- Yes - Aboriginal (1)
 - Yes - Torres Strait Islander (2)
 - Yes – Both Aboriginal and Torres Strait Islander (3)
 - No (4)
 - Don't know (5)
 - Prefer not to say (6)
-

Q93 Do you have a disability/disabilities?

- Yes (1)
 - No (2)
 - Prefer not to say (3)
-



Q94 What is the main language spoken at home?

- English (1)
 - Italian (2)
 - Greek (3)
 - Cantonese (4)
 - Mandarin (5)
 - Arabic (6)
 - Vietnamese (7)
 - Hindi (8)
 - Punjabi (9)
 - Spanish (10)
 - Urdu (11)
 - Other (please specify) (12) _____
 - Prefer not to say (13)
-

Q96 Which of the following best describes your sexual orientation?

- Straight or heterosexual (1)
- Gay (2)
- Lesbian (3)
- Bisexual (4)
- Pansexual (5)
- Queer (6)
- Asexual or aromantic (7)
- Undecided, not sure or questioning (8)
- Other (9)
- Prefer not to say (10)

Page Break

Q83

**By clicking the 'next' arrow you will be submitting your responses to the review team.
You will not be able to re-enter the survey after this point.**

If you want to review your answers prior to submission, navigate backwards by using the blue 'back' arrow on the bottom left and forwards with the blue 'next' arrow in the bottom right of your screen.

End of Block: Part F: Demographic questions
