

PROTECTED

**COMPLAINT RE DC TAYLOR (PIPS – COM-22-00727)****BACKGROUND**

- A conference was held on Thursday and Friday (28<sup>th</sup> and 29<sup>th</sup> April 2022 at Parliament House for substantive commissioned officers and directors in the Deputy Commissioner Regional Queensland Portfolio.
- Commissioner Carroll was unable to attend, and the conference was opened by Deputy Commissioner Taylor.
- During the opening of the conference, it is alleged DC Taylor used the words *'My friends and I have a friend who is a plastic surgeon, and we call him the vagina whisperer'*.
- This term is defined in the urban dictionary
  - a person able to talk themselves into any girls' pants
  - Lesbian
- The conduct was reported to the Chief Supt Internal Investigation Group (IIG) on Friday 5<sup>th</sup> February 2022. The conduct reported was that DC Taylor had said *'I am known in the QPS as the vagina whisperer'*.
- The Chief Supt IIG undertook to make preliminary inquiries to verify the allegations.
- Several persons reported the conduct to the QPCOUE.
- There were approximately 70 commissioned officers and directors in attendance at the conference. 12 participants were female.
- The matter was not reported via 466 or other formal means.

**PRELIMINARY INQUIRIES**

- Version 1 (Informant to ESC) – During the opening of the conference while DC Taylor was representing the Commissioner who was sick with covid he said the words *'I am known in the QPS as the vagina whisperer'*. It was at the RQ Portfolio conference. I don't know everyone that was there but how can commissioned officers get in trouble like Ray Rohweder when this is way worse. He is the Deputy. Says he heard it separately from two people and the union is aware. Says you wouldn't be a female or a lesbian in this job and if you had a daughter you wouldn't want her to join.

*NB A/Chief Supt Rohweder was recently given an LMR recorded by way of QP465 for inappropriate comments at the recent senior leader's conference at Southbank.*

- Version 2 [REDACTED] [REDACTED] – Member was on the phone and re-entered the conference and heard the words in relation to vagina whisperer as spoken by DC Taylor. Member advises these were definitely the words used by DC Taylor but he is not aware of the context as he only entered as DC Taylor said the words. As he walked back in the person sitting beside him rolled their eyes and said *'Did you hear what he just said'* and appeared shocked. It set the scene for the day and was terrible.
- Version 3 [REDACTED] [REDACTED] – Member advised the words by DC Taylor were said in the context of telling a story at the end of his opening which was about 45 minutes. He was talking about a bunch of mates, one of whom is a plastic surgeon and that he and his mates call him the vagina whisperer. The Commissioner was supposed to open the conference, that he was representing the Commissioner. Member was shocked and dismayed and said everyone was looking around and saying *'Did he just say that? It was a conference with commissioned officers, and he was representing the commissioner. Member advises there were 70 people at the conference, and no one could believe it. Member advised that Insp [REDACTED] [REDACTED] seemed particularly upset by DC Taylor's comments, that the 'guys' couldn't believe*

PROTECTED

PROTECTED

**COMPLAINT RE DC TAYLOR (PIPS – COM-22-00727)**

it either and said it was completely unsuitable. Member advised a number of female directors were there including [REDACTED] Member advised conference was attended by OSC, RPRSC, FNR, CR, NR but the RCCs did not attend however the ACs were all there when it was said. He definitely said 'we call him or they call him the vagina whisperer. Insp [REDACTED] from his officer was also there. The whole thing was bad. It was terrible and whats worse is the guest speaker [REDACTED] was in the room when he said it.

Member later texted the following: That's the 2<sup>nd</sup> senior officers conference in a few months where a senior male officer has made an inappropriate comment in an open forum. Whats really bad, if he talks like that at a formal function on behalf of the Commissioner, can you imagine how he speaks to his north Qld boys club of all senior male officers. How do they talk about women?

- Version 4 – Verified that the comments were said in the context of DC Taylor telling a story about a friend who is a specialist plastic surgeon and his mates and that they call this doctor the 'vagina whisperer'.

