



# LGBTQIA+ SAFE WORKPLACES STRATEGY

2026 – 2030



# ACKNOWLEDGEMENT OF COUNTRY



The Parliament of New South Wales acknowledges the Traditional Owners and Custodians throughout Australia. We pay our respects to their Elders past and present. We proudly acknowledge all the Aboriginal peoples of New South Wales and honour their enduring connection to the lands, waters and sky of the State.

The representatives of the people of New South Wales gather from various Aboriginal lands across the State to meet in this Parliament.

We acknowledge LGBTQIA+ Aboriginal and Torres Strait Islander people, their histories and particular experiences of colonialism, and their enduring strength.

May the decisions made within these walls reflect our commitment to fostering a spirit of reconciliation and respect.

## **OUR COLOURS OF COUNTRY**

This digital piece represents a celebration of the rich tapestry of Aboriginal peoples, our cultures and Countries from across New South Wales.

## **BY WALLULA BETHELL (MUNRO)**

A Gumbaynggirr/Gamilaroi artist born and raised in Tamworth who has spent time living on Dunghutti Country and currently living in Western Sydney on Dharug Country with her husband and son.

# FOREWORD

## From the LGBTQIA+ Taskforce

In 2022, the *Independent Review of Bullying, Sexual Harassment and Sexual Misconduct in NSW Parliamentary Workplaces* found that LGBTQIA+ people face a higher risk of harmful behaviour. To address these risks, the Parliamentary Executive Group established a taskforce to develop a strategy for safer and more inclusive workplaces.

Our collective effort – the *NSW Parliament LGBTQIA+ Safe Workplaces Strategy* – marks a significant milestone in creating an environment where every LGBTQIA+ person feels safe, respected and included. The strategy is led by staff with lived experience, supported by allies across the Parliament of NSW.

This strategy has not been developed in isolation. Our work is guided by consultation, research and the lived experiences of LGBTQIA+ members and employees. These voices have shaped a plan designed to tackle real challenges and deliver meaningful change in our unique parliamentary environment.

We invite every leader, team and individual to engage with this strategy, take ownership and help turn these commitments into action. Together, we can create a parliamentary workplace culture where diversity is celebrated and equity is the norm.

We extend our sincere thanks to everyone who contributed to this work. Your insights and collaboration have been invaluable in shaping our vision for safer, more inclusive workplaces.

# STATEMENT OF SUPPORT

## From the Parliamentary Executive Group

We acknowledge the dedication and expertise of the LGBTQIA+ Taskforce in shaping the *NSW Parliament LGBTQIA+ Safe Workplaces Strategy*. We also thank all those who shared their experiences and insights, ensuring the strategy is grounded in lived experience and informed by evidence. As an organisation, we fully endorse this strategy and affirm its importance in strengthening the integrity and culture of the Parliament of NSW.

This strategy aligns with the *Strategic Priorities of the 58th Parliament* and complements our *Inclusion and Diversity Strategy*. Together, these frameworks guide us in building a workplace culture that reflects our values and delivers better outcomes for the communities we serve.

As the Parliamentary Executive Group, our commitment is clear: we will listen, learn and lead by example. We will champion this strategy and support every team member to play their part in creating a workplace where everyone feels safe, respected and included.

Together, we can build parliamentary workplaces where everyone can thrive. We invite all members and staff to embrace this strategy and make inclusion a reality in every aspect of our work.



**The Hon. Benjamin Franklin**  
President of the  
Legislative Council



**The Hon. Greg Piper**  
Speaker of the  
Legislative Assembly



**Ms Helen Minnican**  
Clerk of the  
Legislative Assembly



**Mr Steven Reynolds**  
Clerk of the Parliaments



**Mr Mark Webb**  
Chief Executive  
Department of  
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**The *Parliament of New South Wales LGBTQIA+ Safe Workplaces Strategy* outlines our commitment to drive respect, inclusion and safety for LGBTQIA+ people working within the Parliament of NSW.**

Every person, irrespective of gender, sexuality, or sex characteristics, deserves a workplace where they are safe, included and respected. Prioritising work environments where people feel safe, included and respected is crucial to enabling LGBTQIA+ people working in NSW Parliamentary workplaces to contribute to their fullest. As a matter of law, fairness, and institutional effectiveness, these characteristics should never impact someone's employment or opportunities.

