

SENATE STANDING COMMITTEE ON FOREIGN AFFAIRS,
DEFENCE AND TRADE

SEXUAL HARASSMENT

IN THE

AUSTRALIAN DEFENCE FORCE

August 1994

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TERMS OF REFERENCE

On 29 September 1993, the Senate referred the following matter to the Senate Standing Committee on Foreign Affairs, Defence and Trade for inquiry and report by the last sitting day in February 1994:¹

1. The incidence of sexual harassment or sexual assault in the Royal Australian Navy, and the appropriateness of the handling by the Royal Australian Navy of allegations of such harassment or assault, with particular reference to:
 - a. allegations of sexual harassment towards female personnel aboard HMAS SWAN in 1992;
 - b. the adequacy of living conditions provided for female personnel on HMAS SWAN, including the sleeping and ablution areas;
 - c. the behaviour of officers from HMAS SWAN while ashore during deployments in South-East Asia in 1992;
 - d. other appropriate matters contained in the Board of Inquiry Report;
 - e. whether the Terms of Reference of the Board of Inquiry were sufficient to enable the Board to consider any aspects of the unacceptable behaviour occurring on board HMAS SWAN, and the appropriateness of the recommendations of the Board;
 - f. whether the subsequent disciplinary and administrative action taken against persons named in the Board of Inquiry Report was sufficient and appropriate;
 - g. the appropriateness of the decisions made as part of determining whether sexual assault charges should be laid, and a Court Martial convened, in reference to an officer aboard HMAS SWAN in 1992;
 - h. the content and timing of directives from the Government in relation to the integration of female personnel into the Navy, with particular reference to sea-going appointments, and the actions taken by the Government relating to the Board of Inquiry;
 - i. the appropriateness of actions taken by the Navy subsequent to the Board of Inquiry Report to address the issues of sexual harassment on Navy ships; and
 - j. an evaluation of the 'Good Working Relationships' project being undertaken by the Navy.
2. While dealing with and reporting first on the case of sexual harassment on HMAS SWAN, the Committee is also to inquire into the nature and extent, if any, of sexual harassment in the other armed forces.

¹ Reporting date was subsequently extended to 25 August 1994.

AUSTRALIAN DEFENCE FORCE

SEXUAL HARASSMENT HOTLINES

Royal Australian Navy (Operation Lifeguard)

<i>Australia</i>	<i>008 - 644 247</i>
Canada	1800 - 655 4796
Hawaii	1800 - 865 3776
Hong Kong	800 - 2974
Indonesia	00800 - 61626
Japan	0066 - 338 00917
Korea	0078 - 611 3348
Malaysia	800 - 2536
New Zealand	0800 - 442 290
Philippines	1027 - 1800 610 3344
Singapore	800 - 616 1205
Thailand	001 - 800 613 346

Royal Australian Army *008 - 803 831*

Royal Australian Air Force *1800 - 626 25*

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LCDR Wendy Downing 06 265 3303

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**SENATE STANDING COMMITTEE ON FOREIGN AFFAIRS,
DEFENCE AND TRADE**

MEMBERS

Senator G. Jones, Queensland (Chairman)
Senator B.C. Teague, South Australia (Deputy Chairman)
Senator B.R. Burns, Queensland
Senator C. Ellison, Western Australia
Senator S. West, New South Wales
Senator J. Woodley, Queensland

SECRETARIAT

Ms Ilze Svenne, Secretary
Ms Roxane LeGuen, Principal Research Officer
Mr Richard Keith, Senior Research Officer
Mrs Dolores Young, Executive Assistant

Ms Virginia Buring provided advice on legal aspects during the course of the inquiry.

Contributions were made at various times by Ms Lynette Aungiers, Ms Linda Bates, Ms Jane Battersby, Ms Kim Donaldson, Ms Jenny Hill, Mrs Kay Chee Lance, Ms Angie Mistic and Ms Elizabeth Mullighan.

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PROFILES OF MEMBERS OF THE COMMITTEE



Senator Gerry Jones (ALP - Queensland), Chairman of the Committee since 1993, Senator Jones is the Government Whip in the Senate, a position he has held since 1987. He was elected to the Senate in 1980 and has been a Senator for Queensland since that time. Senator Jones has been a member of several Senate Standing and Select Committees, including Science, Technology and the Environment; Procedure, Publications, House, the Senate Select Committee on Video Material and Legislation Procedures Committee. He is currently the Chairman of the Selection of Bills Committee. He

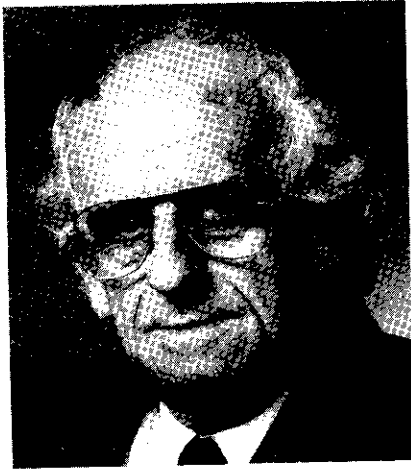
has also served on the Joint Statutory Committee on Public Works and is currently a member of the Joint Statutory Committee on the National Crime Authority and of the Joint Standing Committee on Foreign Affairs, Defence and Trade. Before entering Parliament, Senator Jones was a Research Assistant and ALP official. He was the State Secretary of the Queensland ALP from 1977 to 1980. He was the official Australian Government representative at the inauguration of the President of Chile in March 1994.