**Assessment (Initial Review)**

- The State Coordinator IIG and Chief Supt IIG discussed whether the conduct reached the threshold of misconduct or whether it could be resolved managerially. This included a review of the 4 versions provided as part of preliminary inquiries.
- Preliminary inquiries have been sufficient to determine:
  - The words used were in the context of telling a story and were in reference to a friend of the Subject Member who is a doctor/plastic surgeon.
  - The subject member was representing the Commissioner and opening the two-day conference.
  - Approximately 70 members (commissioned officers and directors) were present including Assistant Commissioners and Acting Assistant Commissioners.
  - [REDACTED] – guest speaker was in the room at the time.
  - No members reported the conduct formally (via 466).
  - The conduct shocked members and was not considered appropriate.
- The conduct is not corrupt conduct (*Crime and Corruption Act 2001*).
- The preliminary inquiries were sufficient to establish the conduct is not misconduct and a QP466 would not be required.
- Purpose of discipline s7.1 PSAA was considered.
- Precedents were considered.
- Human Rights were considered and do not apply.
- The matter can be resolved via LMR, is not repeated behaviour.
- Potential significant reputational harm to QPS.
- Previous conduct and members complaint history was not considered.
- While the conduct is grounds for disciplinary action - (s7.4 (1) (e) (ii) of the *Police Service Administration Act 1990* having '*contravened without reasonable excuse a code of conduct that applies to the subject officer*', the nature of the conduct would in the ordinary course be resolved managerially.

**Recommendation**

- Refer the matter to DC Gollschewski (Acting Commissioner) for consideration of resolving the matter managerially (this may include addressing behaviour via Professional Development Strategy).

PROTECTED

PROTECTED

## COMPLAINT RE DC TAYLOR (PIPS – COM-22-00727)

## UPDATE

Matter was referred to Acting Commissioner Gollschewski and [REDACTED] (ESC) briefed. ESC was requested to undertake further inquiries with other attendees to determine impact of DC Taylor's conduct. Further versions are contained below.

Inspector [REDACTED] – by phone ([REDACTED])

- Present when comments were made last week at Leadership Forum at Parliament House. [REDACTED]
- DC Taylor was assigned 45 minutes for introduction to the conference on day 1 including discussion on QPS priorities.
- Comments were as part of him telling a story. Referred to a gynaecologist colleague of his who was an expert in his field and that others refer to this expert as the "Vagina whisperer".
- Believes that no offence was intended but the DC was trying to make a joke.
- Inspector [REDACTED] didn't feel targeted as a woman nor take offence to the comments herself.
- Has worked for DC Taylor for a few years and he likes to tell a story and tries to be funny to engage the audience.
- Felt responsible she didn't control him better [REDACTED]

Insp [REDACTED] – by phone

- Present for conference for senior leaders at Parliament including opening where DC Taylor spoke last week.
- During the opening, DC Taylor was recounting a story about a particular professional colleague (surgeon / gynaecologist) and made the comment that this person is known as the "vagina whisperer".
- Thought the comment was unnecessary and inappropriate in the forum because there were women but also others present not normally within the policing environment (ie AOs from areas such as QGAir, visiting speaker etc).
- Felt uncomfortable with the comments.
- Approached by a female attendee afterwards (unsworn name unknown) who asked did she hear the comment. Inspector [REDACTED] confirmed she had.
- Considered follow up to Inspector [REDACTED] at a later time to suggest a quiet word to the DC about inappropriateness.
- Hasn't made contact to Inspector [REDACTED] given she has been in [REDACTED] and now unable to return given isolation / covid issues.

[REDACTED] – [REDACTED] (by phone)

- Attended 2 full days at the conference and was present when DC Taylor conducted the opening.
- Advised she heard what was said during the opening but doesn't remember exactly as she was taking notes about something else. She doesn't know if the word vagina was used but advised that in later conversations it confirmed that it was and it was referenced later.
- Advised she was in shock and disappointed and that this should be concerning because A/Chief Supt Ray Rohweder came up to her and said 'Well if its ok for Mr Taylor its ok for me'.
- Advised she was disappointed as she had heard what A/Chief Supt Rohweder had said at a recent conference and so she could now see the impact. That he took it was ok for him and he is trying to get promoted.

[REDACTED]

PROTECTED



PROTECTED

## COMPLAINT RE DC TAYLOR (PIPS – COM-22-00727)

- Referred again to A/Chief Supt Rohweder saying *'if its ok for Mr Taylor its ok for me'* said A/Chief Supt Rohweder attitude is the big impact of Mr Taylor saying what he said.
  - Said the whole room reacted and were saying he probably can't say that
  - Advised that later and the following day engagement with Mr Taylor and the audience was respectful and this was to be expected.
  - Said she didn't report it to anyone and everyone was talking about it.
  - Said that's why we cant allow these things to occur.
- ██████████ sounded upset by the comments and the response by A/Chief Supt Rohweder.

