

**MESSAGE  
FROM  
CHIEF OF NAVAL STAFF**

**You will no doubt have read the press releases with regard to sexual harassment experienced by some members onboard HMAS SWAN last year. In order to allay any fears that you may have in regard to the treatment of our men and women in the Navy, and to give you some background of the events reported in the press, I am sending you the attached information package.**

**Be assured that the Navy is pursuing a strong line to prevent unacceptable behaviour of any kind in the workplace, be it at sea or ashore. The Navy must maintain its operational effectiveness, and in doing so the welfare of our people is vitally important. The Navy is determined to promote a working environment in which all personnel can work without fear or favour.**

**Navy will have an opportunity to highlight these positive steps to create a harmonious and effective working environment as part of its comprehensive presentation to the Senate Inquiry in December. Should you wish to express your views, submissions should be forwarded 15 November to:**

**THE SECRETARY  
SENATE STANDING COMMITTEE ON  
FOREIGN AFFAIRS, DEFENCE AND TRADE  
S1.59 (20.3)  
PARLIAMENT HOUSE  
CANBERRA ACT 2600**

*I. MacDougall*

**I.D.G. MACDOUGALL  
Vice Admiral RAN  
Chief of Naval Staff**

CCNS CRFD

07/10/93 12:28:03 Received Message:

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*Be ensure that this is brought to the attention of your people.*

**CORRECTED VERSION** 8/12

*rem-n*  
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*Pre personally visit your people particularly visit para 2.*

SIC WAA/WAC  
105 ALL OVERSEAS 283 ALL SHIP 285 ALL SHORE  
AUSTCOM KUALA LUMPUR AUSTCOM NEW DELHI AUSTCOM WELLINGTON AUSTCOM SINGAPORE AUSTEMB SUVA (FOR DEFENCE ADVISER) AUSTEMB BONN AUSTEMB BANGKOK AUSTEMB MANILA AUSTEMB BEIJING AUSTEMB TOKYO (FOR DEFENCE ATTACHE) AUSTCOM LONDON (FOR HADS) AUSTCOM PORT MORESBY (FOR HADS PNG) AUSTEMB JAKARTA (FOR NAVAL ATTACHE) AUSTCOM NUKU ALOFA AUSTCOM APIA AUSTCOM VILA (FOR RAN ADVISER) AUSTCOM HONIARA (FOR MARITIME SURVEILLANCE ADVISER) AUSTEMB POHNPEI (FOR MSA FSM/MSA RMI) HQADF, DSD AND DIO CANBERRA FOR DISTRIBUTION TO ALL NAVAL PERSONNEL IN YOUR COMMAND

SUBJ: SUBMISSIONS TO THE SENATE STANDING COMMITTEE ON FOREIGN AFFAIRS, DEFENCE AND TRADE

- A. CNS CANBERRA WAA/WAC 130659Z SEP 93
- 1. ON 29SEP93, THE SENATE DIRECTED THE SENATE STANDING COMMITTEE ON FOREIGN AFFAIRS, DEFENCE AND TRADE TO INQUIRE INTO THE INCIDENT OF SEXUAL HARASSMENT OR SEXUAL ASSAULT IN THE RAN, AND THE APPROPRIATENESS OF THE HANDLING BY THE RAN OF SUCH HARASSMENT OR ASSAULT, WITH PARTICULAR REFERENCE TO:
  - A. ALLEGATIONS OF SEXUAL HARASSMENT TOWARDS FEMALE PERSONNEL SERVING IN 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 THIS UNACCEPTABLE BEHAVIOUR OCCURRING ONBOARD 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 WAS SUFFICIENT AND APPROPRIATE
  - G. 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 ONBOARD 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 QUOTE GOOD WORKING RELATIONSHIPS UNQUOTE PROJECT BEING UNDERTAKEN BY NAVY
- 2. THE COMMITTEE IS CANVASSING VIEWS FROM ACROSS THE COMMUNITY. TO THIS END I WOULD ENCOURAGE THOSE OF YOU WHO FEEL YOU HAVE A FACTUAL AND CONSTRUCTIVE CONTRIBUTION TO MAKE, BE IT POSITIVE OR NEGATIVE, TO DO SO IN WRITING TO THE COMMITTEE BY 15NOV93.