Parliaments are unique workplaces. Staff are employed by various arrangements whether directly employed by a Member or one of the Parliamentary departments. Members are not employees but are no less entitled to a workplace that is safe and inclusive. These unique employment arrangements create novel challenges for workplace inclusion. The

political nature of the working environment can create challenges and tensions, as issues impacting LGBTQIA+ people may become politicised. Members have certain powers and privileges that inform or influence the Parliament as a workplace environment. Additionally, parliaments often have long-standing traditions and cultures that may not be inclusive to LGBTQIA+ people and are slow to change.

*The NSW Parliament LGBTQIA+ Safe Workplaces Strategy* aims to identify and address specific risks for LGBTQIA+ people in the NSW Parliament. It aims to reduce risk and improve support for LGBTQIA+ members of the Parliamentary community, as required by law, while ensuring that Parliament retains its capacity for open and robust debate within the appropriate context and place - essential to its role as a democratic institution.

## LANGUAGE STATEMENT

Language is constantly changing and evolving. It is a powerful tool and can help foster a sense of inclusion in the workplace. Throughout this document, we use the acronym LGBTQIA+ to refer to lesbian, gay, bisexual, transgender, queer, intersex and asexual people. '+' recognises the myriads of sexual orientations, sex characteristics and genders that exist outside of LGBTQIA terminology.

## BRODERICK REPORT

*Independent Review of Bullying, Sexual Harassment and Sexual Misconduct in NSW Parliamentary Workplaces 2022*

While Australian society has increasingly embraced inclusive attitudes and explicit barriers have been removed, modern workplaces continue to face challenges to safety and inclusion.

In view of these challenges, the *Independent Review of Bullying, Sexual Harassment and Sexual Misconduct in NSW Parliamentary Workplaces 2022* (the Broderick Report) was published. The report found LGBTQIA+ people were more at risk of experiencing harmful behaviour. The report recommended establishing a taskforce to examine the underlying factors contributing to these disparities and to develop a strategy to reduce these risks<sup>1</sup>.

The resulting taskforce comprised representatives from across the parliamentary community with lived experience as LGBTQIA+ individuals, along with their allies. The *NSW Parliament LGBTQIA+ Safe Workplaces Strategy* is the result of the work of this taskforce.

## CONTEXT OF LGBTQIA+ INCLUSION IN PARLIAMENTARY WORKPLACES

The expansion of rights and protections for LGBTQIA+ people in Australia reflects a significant cultural shift over recent decades. In 1984 homosexuality was decriminalised in NSW and 40 years later Australian workplaces are strengthening the inclusion and safety of LGBTQIA+ people as full and valued members of the workplace. Over this period, Australian society has evolved to accommodate a broader range of natural variations in sex characteristics, gender expression, and sexuality. This is now reflected in legal protections at both state and federal levels. *The Anti-Discrimination Act 1977* (NSW) was amended in 1983, 1996, and 2008, and the *Sex Discrimination Act 1984* (Cth) was amended in 2013. While further work is required these statutes now provide increased protections in workplaces against discrimination based on sexual orientation (NSW & Cth), gender identity (NSW & Cth), and intersex status (Cth).

At the same time, the protections that safeguard free and robust debate in Parliament remain equally vital. The ability of Members to engage in open discourse is essential. Any strategies to support Parliament's diverse workforce through risks arising from the parliamentary working environment must address the consequences of such discussion without restricting it.

Just as the free expression of diverse ideas is essential for the functioning of Parliamentary democracy, a diverse workforce is crucial for a strong, productive, and representative workplace. The people and communities of NSW deserve an "inclusive and diverse [Parliamentary] workforce that reflects the people the Parliament of NSW serves"<sup>2</sup>. LGBTQIA+ individuals are valuable members of society, and their safe, respectful inclusion in the Parliamentary workforce is as enriching as it is imperative.

