

Extracts from QPS members' submissions to the  
Commission of Inquiry into QPS responses to domestic and family violence

**REQUESTS FOR CONFIDENTIALITY BY QPS MEMBERS - EXTRACTS**

"It is my intention at this time to remain anonymous. Part of the reason will become evident with some of the content of my submission. The remaining part is for fear of reprisal and future career harm."

"This confidential submission (don't want to be named please) relates to a senior executive member."

"I am in grave fear of retribution by the named officers if my identity is known."

"I would like to remain anonymous to QPS, thank you."

"We wish to remain anonymous."

"I write this email in confidence and wish to remain anonymous due to vindictive behaviours I have experienced and observed firsthand due to the below. It is not safe to speak out at this location. Those that have, have paid dearly for doing so."

"Writing this short submission, I fear there may be consequences for myself, so I am appealing to the Enquiry that my name remains confidential."

"I ask that where possible my identity be kept confidential as I work within the QPS and I am concerned with the repercussions that may occur upon my superiors being informed that I have sent this submission into the enquiry."

"I would like my details kept anonymous as I am fearful of retribution."

"I am asking for complete confidentiality and protection if needed."

"It is respectfully requested this submission and my identity remain confidential."

"I am supplying this information of my own free will and **anonymously**."

"I am a sworn police officer. I would like to remain confidential."

"... at this stage I would like my complaint to remain anonymous as I fear retribution from within the QPS for making it."

"I provide this response "in confidence" following recent reporting surrounding police culture and its effects upon the response to, investigation and management of domestic violence."

"I respectfully ask that my submission be kept **in confidence**, except for access by COI members as relevant."

"I have thought about this submission for some time and felt that now was the right time to do it. I and others are at risk of losing our jobs if this is discovered."

"I WISH TO REMAIN ANONYMOUS."

"I am voluntarily writing this email as a result of watching the 'Inquiry of the Commissioner of Police' dated 17th of August 2022... I do wish to remain anonymous due to the fear of being further bullied and ostracized or worse criminal charges laid against me."

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"Can this conversation please be kept confidential? I am worried about the repercussions of providing you with this information."

"I am a serving Queensland Police Officer who wishes to remain anonymous at this stage."

"**Subject:** Confidential."

"I wish to remain anonymous."

"CONFIDENTIAL SUBMISSION (My name and where I work not to be included for public viewing (for redaction) due to personal safety concerns and retaliation)."

"You will see in the submission I have requested confidentiality. Can I please ask for this to happen."

"I hate the fact that I need to remain anonymous. It would be career suicide should I speak openly and I find that incredibly disappointing. [More than 30] years I have given to this organisation and, whilst there are always gripes and whinges about how things are done, like any organisation, I have never known the culture of the QPS to be as toxic as it now. It all stems from leadership - the fish rots from the head as they say - ethics, transparency, accountability are largely optional qualities at the senior level."

"Since the Commission of Inquiry commenced, I have had numerous conversations, particularly with women police officers who wish to speak out – however due to the cultural backlash that occurs in the organisation, not too many of those officers will. As such I am writing this submission for your information and records to use should you find it relevant, however I wish to remain anonymous please."

"I would like to provide a submission **IN STRICT CONFIDENCE**."

"I would like to add to the commission of inquiry and remain anonymous. I still work with friends of the QPS DV respondent who caused so much damage to my life and got away with it."

"I wish to provide my submission to the Commission of Inquiry into Queensland Police Service responses to domestic and family violence, with the understanding the information contained herein will remain confidential."

"As I'm from the area where the below incident occurred, I wish to remain anonymous."

"I provide the following examples below in an anonymous capacity."

"I do not want to be identified in anyway. The indirect bullying, intimidation, harassment and threats that are made if anyone tries to be a voice is serious. This inquiry is welcomed so much because the culture in the qps needs to be changed. There are numerous officers who have lodged bullying complaints against the senior executive for cultural issues, sexism, misogyny and racism and they are written off by internal investigations."

"I wish to remain anonymous in fear of retribution from the Qld Police Senior Executive because I have provided this information to the commission of inquiry."

"I also would like to remain anonymous for fear of repercussions as I am currently serving."

"Someone who wishes to remain anonymous but wants to support the change moving forward."

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"At this stage I wish for my personal details to remain confidential."

"I am a current serving Police Officer but am reluctant to put my concerns to paper. Would someone be able to contact me confidentially."

"Also, like many others I have spoken to, I am fearful of reprisal by senior officers so would request that my submission to be treated confidentially. May I have that assurance, please."

"I must say I am fearful that my submission may cause ramifications for me (ie; further bullying behaviours), however, I feel that in sharing my story I may be able to assist in the eradication of the ongoing cultural, bullying and misogynistic issues that is absolutely rife in this organisation."

"I also reiterate that this submission is made on a confidential basis. The Commission may wish to use the information herein as intelligence to pursue further enquiries, however I do not wish it to be made public that I have provided this submission."

"I have information to provide. However how can I be sure it's confidential?"

"I am a current serving police officer and as such wish to remain anonymous."

"Is a submission able to be anonymous and if not what protection is there in relation to confidentiality when the informant is a serving QPS member."

"At this stage I would like my submission to be confidential."

"I can speak to the Commission personally if required, but I am likely to suffer further consequences for speaking the truth and for this reason I ask that my submission remain confidential please."

"I submit this anonymously as the QPS is a para-military organisation. Criticising the hierarchy is never a good career move. I know from the information provided it would not be difficult to figure out who I am."

"I'm hoping my identification can remain completely anonymous."

"I wish to provide my submission to the Commission of Inquiry into Queensland Police Service responses to domestic and family violence, with the understanding the information contained herein will remain confidential."

"I would like to speak with someone about the conditions of making this disclosure an anonymous one or not prior to any action."

"The toxic culture / fear makes people/victims/witnesses not able or willing to do the right thing in reporting and standing up when the time comes. We have experienced this our selves. Making this submission is incredibly stressful and concerning re work place fall out and reprisals. It happens."

"I make this submission anonymously... any information in relation to my work unit and rank will easily identify me."