SUBMISSIONS SHOULD BE FORWARDED TO:  
THE SECRETARY

105 copies Fwd to	<i>Demo</i>
	<i>ASD-N</i>
	<i>Center</i>
	<i>Date</i>
	<i>OK</i>

SENATE STANDING COMMITTEE ON FOREIGN AFFAIRS, DEFENCE AND TRADE  
S1.59 (20.3)  
PARLIAMENT HOUSE  
CANBERRA ACT 2600

3. THE COMMITTEE WILL CONSIDER ALL SUBMISSIONS AND MAY INVITE INDIVIDUALS AND ORGANISATIONS TO GIVE SUPPORTING EVIDENCE AT PUBLIC HEARINGS. SUBMISSIONS TO THE COMMITTEE MAY BE PUBLISHED BY THE COMMITTEE AT ITS DISCRETION AND SHOULD NOT OTHERWISE BE PUBLISHED WITHOUT THE PRIOR CONCURRENCE OF THE COMMITTEE. FURTHER INFORMATION TO ASSIST IN THE PREPARATION OF SUBMISSIONS WILL BE IN THE 22OCT93 EDITION OF NAVY NEWS  
BT

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SIC : WAA  
ACTION : DGNM  
C : DNER-SM  
R : ACPERS-N, DGNM, DNMP, DNOP(3)

SIC : WAC  
ACTION : ACPERS-N  
C : DNER-SM  
R : ACPERS-N, ARC, ASRP-N, CNS(2), DCNS, DGNPW, DGPSC-N, DNMP, DNOP(3), DNPOL, DNSC-I, DNSC-P, DNW, DPFS-N

SIC : WAA/WAC  
C : DNER-SM  
R : ACPERS-N, ARC, ASRP-N, CNS(2), DCNS, DGNM, DGNPW, DGPSC-N, DNMP, DNOP(3), DNPOL, DNSC-I, DNSC-P, DNW, DPFS-N

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*Can/69*

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**DEPARTMENTAL CIRCULAR  
MEMORANDUM NO 111/93**

Note: Departmental Circular Memoranda are of a permanent nature and remain in force until cancelled. They should be reviewed by the sponsor every two years and repromulgated only where a significant change of content is necessary.

1 NOVEMBER 1993

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**SENATE STANDING COMMITTEE ON FOREIGN AFFAIRS, DEFENCE AND  
TRADE: INQUIRY INTO SEXUAL HARASSMENT IN THE ADF**

1. On 29 September 1992, 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:
  - a. 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:
    - (1) allegations of sexual harassment towards female personnel aboard HMAS Swan in 1992;
    - (2) the adequacy of living conditions provided for female personnel on HMAS Swan, including the sleeping and ablution areas;
    - (3) the behaviour of officers from HMAS Swan while ashore during deployments in South East Asia in 1992;
    - (4) other appropriate matters contained in the Board of Inquiry Report;
    - (5) 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;
    - (6) whether the subsequent disciplinary and administrative action taken against persons named in the Board of Inquiry Report was sufficient and appropriate;
    - (7) 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;
    - (8) 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;
    - (9) 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
    - (10) an evaluation of the 'Good Working Relationships' Projects being undertaken by the Navy.
  - b. 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.

2. The Committee is interested in receiving submissions from any member of the ADF who wishes to express a view on any aspect of the Terms of Reference.

3. Submissions must be received by the Committee by the 15 November 1993. Submissions should be addressed to:

The Chairman  
Senate Standing Committee on  
Foreign Affairs, Defence and Trade  
Parliament House  
CANBERRA ACT 2600

4. Inquiries to the Committee should be made to the Committee Secretary, Ms Ilze Svenne, Parliament House (Suite S1.59), Canberra, ACT, 2600, Telephone (06) 277 3535, facsimile (06) 277 5706.

5. Any Departmental inquiries can be addressed to the Assistant Chief of the Defence Force (Personnel), SSCFADT inquiry, Building F-3-58, Russell, ACT, 2600, telephone (06) 265 4987, facsimile (06) 265 6206.



J.S. BAKER  
Lieutenant General  
Vice Chief of the Defence Force

DISTRIBUTION: SDL 1, 2, 3, 4, 5, 6, 9A, 12, 14

# RAN 'sexual harassment': Senate inquiry dates set

(By Colin Blair)

It's official. The public inquiry by a Senate Standing Committee into the incidence of sexual harassment or sexual assault in the RAN is scheduled to begin taking submissions on December 17, 1993.