Senator Baden Teague (Liberal Party - South Australia) Deputy Chairman:

A Senator since 1978 and Chairman of the Opposition Task Force on Foreign Affairs, Defence and Trade 1990-93, Senator Teague is now Parliamentary Secretary to the Deputy Leader of the Liberal Party. He has served on many parliamentary inquiries, especially in the areas of Foreign Affairs, Defence and Trade; Employment, Education and Training; and Parliamentary Privilege. Graduating BA (Hons) BSc at Adelaide and PHD at Cambridge, he worked at Adelaide University from 1972 to 1978 where he was responsible for student services and lectured in the history of ideas. Senator Teague has visited most



countries in the Asia-Pacific region and many, such as China and Indonesia, on numerous occasions. As Deputy Leader of Parliamentary Delegations he has visited Europe, North America, Latin America, South Asia and the Middle East. He has participated in all the inquiries of this Senate Committee since joining the Committee in September 1987.



Senator Bryant Burns (ALP - Queensland) was elected to the Senate in 1987. He is a member of several Senate Standing and Joint House Committees, including Industry, Science and Technology and Foreign Affairs, Defence and Trade. He has been a member of the Joint Statutory Committee on Public Works since 1987. Senator Burns is currently Chairperson of the Senate Standing Committee on Rural and Regional Affairs as well as Senate Estimates Committee B.

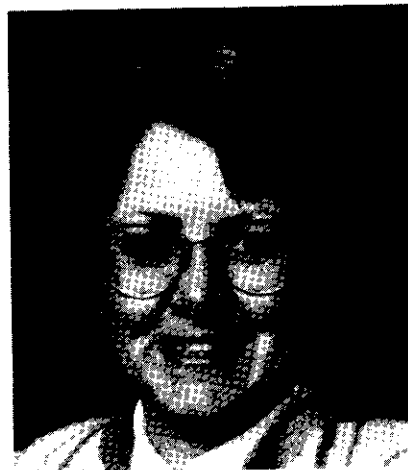
Before entering Parliament he has worked as a Stockman, Boilermaker and Trade Union official as the State President of the Amalgamated Metal Workers Union, Queensland. He has

held positions on various ALP and Trade Union Committees and was an Executive Officer of the Trades and Labor Council of Queensland. He is presently Deputy Whip.

Senator Sue West (ALP - New South Wales) The first woman from New South Wales to represent that state in the Senate, she filled the casual vacancy created by the retirement of Senator Doug McClelland in 1987. Defeated in the double dissolution in July that year, she was re-elected to the Senate in 1990. Senator West is a qualified midwife, and has also worked as a community health nurse, a research officer and a ministerial consultant.

She is a member of numerous committees including the Senate Standing Committees on Community Affairs; Environment, Recreation and the Arts; Rural and Regional Affairs and the

Senate Select Committee on Superannuation. Senator West is presently the Chair of the Community Affairs Committee and Secretary of the Federal Parliamentary Labor Party Caucus.





Senator Chris Ellison (Liberal, Western Australia). Elected as a Senator for Western Australia in July 1993, Senator Ellison serves on the Senate Legal and Constitutional Committee, the Senate Privileges Committee, the Senate Standing Committee Foreign Affairs, Defence and Trade, and he is a member of the Senate Inquiry into the Print Media. He was recently elected to serve on the Joint House Committee which will take responsibility for reviewing the implementation of the Native Title Act. Senator Ellison graduated from the University of Western Australia in 1977 with a Bachelor of Jurisprudence (B.JURIS) and Bachelor of Laws (LLB).

He completed his Articles with the Legal Aid Commission of Western Australia and in 1980 commenced practice as a partner in his own firm in Perth, WA until election to the Senate in 1993. Apart from some civil and family law, his main practice was in criminal law jurisdiction where he practised as a barrister and solicitor (which is permissible in WA).

Senator John Woodley (Australian Democrats - Queensland) was elected to the Senate in March 1993 and is the Australian Democrats' spokesperson on Social Security, Rural Australia, Primary Industry, Australia's Security (including Defence) and Tourism. He is a member of the Senate Standing Committees on Foreign Affairs, Defence and Trade; Rural and Regional Affairs and the Senate Select Committee on Superannuation. Senator Woodley holds a Licentiate of Theology from the Melbourne College of Divinity and a Bachelor of Theology from the Brisbane College of Theology. Before entering



Parliament, the Reverend John Woodley was Chaplain of the Queensland University of Technology and a Guest Lecturer and Tutor in Ethics at that institution. He has held several positions in the Methodist and Uniting Churches and has written a number of books. He was a Reservist in the Royal Australian Navy for two years from 1957. He was Queensland State President of the Australian Democrats from 1991 to 1993.

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