Submission 247

I was sexually harassed in 2012 (and subsequently) while employed at [redacted]. The perpetrator also worked for [redacted]. I reported the behaviour to my manager (as per policy). My manager did nothing about it and I felt pressured not to take further action as I was still new to the organisation (< 6 months). The behaviours which also included bullying and harassment continued and the perpetrator was protected by management, including my manager.

Ultimately, I made a grievance complaint against two individuals and filed a worker’s compensation claim for the damage done to my mental health. Involuntarily made redundant in Nov [redacted]. I have not been medically able to work since, have been receiving worker’s compensation incapacity payments on and off since [redacted]. I had to fight and to accept initial liability for my injury as wanted to deny liability as they claimed "reasonable administrative action" rather than bullying, harassment, sexual harassment and sexual assault was responsible for my injury. At that time were willing to admit I was injured. I have been TPI'd by superfund because I will never work again but have not issued me with a 'no present liability' determination because they believe "my employment with the no longer contributes to my injury" so I will be at the with them.

I have been forced to take to the Court for sex discrimination, unlawful dismissal and a number of adverse actions in a trial that lasted weeks and has cost me over $400,000. I applied to the to assist with funding, only to be told that female workers are not social or economically disadvantaged and I therefore did not qualify for assistance. Main legal defence was that I am 'vexatious' and that being hit on the buttocks with a riding crop in the workplace is a 'joke'.

Throughout the time I worked at, policies and procedures were ignored, groups of managers conspired to cover-up certain individuals behaviours (as evidenced through documents tendered in evidence during my trial) and these individuals have all either been promoted or left unscathed. I, on the other hand, have serious medical conditions, will not work again, have been financially destroyed and have to invest the entirety of my superannuation into trying to fight the in the Court. There were absolutely no repercussions to the people involved in sexually harassing, harassing or bullying me, or covering it up.