



### Statement of Acknowledgement delivered in NSW Parliament

In August 2022, the Presiding Officers, Clerks and the Chief Executive (the Parliamentary Executive Group) released the findings of an independent review conducted by Elizabeth Broderick & Co into harmful behaviours including bullying, sexual harassment and sexual misconduct at NSW Parliament workplaces.

The review was conducted with the input of the Parliamentary Advisory Group on Bullying, Sexual Harassment and Serious Misconduct, established by the Parliamentary Executive Group in 2021. The Parliamentary Advisory Group is comprised of members and staff from all parliamentary workplaces and includes people with lived experience of harmful conduct.

The review, referred to as the Broderick Review, was conducted over a year and reflected disturbing and painful experiences of some members, staff and visitors to NSW Parliament and electorate offices.

Today, as we near the end of the parliamentary term, we deliver this Statement of Acknowledgement on behalf of the NSW Parliament. We sincerely apologise to all those who have experienced bullying, sexual harassment or sexual misconduct in any of the Parliament's workplaces. We acknowledge the harms caused and deeply regret the trauma experienced by some here in this Parliament and in our offices that serve the communities of New South Wales.

We acknowledge your pain and the mental stress and anguish caused by such behaviour. We understand the lasting impact of your experiences. We thank those who came forward to share their lived experiences and observations as part of the review. We acknowledge how hard it is to speak up about these issues. Your courage will help to create the safe, inclusive and respectful workplaces we all deserve.

The Parliamentary Executive Group categorically state our commitment to more effective prevention, more effective responses, and more respectful culture in every aspect of parliamentary life. High standards of behaviour and respectful workplace culture are the joint responsibility of parliamentary leaders, political party leaders, office holders, managers and staff.

Appropriate standards of conduct and behaviour are to be practiced and observed consistently across all locations within the parliamentary working environment.

Any bullying, sexual harassment or sexual misconduct is unacceptable and will not be tolerated.

The work which is underway in response to the Broderick Review will strengthen our practices so that all who work at or visit the NSW Parliament, or our electorate offices, will be safe and supported to speak up, should harmful behaviour occur.

As a first key step, an Independent Complaints Officer, Ms Rose Webb, has been appointed as an officer independent of the parliamentary administration and entirely separate from the Executive Government. This is an apolitical role and Ms Webb has indicated that she will work with strict impartiality, confidentiality and sensitivity. In addition to this, the Parliamentary Executive Group, with the continued input of the Parliamentary Advisory Group, is acting on a comprehensive plan to implement the recommendations of the review.

To work and serve in Parliament is the greatest privilege. Our culture should be an exemplar to all workplaces across New South Wales.

Today as we acknowledge the harms of the past, we commit to actions to build the parliamentary workplaces the people of New South Wales expect and deserve.

Each of us has a role to play in building, practising and maintaining the highest standards of workplace behaviour. Embracing collaboration, diversity and fundamentally valuing respect will be key to our success.

We are committed to acting on the Broderick Review recommendations and we will continue to consult widely on the implementation plan which will be released soon.

**The Hon. Matthew Mason-Cox MLC**, President of the Legislative Council

**The Hon. Jonathan O’Dea MP**, Speaker of the Legislative Assembly