

Examples of sexism and misogyny complaints (2020-2022)

Extracts prepared by the Commission of Inquiry into QPS responses to domestic and family violence
 Primary source material provided by the QPS in response to NTP 2.042, Item 18, NTP 2.061, Items 1-6, 8, 10 and 13

Example #	Subject Member	Rank at Time of Complaint	Region at Time of Complaint	Incident Date	Registered Date	Allegation Description	Allegation Outcome	Allegation Action
1	[REDACTED]	Sergeant	[REDACTED]	01/08/2019	09/06/2021	<p>QPS Allegations: The officer made inappropriate sexual and sexist comments in the workplace.</p> <p>Description: The officer was a manager of [REDACTED] for a two year period from 2019 to 2021. As a result of a negative culture being reported by their staff, [REDACTED] commenced an investigation and uncovered negative and discriminatory conduct by the officer, which was then reported to the QPS.</p> <p>The conduct included reports that he encouraged a boys club culture where female staff were pushed hard, picked on and blamed for mistakes while males were protected by the officer.</p> <p>It also included reports of a number of inappropriate comments he made to employees about female members. This included stating they needed a "hot little piece like [female employee name]" to attract males to the club, and telling another that a counter reading would be wrong as he undercharged a female as a result of her standing there, "with those big tits." One employee described that his continued sexualised and derogatory comments about a particular female at the [REDACTED] made her feel sick.</p>	Sufficient Evidence to Proceed	LMR
2	[REDACTED]	Sergeant	[REDACTED]		21/05/2021	<p>QPS Allegations: The officer made continual sexual comments relating to female officers and members of the public eg "Would you like to lick their moot?"</p> <p>Description: The officer was the Officer-in-Charge of a station in the [REDACTED]. The conduct occurred over a period of 7 months between November 2020 and May 2021, during which he displayed negative workplace behaviour, bullied, and created a toxic uncomfortable work environment for his employees.</p> <p>In addition to his poor treatment of those he was supervising, he made continual sexualised comments relating to female officers and members of the public. This included asking junior officers whether they would, "lick their moot" pointing at or suggesting to female persons. He would hound the officers for a response if they ignored him.</p>	Sufficient Evidence to Proceed	LMR
3	[REDACTED]	Senior Constable	[REDACTED]	18/10/2021	21/10/2021	<p>QPS Allegations: The officer committed acts of sexual harassment.</p> <p>Description: The officer sexually harassed three female officers to varying degrees, two of whom were constables, over a 6 month period from March to October 2021.</p> <p>In relation to all three female officers he made sexualised comments and behaviours while they were rostered with him during a shift or in the workplace. He would ask them personal questions such as if they enjoyed anal sex or attempt to discuss sex with them. In relation to two officers, he commented on their appearance stating, "i just wanted to watch you bend over," or advising their "ass" looked like a pancake and she should let him help her by taking her to the gym to make it bigger. He advised one officer that going through her social media profile gave him "pleasure." He invaded the personal space of all three and in relation to one, took photos of her sitting at her desk, and told her he had uploaded it to Snapchat for his eight friends to see. His behaviour made all three uncomfortable and was unwanted. One officer described feeling physically sick coming to work if he was at the station and constantly feeling like she was going to throw up and cry.</p>	Sufficient Evidence to Proceed	LMR