██████████ (by phone)

- Advised she attended the conference on day two as a Guest Speaker with ██████████ and ██████████. She was not present when Mr Taylor made the comments however when arriving Insp ██████████ asked her if she had heard about Mr Taylor's comments in his opening address and said 'You're gonna hear people talking about Mr Taylor's Opening address. He told a story about a vagina whisperer.
- Later on a few people asked her is she was aware and she said yes.
- Does not know the context in which the comments were made.
- Was later approached by ██████████ at the retirement function for ██████████ where she told him yes she was aware and what she knew.
- ██████████ advised ██████████ was drawing comparisons between comments made by A/C/Supt Rohweder at a recent senior leaders conference.
- Advises she did not report it as she assumed there had been a complaint because of ██████████'s inquiries of her.
- Said she felt appalled at the comments and that he would use that terminology but was not surprised from him.
- Said she was not offended and that she was saddened that she was not offended.
- Said she is appalled that such terminology or even a story that references that would be conveyed in that environment.
- Advised there were very few women at the conference.

Version ██████████ (by phone)

- Advised she attended both days of the conference and heard Mr Taylor use the word vagina during his opening.
- Advised she was shocked and taken back and then thought she must have been too old school as they use that word on American TV.
- Advised she was taken a bit back as she wasn't expecting something like that to come from him.
- Was wondering if she was a 'fuddy duddy' and did she have to get up with the times using that term.
- She was surprised and shocked. He was telling a story when he used these words..

██████████ – by phone

- Aware of comments made by DC Paul Taylor at a Forum last week at Parliament House.
- ██████████
- ██████████

PROTECTED

PROTECTED

## COMPLAINT RE DC TAYLOR (PIPS – COM-22-00727)

- DC Taylor was telling a story and was mentioning a friend /colleague who is a plastic surgeon for women. During the context of that story he referred to the surgeon as someone “*they call the vagina whisperer*”.
- [REDACTED] believed DC Taylor was trying to be funny but she thought this was very inappropriate for someone at DC level given the audience.
- At the time it was said, [REDACTED] looked at the Keynote to see his reaction but he didn’t seem to be offended.
- [REDACTED] was not offended but felt like the “floor should swallow her with embarrassment [REDACTED]”
- [REDACTED] stated that this type of commentary is not uncommon as in “very blokie” from the DC and she finds it embarrassing at times.
- [REDACTED] heard the comments and [REDACTED] spoke to her afterwards about how embarrassing it was.
- [REDACTED] believed some in the audience probably did laugh at the comment but others not.

[REDACTED] HR – by phone

- Advised that she only attended the conference in the afternoons as a guest presenter and was not present when DC Taylor did his opening.

[REDACTED] HR – by phone

- Attended most of the two days and was present during the opening by DC Taylor and understood DC Taylor was opening the conference on behalf of the Commissioner.
- Advised that some part of the opening were framed as though DC Taylor was the Commissioner.
- Advised that he does not know the context in which DC Taylor was using the words vagina whisperer however remembers him saying the words as its not the sort of thing you forget.
- He was a bit shocked and thought it was inappropriate.
- He didn’t take too much offense but can see how it would cause others to raise the issue.
- He knew it was inappropriate and everyone just looked at each other.

[REDACTED] HR – by phone

- Only attended a small portion of the conference in the afternoons.
- Was not there for the opening of the conference by DC Taylor.

[REDACTED] HR – by phone

- Attended both days of the conference and heard the opening by DC Taylor.
- Recalled that DC Taylor was trying to describe a story about a friend who was a OBGYN and referred to his nickname as a vagina whisperer.
- She was shocked and considered this was something you would say at home and not in the workplace. She starred at colleagues at her table, and they were all wide-eyed in response.
- She looked around the room to gauge reaction especially from women.
- The room was awkward and went silent.
- She was not offended. Considers DC Taylor is a little old school re how he expresses himself and communicates.

