

## Examples of submissions about being known as a 'dog'

I learned over the recruitment process that as a woman you should not make complaints about colleagues without risking your career development and **earning a reputation as a 'dog'**. I heard stories about other officers **leaving dog food on colleagues' desks** after they made complaints. I

knew these stories were true and I am aware of an incident like this occurring in [work unit redacted] whilst I was working there at around [date redacted] (the complaint in this matter was not in relation to misogynistic behaviour, however). Therefore, I have always been reluctant to make formal complaint. I have never made a complaint of any kind within the Service.

I feel compelled to offer a few examples of my experiences, of which I have raised before to [persons redacted], but I believe, have been deliberately concealed. When I have pushed for an outcome, I have been threatened with prison by senior police, assaulted by police, my property has been damaged. I've been [redacted] **fed dog food and given a dog bowl**.

Even if you request a transfer after you make a complaint, so that you do not have to continue working with the person you made a complaint about, the 'cloud' (associated with being someone who complained about another officer) follows you and **you will be known as a "dog"**.

Because I reported these incidents of bad behaviour I gave myself a bad name as **being a 'dog'** and people didn't want to work with me.

Spoke with [person redacted] about making a formal report, but was afraid that **I'd be perceived as a 'dog'** and I didn't want to cause any fuss within the [work unit redacted] or jeopardise chances of being considered for courses, promotion and professional development.

I am very fearful in making this submission, and over my years of service I have never said a word against the things I observe internally in the organization. Speaking out will have a severe impact on my career. If anyone ever finds out my reputation as [role redacted] will be completely ruined. I will be **labeled 'a dog'** 'a snitch' and that reputation would follow me anywhere I go in the state effectively destroying my career, my opportunities for promotion, attending courses, getting secondments etc.