

[REDACTED]

[REDACTED]

[REDACTED]

Dear Minister,

I write to you on a highly sensitive issue and seek your intervention to find a suitable remedy.

All administrative processes designed to achieve a fair outcome in this matter have failed. Disturbingly, they failed because the [REDACTED] (the Department) covered-up information contained in an independent investigation report.

The critical events are:

- On [REDACTED] 2012, I came forward to report to the Department that my newly appointed manager [REDACTED] had displayed unacceptable and highly offensive behaviour in the workplace. I reported that [REDACTED] had begun a staff meeting with a joke about female genitalia featuring the vulgar word "CXXT" [REDACTED].
- After being made aware of my report, [REDACTED] targeted me with bullying and harassment in the workplace between 2012 and 2014. The Department refused to act on my Bullying and Harassment complaint. I had no choice but to seek protection via the Fair Work Commission (FWC).
- On [REDACTED] 2014, I brought to the FWC's attention [REDACTED] that [REDACTED] had concocted a malicious lie about me when required to explain the circumstances of her joke, by falsely accusing me (see Attachment 2). The possibility that a senior public servant had lied in a signed written statement was considered by [REDACTED] to be gravely serious. Rightly, he initiated an independent investigation into the possibility that [REDACTED] had committed a serious breach of the law.
- The investigation was conducted by [REDACTED]. In its report dated [REDACTED] 2014 (see Attachment 3), [REDACTED] makes clear [REDACTED] that it had collected corroborated evidence from an independent witness confirming my claim that [REDACTED] is guilty of making a false statement. At [REDACTED] recommended that the Department take action against [REDACTED].

At this time the Department kept the existence of [REDACTED] investigation report a secret from both the FWC and myself.

The Department then acted to prevent the FWC from gaining access to [REDACTED] investigation report. Despite the Department being conscious of the fact that I had:

- approached it previously seeking protection from [REDACTED]
- never previously displayed the behaviour [REDACTED] accused me of;
- an excellent employment record and had consistently been assessed to have been working at the level of 'High Performance' over a long period prior to encountering [REDACTED] in the workplace (see Attachment 4),

the Department initiated a [REDACTED] action against me on [REDACTED] 2014 (ironically, because my work performance had fallen since 2013).

The Department at this time wrote assuring me that its [REDACTED] process was fair by promising to - 1. inform me of; and 2. take into consideration - [REDACTED] investigation findings before deciding my fate (see Attachment 5). It did neither.

Of paramount importance is the fact that the Department had been in possession of (or had access to) [REDACTED] report since [REDACTED] 2014. Yet, (for reasons that remain unexplained) it failed to take [REDACTED] investigation report into consideration. Instead, two weeks later (on [REDACTED] 2014), refusing to believe I had been the target of any wrongdoing in the workplace, the Department terminated my employment. The Department's failure to take into account the [REDACTED] report contents undoubtedly influenced its decision to dismiss me.

The wrongdoing towards me by the Department is magnified when one considers that during the following six months - while having exclusive access to [REDACTED] investigation report - it duped me into signing a Deed not to proceed with my termination appeal process by informing my legal representative that my claims re [REDACTED] had been found to have no substance. The Department even wrote to me personally confirming that my complaints about [REDACTED] had been investigated by [REDACTED] and were found to have "no merit"! (see Attachment 6)

It was only after the [REDACTED] took action on my behalf in [REDACTED] 2015 that the Department released a copy of the [REDACTED] investigation report to me. I received that copy on [REDACTED] 2015. That the Department knew of [REDACTED] highly illegal behaviour toward me - but kept it a secret all that time - became apparent to me on that day.

At that time I realised both my legal representative and I had been misled by the Department with respect to [REDACTED] highly illegal behaviour toward me throughout both its [REDACTED] and my termination appeal processes. Both processes were corrupted.

In this instance:

1. a senior public servant [REDACTED] - motivated to avoid responsibility for her behaviour involving highly inappropriate sexual remarks made in a government work setting - has been caught spreading malicious lies about me.
2. The Department - motivated to protect its reputation and avoid dealing with such an odious subject - has been caught covering up [REDACTED] lies.
3. The innocent victim (i.e. me) has had their career destroyed and life shattered as a consequence.

What has occurred in this instance is unacceptable and inconsistent with community standards [REDACTED] Elements of a fraud exist.

I trust that you agree:

- No Australian worker should ever be directed to attend their manager's office under the guise of a staff meeting, only to be subjected to a disgusting "CXXT" joke instead. Of all places, this occurred in [REDACTED] government work setting.
- No Australian citizen must ever be forced to accept false defamatory information about them being held on government records. To date, my efforts to have [REDACTED] malicious lies about me expunged (or similar) from government records have failed (see Attachment 7).
- No Australian employee must ever suffer detriment, or have their career or reputation destroyed, after coming forward to report unacceptable sexual behaviour in a government workplace by a senior manager.

This is a disgraceful mess - of the Department's own making - which it refuses to resolve. The [REDACTED] Ombudsman's office has advised it is unable to act (see Attachment 8).

In what are exceptional circumstances it is only right, fair, and just, that you exercise your ministerial powers to remedy the situation by:

1. Issuing me with an apology on behalf of the Department for:
 - a. being subjected to highly inappropriate behaviour of a sexually explicit nature committed by a senior official in a government work setting; and
 - b. subsequently falling victim to malicious lies concocted by a senior manager of the [REDACTED] Public Service.
2. Directing the Department requiring that all government records associating me with being responsible, in any way, for [REDACTED] grotesque 'joke' be expunged (or amended to reflect the fact that all evidence confirms [REDACTED] [REDACTED] claims about me on the subject have been found to be a lie).
3. Directing the Department that I be immediately reinstated and reimbursed for all losses incurred subsequent to coming forward on [REDACTED] 2012 to report serious misconduct by a senior manager in the [REDACTED] Public Service.

Yours sincerely,