PROTECTED

PROTECTED

## COMPLAINT RE DC TAYLOR (PIPS – COM-22-00727)

### FOR CONSIDERATION OF CASE MANAGER

- In determining the matter is suitable for LMR the Case Officer may consider the Code of Conduct for Public Service Employees (See below for relevant extract)
- The Initial Review and Recommendation did not consider any terms and conditions of an executive member's contract.
- QPUE is aware of the comments by DC Taylor.
- The issue may receive negative media coverage and has the potential to cause significant reputational harm.
- Several members reported the comments to QPCOUE.
- Assistant Commissioners were present.
- The Standard of Professional Practice – expectations of members re conduct and integrity.
- S1.11 Complaints involving the Commissioner and/or Deputy Commissioners – Complaints Resolution Guidelines requires reporting to CCC if the complaint is misconduct or corrupt conduct. The matter has not been reported to the CCC as the conduct is not considered misconduct.
- It is recommended as a courtesy that contact is made with the Chair of the CCC.
- A copy of the members complaint history is attached.

### PRECEDENTS

A review of like conduct precedents has identified options for consideration in relation to managerially resolving this matter.

Managerial Guidance by supervising officer

Local Managerial Resolution

- Imposition of Online Learning Products (relevant to the conduct) and period of supervision and monitoring (6 months); and/or
- Research and preparation of paper into issue and presentation to supervisor of learnings. To consider Code of Conduct, impact of behaviour on others (showing insight) and understanding of reputational harm; and/or
- Apology (verbal or written) to the members present; and/or
- QPS written apology to [REDACTED] (external party in room at the time).

PROTECTED

PROTECTED

## COMPLAINT RE DC TAYLOR (PIPS – COM-22-00727)

### Extract Standard of Professional Practice

- Senior Leadership is central to maintaining the integrity of the organisation. The ethical tone of the organisation starts at the top. Lead by example and act with the utmost integrity and professionalism.

### Extract Code of Conduct

#### Code of Conduct for the Queensland Public Service: Chief Executive and Senior Executive Service Officers

- As our senior leaders, Chief Executive and Senior executive Service (SES) Officers have a responsibility to visibly demonstrate and uphold the principles and values of the Public Sector Ethics Act 1994. Chief Executive and SES officers' roles are to promote an organisational culture that values high ethical standards and behaviour.
- Chief Executive and SES officers openly demonstrate their conscious commitment to ethics by communicating the importance of ethical decision-making and promoting ethical behaviour in day-to-day actions

#### Section 1.5

Demonstrate a high standard of workplace behaviour and personal conduct.

### ATTACHMENTS:

Complaint history DC Taylor (4003665)

LMR for Supt Rohweder (precedent option)

PROTECTED



OFFICIAL

# Local Management Resolution Plan

The purpose of this Local Management Resolution (LMR) Plan is to develop and implement management strategies to improve performance by providing appropriate training, guidance and support to an officer. Management strategies should be designed to address the underlying issues which contributed to the conduct which needs improvement.

This LMR Plan will form part of the subject officer's employment and disciplinary history and is recorded on the subject officer's Performance, Development and Assessment (PDA) as well as within the complaint management database. The plan may be used in future disciplinary decisions in assessing:

- i. whether or not disciplinary proceedings should be instigated for any future alleged misconduct;
- ii. whether a Local Management Resolution strategy is suitable to resolve a complaint; or
- iii. the appropriate resolution of future substantiated disciplinary matters.

**1. PIPS number:**

--

**2. Subject member:**

<b>Name:</b>	Paul Taylor	<b>Registered No.</b>	
--------------	-------------	-----------------------	--

**3. Type of complaint**

Allegation number	Allegation Type	Allegation Sub Type
1	Unprofessional Conduct	Inappropriate language

**4. Identified areas where improvement can be achieved through corrective and/or remedial action:**

Identified conduct requiring improvement	Underlying issue to be improved
Inappropriate language used whilst addressing a Queensland Police Service (QPS) Senior Leaders Conference on 28 April 2022.	Awareness of the inappropriateness of language used.

**5. Corrective or remedial actions to address the conduct:**

Management strategy	Proposed Completion date
Guidance & counselling on the use of inappropriate language.	

**6. I accept the above-mentioned complaint will be resolved by my participation in this Local Management Resolution Plan and (choose appropriate option below)**

- Agree to undertake the listed management strategies; or
- Acknowledge I have been directed to undertake the listed management strategies.

<b>Signature:</b>		<b>Date:</b>	10.06.22.
-------------------	--	--------------	-----------

<b>Supervisor</b>	Katarina Carroll	<b>Signature</b>		<b>Date:</b>	10.6.22.
-------------------	------------------	------------------	--	--------------	----------