The 10-point Terms of Reference for the inquiry by the Senate Standing Committee on Foreign Affairs, Defence and Trade was released in Canberra last week (September 28).

The inquiry was prompted by allegations of sexual harassment and assault aboard HMAS SWAN during and after Exercise Kangaroo 92.

While the Senate Committee will initially concentrate its investigation on these incidents, it has also announced that the inquiry will be extended to include the nature and extent, if any, of sexual harassment in the other two Services.

The Chief of Naval Staff, Vice Admiral Ian MacDougall, in a signal published in the last *Navy News* emphasised the seriousness

with which Navy views sexual harassment.

He also highlighted the "very positive steps that we have been taking within Navy to ensure all forms of inappropriate workplace behaviour are eradicated as quickly as possible".

While these important initiatives will be underlined during the Senate Inquiry, they should already be familiar to the Navy community.

Indeed, many Navy members have already attended the presentation given by Captain Tom Stodulka (DNLS) and Monsignor Ian Dempsey last November/December which clearly outlined the new unacceptable sexual behaviour policy.

Others will have attended the Maritime Command series of briefings earlier this year on unacceptable behav-

our while others have taken part in the series of special interviews and focus group sessions held by the Good Working Relations project in May/June.

By now more than 7,000 RAN personnel will have attended one or more of these educational forums.

Soon Navy members will be seeing changes emerging as current policies in this important area are amended so as better to reflect our working environment.

All personnel can expect a comprehensive through-career education and training program which addresses the whole issue of unacceptable behaviour in the Service.

## CONCERN

Meanwhile, those who are wrestling with this problem right now can find instant support by calling the "Operational Lifeguard" toll-free number (008 644247) from anywhere within Australia.

ISD numbers for overseas posts will be announced soon.

The number provides a prompt information and referral service for anyone who considers they have been subjected to, accused of, or witness to any form of discrimination or harassment and who now seeks information about their rights and options for further action.

It is stressed that this is a confidential service and no follow-up action will be taken without the express agreement of the callers who need not identify themselves.

CNS has stressed that "Operation Lifeguard" is designed to determine the nature of the caller's concern and then to provide information on the options available if the caller wishes to take further action.

This includes referral to appropriate counselling services if requested.

RAN personnel should also feel free to send occa-

al submissions to:

The Secretary, Senate Standing Committee on Foreign Affairs, Defence and Trade, S1 59 (23.3), Parliament House, Canberra ACT 2600.

The following factual information concerning HMAS SWAN may be of useful background for personnel who wish to send a submission to the Senate Inquiry.

## THE SWAN COURT MARTIAL:

A female Reserve Officer who was posted to HMAS SWAN for three months in 1992 including a SE-Asian deployment, alleged in August 1992 that she had been sexually assaulted by another officer onboard whilst the ship was overseas. A Court Martial was subsequently convened in December 1992 and the defendant was acquitted.

## THE SWAN BOARD OF INQUIRY:

In a letter from the complainant to the Minister for Defence Science and Personnel (in November 1992 prior to the Court Martial), she alleged, amongst other things, that she and several other females aboard SWAN had been subjected to sexual harassment. MCAUST convened a BOI to investigate these allegations in December 1992.

The inquiry found that some sexual harassment, mainly in the form of inappropriate and offensive language, had occurred.

As a result, three officers and one senior sailor have been formally censured by CNS for either indulging in inappropriate conduct or for failing to take adequate steps to ensure that such conduct did not occur.

More details of the Good Working Relations project and other education initiatives will appear in the next issue of *Navy News*.

"NAVY NEWS" OCTOBER 1993

## Australian Technology Information Pty Ltd

ATI, a wholly owned Australian company is currently expanding its maintenance division and is seeking the services of an electronics maintainer for its Sydney operations.

The position requires the successful applicant to be able to work unsupervised in the areas of installation, set-to-work, and planned maintenance of radars and IFF equipment in a Naval environment.

The applicant must be able to gain and maintain a Security Clearance in accordance with the requirements of Australian Industrial Security.

International and interstate travel will be required. Remuneration will be discussed during interview.

Please send a written resume to:

Mr B Mansell  
Managing Director  
ATI Pty Limited  
P O Box 846  
WODEN ACT 2606