

## Examples of bullying 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 8 and 24

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]		21/05/2021	<p><b>QPS Allegation:</b> The complainants allege the Sergeant creates a toxic/uncomfortable work environment by openly praising some staff members in front of other staff members by shaking their hands and patting their backs whilst not even acknowledging others.</p> <p><b>Description:</b> The Sergeant created a divide between two teams of staff within his station. The Sergeant praised and gave attention to one of the teams while failing to acknowledge the other team. He approached people on team one and tensed his chest, and asked staff to feel his chest and said word to the effect of 'tell me that you love me'. It was found that the Sergeant created a toxic or uncomfortable work environment.</p>	Sufficient Evidence to Proceed	LMR
						<p><b>QPS Allegation:</b> The complainants allege the Sergeant displays unpredictable and manic behaviour and has self proclaimed violent thoughts which include hurting other persons.</p> <p><b>Description:</b> The Sergeant exhibited aggressive behaviour and violent outbursts, for example, he stated he wanted to break his computer when it did not work properly. He often swore and on one occasion exclaimed 'I am going to shoot someone'. He told another officer words to the effect of that it "took all (his) energy not to take you out bush and rip into you".</p>		
						<p><b>QPS Allegation:</b> The complainants allege the Sergeant yells, swears and openly abuses them. This abuse can be directly to them or indirectly whilst they are not present. This is in relation to many different topics.</p> <p><b>Description:</b> The sergeant frequently swore at other officers and called them "cunt". For example, he said he would not attend station dinners because of 'cunts' he does not like.</p>		
2	[REDACTED]	Senior Constable	[REDACTED]	17/08/2021	24/08/2021	<p><b>QPS Allegations:</b></p> <ol style="list-style-type: none"> <li>1. That the officer constantly calls all members of his station derogatory/discriminatory names eg. "dog", "cunt", "gay" and "fuck knuckles".</li> <li>2. That the officer was spreading untrue rumours about two officers regarding a perceived relationship between the two of them.</li> <li>3. That the officer was involved in a verbal altercation at the station.</li> <li>4. That the officer repeatedly called another officer, and other members of the station, "dogs" and "cunts", for making a complaint against him.</li> </ol> <p><b>Description:</b> The officer was a Senior Constable at a regional station in Queensland. His conduct was primarily directed at one Constable from the same station. The conduct involved the officer spreading rumours about this Constable and another female officer, telling people they were having an affair which included advising one of their partners. The rumour was not true. He was told to stop but persisted. The officer also used derogatory language generally. The Constable made an informal complaint to his Officer-in-Charge which resulted in the Officer-in-Charge discussing the matter with the officer. He did not respond well to the discussion, referring to the Constable as a "cunt" and a "snake" to two other officers. His behaviour deteriorated further and culminated in a verbal altercation, involving the officer and the Constable swearing and yelling at each other at the station.</p>	Sufficient Evidence to Proceed	LMR