<sup>1</sup>Elizabeth Broderick & Co, 2022, ch.7 sec.2.5

<sup>2</sup>Parliament of New South Wales, 2026, p.11 and p.13

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# DRIVERS OF RISK IN PARLIAMENTARY CONTEXT

The following drivers of risk have been informed by a consultation process in which taskforce members offered their lived experience in order to identify the drivers of risks to inclusion and safety of LGBTQIA+ members of the Parliamentary community. Many of these drivers of risk are the same as other professional environments, others are unique to Parliamentary contexts and thus require special attention to develop specific approaches.

### PARLIAMENTARY PROCEEDINGS

Parliamentary proceedings regularly involve robust debate within the NSW Parliament, and Members of Parliament may make contributions during Parliamentary proceedings, the nature of which can expose LGBTQIA+ Members and staff to discussions, statements, or behaviours that may not align with safety and inclusivity standards in other workplaces.

LGBTQIA+ Members and staff may be present in the chamber or committee room during debates on LGBTQIA+ matters and can feel conspicuous if they have a visible or known LGBTQIA+ identity. Some roles may require performing detailed work on anti-LGBTQIA+ content which may conflict with their personal beliefs and lived experiences.

Additionally, parliamentary proceedings can enable a culture where similar exclusionary behaviours or statements may be commonplace even in settings where privilege does not apply.

*'My identity as an LGBTQIA+ person is considered political. It is not political. I don't think I should have to censor this part of myself at work.'*

– Quote from consultation

### APOLITICAL OR IMPARTIAL STAFF

LGBTQIA+ identities and issues are often the subject of political debate. House and DPS staff are expected to maintain an impartial or non-political stance while conducting their roles. In this context, some staff have been advised by leadership that wearing or displaying rainbow flags, lanyards, or symbols is inappropriate. Allies may be hesitant to show their support for similar reasons.

LGBTQIA+ staff in these roles may fear that aspects of their identity, if perceived as politically sensitive, could impact their employment status or the perception of their impartiality. This can lead to many LGBTQIA+ employees feeling unable to disclose their identity at work.

**'A hierarchy exists within Parliament. People wouldn't feel comfortable giving feedback to or correcting someone more senior than them without being directly asked – the way this place works makes that feel inappropriate.'**

– Quote from consultation

### **EXPOSURE TO ANTI-LGBTQIA+ DEMONSTRATIONS OR RHETORIC**

Members and staff at NSW Parliament may be exposed to anti-LGBTQIA+ demonstrations or rhetoric, such as public protests outside Parliament House, interactions with members of the public expressing anti-LGBTQIA+ views, or anti-LGBTQIA+ events hosted within the precinct. These incidents, especially when they occur close to or within one's workplace, can create a hostile and unsafe environment. LGBTQIA+ people working within Parliament House may begin their day by navigating anti-LGBTQIA+ protesters as they enter the building. Other Members and employees, particularly those in electorate offices, may encounter anti-LGBTQIA+ rhetoric and behaviours when interacting with the public. At times, LGBTQIA+ members of the Parliamentary community have had to navigate or be present during events within the workplace specifically targeting the LGBTQIA+ community hosted by Members. These experiences can erode an individual's sense of safety, leading them to feel the need to conceal or hide their identity for personal safety or job security.

### **POWER IMBALANCE**

Hierarchies inevitably exist in workplaces, however the balance of power in parliamentary workplaces is heightened and can increase risks to the safety and inclusion of LGBTQIA+ employees. *The Members of Parliament Staff Act 2013* limits coverage of the Industrial Relations Act 1996 in respect of some employment matters. Although the *Members' Staff Conditions of Employment Determination of the Presiding Officers* contains provisions aimed at ensuring appropriate processes in relation to termination of employment, Members' staff may have limited recourse to report inappropriate behaviour without access to the same institutional protections available to other employees within the Parliamentary community. This poses significant risks to the safety and inclusion of LGBTQIA+ Members' staff who may feel unable to challenge inappropriate behaviour without jeopardising their employment. Parliament's perceived long-standing culture of deference to Members, results in staff feeling unable to voice opposing opinions or call out negative behaviours. Additionally, informal power imbalances and perceived hierarchies may exist between staff directly supporting the legislative process and those in other roles such as technicians or caterers.

