

## Submission 149

Well a number of minor cases over the years of employment with various employers and in various environments that have occurred, I believe men are harassed but do not report it as such.

In the early 80's as a young lad I was looking at a street parade from our 16th floor window so I was leaning on the window sill so others can also look down at the parade, when a slightly older woman who also wanted to look at the view leaned her upper body onto my back and rested her head on my shoulder using the excuse to look at the parade. I was surprised and a little embarrassed by the stance and move away offering the woman the window spot.

Again in the early 80s while walking in the public street down a lane way with a colleague when we were passed by two young ladies walking the other way, when one lady turned and pinched me on the bottom. I ignored the action and walked on. Early 90s I'm married and a managers PA always had herself attached to projects that i was required to action so that we would work together. This lady was assertive but not of interest to me, she would regularly place her hand on my thigh if we were driving even though I said no, she would openly kiss other men in the workplace - "it's only a kiss" and she would provide back massages as i was stressed - which i did enjoy but felt uncomfortable with- some managers approval? I was not sure how the direct managers views were as to the freedom expressed by the PA. I believe that fact the direct manager was a reformed alcoholic he had a more relaxed approach. It was interesting that other staff - manly men were disapproving of the PA massages and signs of affection (I must admit I was not keen on the lip kissing). The other office staff thought there was more to the actions than there actual was between us. There was no kissing / fondling etc between the PA and myself even though the PA had suggested sexual activity on more than one opportunity.

In the 2000's different employer, after a christmas lunch celebration with my colleagues when a male colleague from another work department came into the same pub as we were in and placed a very unwanted kiss on my cheek - this I complained to management about. Not sure how this was handled to be honest. I believe the staff member was spoken with by management, the impression I got was that the management wanted this hushed up as the action occurred after a work lunch function where too much alcohol was consumed.

The issue is you may only deal with such cases once so you do not know the process, your rights, your on your own, etc and what is the outcomes etc where as the managers have a People and Culture (HR) Department to assist and guide them and there is an imbalance of power.

Now late 2000's different employer a female first line manager is talking to other female staff about a dress fitting, in the general work office next to my work pod- they discuss

side boobs and cleavage and breast enhancements options etc to improve their looks? Not a topic for the open office space surely? I suggested the ladies take the discussion elsewhere the female manager was not happy and I was in the bad books from then on. Then last year another employer, I was a witness when a female colleague was using colourful language to express her herself on her appearance to attract sales and when a first line male manager responded in kind using the same colourful language in reply - the female member complained. Not sure that is appropriate to complain when the reply was using your own words.

A senior manager comes into a all male meeting an opens the meeting with "I love summer the tops are down and the dresses are up" and this is leadership? So I believe there is issues with harassment occurring and from my experience you are better off not complaining about the issues as you are not protected / covered by the people and culture (old HR) policies and procedures.

The rumors / leaks deliberate or not occur and staff will respond - particularly management as your not part of the team, not a team player, your a disruptive influence etc.etc so reporting incidents are more risk than benefit.

It appears to me that the general respect for each other has diminished,. that society appears to push the individual freedoms and not to conform to social norms is to be applauded. We appear to be losing our collective good will to be replaced with individuality as the priority.