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4	[REDACTED]	Senior Constable	[REDACTED]	01/02/2021	20/04/2021	<p>QPS Allegations: The officer had sexually harassed another officer whilst working with her and via text messages and social media.</p> <p>Description: In February 2021, the officer harassed a first year constable who had just started her rotation at his station. He asked for her phone number on her first shift, added her on social media, sent her daily messages on various platforms, and would call her pet names such as, "love", "darling", "my lovely", and, "babe." It culminated in him inviting her to massage him at which stage she ceased contact. She felt physically sick after the comment and uncomfortable being in the same workplace.</p>	Sufficient Evidence to Proceed	LMR
5	[REDACTED]	Senior Constable	[REDACTED]	17/02/2022	25/02/2022	<p>QPS Allegations: The officer had made discriminatory comments which was overheard by staff members, and had subjected staff members to workplace sexual harassment in relation to inappropriate comments and body language.</p> <p>Description: On an occasion in February 2022 the officer was completing an OLP and made discriminatory comments overhead by other staff such as, "it is easy to see this was written by a fat lesbian with hairy armpits" when completing a DFV product.</p> <p>On two occasions in February 2022 the officer commented on what two female officers were wearing, telling one, who was wearing a white shirt while it was raining, that, "you are wearing the wrong shirt for this type of weather." On another occasion a female staff member was walking down the hall when the officer, who was in a nearby room, and leant out to "glare" at her as she walked away from him.</p>	Sufficient Evidence to Proceed	LMR
6	[REDACTED]	Sergeant	[REDACTED]	11/08/2021	01/09/2021	<p>QPS Allegations: The officer made inappropriate comments that were of a sexualised nature to another employee which made her uncomfortable.</p> <p>Description: On a date in August 2021, the officer made an inappropriate comment of a sexualised nature to female employee. He approached her at her desk, engaged her in conversation and, before walking away, told her, "I'm not trying to be a creep or anything but I really like what you've got going on here," while moving his arms and hands around in a waving motion towards her.</p>	Sufficient Evidence to Proceed	LMR
7	[REDACTED]	Sergeant	[REDACTED]	04/05/2021	19/05/2021	<p>QPS Allegations: The officer had subjected another officer to unwanted sexual harassment which has included invading her personal space, touching, and comments, and the officer had subjected unwanted sexual advances towards another officer both on and off duty. This included personal space, texting, and comments.</p> <p>Description: The officer was a shift supervisor of a station in [REDACTED] Queensland. He sexually harassed three female constables who were under his supervision.</p>	Sufficient Evidence to Proceed	LMR
						<p>In 2020, he directed unwanted attention to a female first year constable under his supervision that made her feel stressed and uncomfortable. He paid her extra attention, sat on her desk, sat overly close to her and would find reasons for them to be alone at the station together by changing taskings. He discussed her social media profile with other officers and on one occasion in July 2020 he sent a text message to another officer station, "Is it obvious I think she is breathtaking." She told continually told him she wasn't interested and despite being spoken to about his behaviour, it continued until she left the station.</p> <p>On a date in May 2021, he harassed a female constable throughout a shift who had just returned from maternity leave. The conduct included him putting his hand on top of hers to move a computer mouse, stretching his groin in front of her and groaning, telling her she had nice "pins", and singing to her, "oh [name removed] you're so fine you blow my mind. Hey [name removed]...hey [name removed]."</p>	Sufficient Evidence to Proceed	LMR

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8	[REDACTED]	TO3	[REDACTED]	28/09/2021	05/10/2021	<p>QPS Allegations: The employee had made sexually discriminating comments to another officer. It was not an isolated incident and was a course of ongoing behaviour.</p> <p>Description: The subject employee had a history of making inappropriate and racial discriminatory comments, and was on a performance improvement plan as a result of those behaviours and his work performance. His sexist comments continued while he was subject to the plan, the most recent example being on a date in September 2021, when his female supervisor was using the vacuum, he asked her if she was going for a "ride." He had also previously received a formal direction from the same officer to cease referring to her and another female colleague as "sir".</p>	Sufficient Evidence to Proceed	LMR
9	[REDACTED]	Senior Constable	[REDACTED]	24/11/2021	30/11/2021	<p>QPS Allegation: That the officer was an administrator of a closed Facebook group and posted inappropriate material. It was alleged that this could cause or has tarnished the reputation of the QPS if it were to be published to the media or general public.</p> <p>Description: The officer was a Senior Constable of a regional police station. He was an administrator of a Facebook group that was accessible by staff members of that station. His conduct involved:</p> <ul style="list-style-type: none"> • posting a photo of a nurse holding a baby while the mother could be seen naked with her legs spread. • on a post from a fellow officer, about being in hospital he commented, "any pic's of your wife-just so we know who to look for after the wake..." • on a post about another officer's injured hand, he commented, "one of those glass butt plugs broke in his hand..terrible accident-could happen to anyone really." • on a post from another officer about a splinter being removed, he commented, "from [name of female person removed]'s bedhead." 	Sufficient Evidence to Proceed	NFA