### **OTHER DRIVERS OF RISK**

- The public nature of some roles, including visibility on public broadcasts.
- Members are not employees, and as such there is little to no avenue to require them to abide by Parliamentary policies or attend training.
- The structure of Parliament's governance arrangements and the Parliamentary Departments have distinct leadership, and the culture can vary.
- Physical isolation of electorate offices.
- Consumption of alcohol in the Parliamentary Precincts.
- The need to work late at night, often when few other people are present in the building.

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## STRATEGIC PILLARS

These four strategic pillars are critical for addressing the risks faced by LGBTQIA+ people in NSW Parliament. They address both the individual accountability and institutional change needed to improve employment outcomes and safety.

### CAPABILITY UPLIFT AND VISIBILITY

Capability uplift and visibility are essential parts of fostering a diverse workplace, empowering LGBTQIA+ employees and motivating the cultural change necessary to make the Parliamentary community inclusive for all. LGBTQIA+ employee visibility as their authentic selves goes hand in hand with improving everyone's understanding of respectful inclusion. Examples of capability uplift and visibility include ongoing educational initiatives available to employees and MPs; acknowledgement and celebration of LGBTQIA+ significant days and milestones; inclusive recruitment and onboarding practices; inclusive development pathways including to senior leadership roles, and employees feeling free to wear lanyards that represent their identity. If LGBTQIA+ people can be their full selves at work and are represented across all levels of seniority, then Parliament will foster a culture that understands and celebrates diversity.

### ACTIVE ALLYSHIP

Improving LGBTQIA+ inclusion at Parliament requires the proactive involvement of a community of LGBTQIA+ allies who listen, learn, and use their influence to challenge discrimination. Active allies can support their LGBTQIA+ colleagues by partaking in LGBTQIA+ initiatives, using inclusive language - (e.g. sharing your pronouns), calling out and reporting direct and indirect anti-LGBTQIA+ behaviour, and providing support through the challenges their LGBTQIA+ colleagues face in the workplace. Through these meaningful actions, allies help create environments where everyone feels respected, valued, and safe.

### INCLUSIVE LEADERSHIP

Inclusive leadership ensures leaders at all levels are actively advocating for inclusive behaviours, promoting diversity, and ensuring equal opportunities for all. Inclusive leaders show strong ongoing commitment to inclusion by modelling inclusive language and actions. They champion and participate in LGBTQIA+ events, partake in ongoing educational opportunities, encourage employees to be active allies, and take action against non-inclusive and unsafe behaviours in the workplace. By listening to the needs of LGBTQIA+ people, challenging biases, and removing barriers to participation, leaders can cultivate trust, openness, and respect. Inclusive leadership also means the creation of proactive career pathways for diverse individuals into positions of leadership.

### GOVERNANCE, REPORTING AND MONITORING

Accountability and strong governance structures with clear, accessible policies and reporting mechanisms are essential to foster an inclusive environment. Active monitoring, in addition to formal reporting, is imperative to gather a clearer picture of inclusion and safety in parliamentary workplaces especially in light of the fact that instances of bullying or discrimination at NSW Parliament are only formally reported ~25% of the time. Inclusion must be a measurable commitment, with regular reporting, active monitoring, and transparent dialogue to track progress, identify areas for improvement, and reinforce Parliament's commitment to fairness and equality. It is imperative that this reporting and monitoring then addresses any systemic issues it identifies by informing ongoing education and training initiatives.

## 4 RECOMMENDATIONS FOR THE FIRST 12 MONTHS

These are the first steps to be taken over the first 12 months of the Strategy to begin working towards achieving the four strategic pillars. They will be adapted and implemented over the duration of this strategy. Each recommendation relies on the others; they are interconnected and work together to create a comprehensive approach to inclusion. Their implementation is a starting point for the ongoing work that will be necessary to fully address LGBTQIA+ inclusion and safety at NSW Parliament.

### PRIDE@PARLIAMENT IMPLEMENTATION SUBCOMMITTEE

**A dedicated and resourced subcommittee of the Pride@Parliament network should be established to support the implementation of this strategy.**

This subcommittee should comprise predominantly of employees with lived LGBTQIA+ experience, ensuring representation from all NSW Parliamentary workplaces - including the three House Departments (DPS, DLA, and DLO), staff working for Members (such as electorate office staff, researchers, secretaries, assistants, and Ministerial staff), and Members of Parliament. It is essential that the subcommittee includes employees across all levels of seniority, each participating as equal contributors.

Unlike a general staff network, this subcommittee will have a specific mandate to bring lived experience into the implementation of the strategy's recommendations. It will also not limit participation to staff network members only. To ensure focused and effective action, its scope will be to support the execution of the further recommendations outlined in this strategy.

The subcommittee should be adequately resourced to enable meaningful contributions and ensure the successful implementation of this strategy.

### SIGNING UP TO THE AUSTRALIAN WORKPLACE EQUALITY INDEX

**NSW Parliament's participation in the Australian Workplace Equality Index (AWEI) - a national benchmark for evaluating LGBTQ+ inclusion and safety in Australian workplaces.**

AWEI will provide an independent internal standard of evaluation through an audit tool that addresses various inclusion and safety practices, such as inclusive language on internal webpages, accessibility of reporting mechanisms, and the content of workplace inclusion policies. The audit will be completed annually with input from the Implementation Subcommittee and relevant human services staff. The audit will be a confidential process to advise the Parliamentary Executive Group on progress to achieve safe workplaces for LGBTQIA+ members of the Parliamentary community. Parliament's participation in AWEI will offer an independent, internal framework for feedback and action to continuously improve LGBTQIA+ inclusion and safety. For this reason, signing up for AWEI is the most critical step Parliament can take to enhance inclusion at NSW Parliament. Individualised arrangements can be made with Pride in Diversity to ensure the confidentiality of Parliament's audit and to use AWEI as an internal metric only.



### COMMUNITY OF PRACTICE ACROSS PARLIAMENTS

**The establishment of a dedicated community of practice across Australian federal and state parliaments to collaboratively address the complexities of LGBTQIA+ inclusion in parliamentary workplaces.**

This community would include the NSW Parliament Pride@Parliament staff network, as well as similar groups from other parliaments, with the input of the Implementation Subcommittee being essential to its success. The community of practice will ensure that all parliaments foster equitable standards for inclusion and diversity, allow participating parliaments to use existing resources more effectively, and promote the sharing of creative approaches to inclusion in Parliamentary contexts.

### POLICY AND CORPORATE PROCEDURE REVIEW

**A comprehensive program of policy and corporate procedure review at NSW Parliament, focused on ensuring all policies, processes and guidelines are inclusive of LGBTQIA+ people at NSW Parliament.**

This review should be coordinated through the Parliamentary Policy Review Steering Committee, with input and advice from the Implementation Subcommittee. Policies, processes and guidelines will be reviewed and updated to ensure they are inclusive of LGBTQIA+ people at Parliament. Changes may include improvements to inclusive recruitment and onboarding practices; security protocols that ensure LGBTQIA+ safety, such as ample warnings and alternative access routes when anti-LGBTQIA+ protests or events may be occurring

inside or outside the Parliamentary Precincts; policies for increasing LGBTQIA+ senior leadership representation; industry standard policies that support LGBTQIA+ employees, such as specific gender affirmation leave, inclusive of intersex individuals, and explicitly inclusive parental leave for surrogacy; and policies for psychological safety in light of the complexities of Parliament as a workplace, such as clarifying the complexities of the workplace, where parliamentary privilege applies in certain contexts, clarifying Members' responsibility to their staff for safety and inclusion, and proactive EAP outreach for employees interfacing with the public.

### ACTIVE MONITORING AND EVALUATION FRAMEWORK

**The development and implementation of an ongoing monitoring and evaluation framework, with input and oversight from the Implementation Subcommittee.**

Parliament's participation in AWEI will contribute to effective monitoring, a further crucial step is the creation of highly accessible, robust, and widely promoted formal mechanisms for reporting incidents that pose risks to the inclusion and safety of LGBTQIA+ individuals. In addition to formal reporting, Parliament should proactively gather data on LGBTQIA+ people's overall experiences of respect, safety, and satisfaction at NSW Parliament. This ongoing monitoring and evaluation will be provided to both the Implementation Subcommittee and the Parliamentary Executive Group, informing the continuous process of improving inclusion and safety outcomes for LGBTQIA+ individuals working in NSW Parliamentary workplaces.

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## MEASURING IMPACT

The strategy is a four-year commitment to deliver safer workplaces for LGBTQIA+ people across Parliament. Based on the monitoring and evaluation framework the strategy will be formally reviewed and renewed in 2030.

The next steps after the implementation of the initial recommendations will depend on the ability to measure their impact and success. If implemented fully, these recommendations will themselves provide the tools to evaluate and measure their impact. Improvement and further opportunities for development of inclusion and safety for LGBTQIA+ members of the Parliamentary community will become clearer in the following ways:

### AUSTRALIAN WORKPLACE EQUALITY INDEX RESULTS

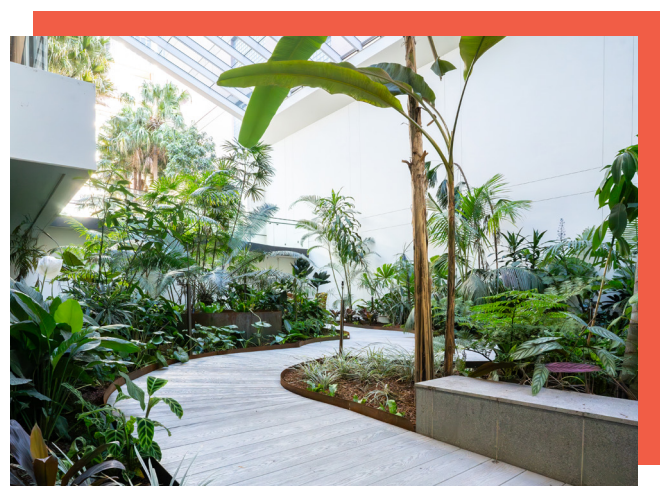
The AWEI will provide ongoing feedback on NSW Parliament's inclusion of LGBTQIA+ people in NSW Parliamentary workplaces. After an initial baseline rating, AWEI offers annual feedback and evaluation, ranging from bronze to platinum ratings for LGBTQIA+ inclusion. This will provide concrete development pathways to implement, along with independent evaluation, towards meeting national standards for workplace inclusion. Improvements to inclusion and safety for LGBTQIA+ employees will be measurable if feedback from the benchmark is acted upon and Parliament receives improving ratings each year.

### REPORTING AND ACTIVE MONITORING STATISTICS

The data gathered from formal reporting will serve as an important benchmark for measuring the impact of these recommendations. However, the Broderick report's finding that incidents of bullying and harassment are only formally reported about a quarter of the time means that success can not solely be measured by low reporting numbers. Increases in reporting of incidents may reflect desirable improvements in rates of formal reporting. Accordingly, initial increases in reported numbers could be a positive sign, and the impacts can only be measured alongside the active and informal monitoring of safety and inclusion at Parliament, as recommended by this strategy. Improvements to inclusion and safety for LGBTQIA+ members of the Parliamentary community will be measurable if formal reporting increases as a proportion of real incidents of LGBTQIA+ discrimination. Additionally, progress will be clear if proactive and informal monitoring shows a decrease in real incidents of LGBTQIA+ discrimination, alongside corresponding increases in feelings of inclusion, respect, and safety in the workplace.

### LIVED EXPERIENCE OF THE IMPLEMENTATION SUBCOMMITTEE & COMMUNITY OF PRACTICE

The ongoing LGBTQIA+ Implementation Subcommittee will provide an important and distinct standard of evaluation that is not always captured by quantitative data. Comprising LGBTQIA+ people with lived experiences and allies across parliamentary workplaces, the subcommittee will be key in identifying ongoing drivers of exclusion and risk. This will be further strengthened by their ability to compare experiences with members of other parliamentary workplaces represented in the Community of Practice. Their recommendations and regular reports will be informed by their lived perspective on their own inclusion and safety, making them an invaluable measure of progress. Improvements to inclusion and safety for LGBTQIA+ members of the Parliamentary community will be clear if the subcommittee reports real changes in their lived experiences of inclusion and safety.



LGBTQIA+ SAFE WORKPLACES STRATEGY 2026 – 2030

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## CITATIONS

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