

## Appendix – Bullying, harassment, and sexual harm data 2020 – 2025

### Behaviour and Conduct Office Data 2020 – 2024

Table 1. BCO case data 2020 – 2024, broken down by category and sub-category

Category	Sub-category	2020	2021	2022	2023	2024
Bullying and harassment	Bullying	76	77	62	45	17
	Discrimination	3	7	1	1	0
	Harassment	7	0	0	0	0
	Harassment - digital	3	6	1	4	1
	Harassment - physical	3	0	5	6	0
	Harassment - verbal	15	6	5	1	1
	None	0	4	0	0	0
	Sexual assault - indecent	8	8	4	3	0
	Sexual assault - violation	1	0	1	2	0
	Sexual harassment - digital	0	0	3	1	0
	Sexual harassment - verbal	4	4	1	8	3
	Sexual harm	4	0	0	0	0
	Social media	0	1	0	0	0
	Victimisation	7	3	3	0	0
<b>Total</b>		<b>131</b>	<b>116</b>	<b>86</b>	<b>71</b>	<b>22</b>

Table 2. BCO investigation data 2020 – 2024, internal and external investigations

Investigation type	2021	2022	2023	Total
External	4	4	8	16
Internal	11	10	19	40
<b>Total</b>	<b>15</b>	<b>14</b>	<b>27</b>	<b>56</b>

Table 3. BCO Investigation data 2020-2024, outcome of investigations

Outcome	2021	2022	2023	Total
Dismissal/discharge	3	1	2	6
Final written warning	0	2	0	2
Letter of behaviour expectations	4	3	18	26
No further action	3	4	1	8
Ongoing	0	0	1	1
Recommendations & letter of behaviour expectations	1	0	0	1
Recommended training	0	1	0	1
Subject no longer member of personnel	0	1	1	2
Subject resigned	2	1	2	5
Verbal warning & letter of behaviour expectations	0	0	0	1
Written warning	2	1	2	7
<b>Total</b>	<b>15</b>	<b>14</b>	<b>27</b>	<b>56</b>

## Speak Safe @ Fair Way Data 2024 – 2025

Table 4. Speak Safe @ Fair Way service request data 2024 – 2025

Category	2024	2025
Bullying	87	37
Harassment/Victimisation	52	35
Sexual Harassment	19	12

Table 5. Speak Safe @ Fair Way investigations opened 2024 – 2025

	2024	2025	Total
Investigations	36	16	52

Table 6. Speak Safe @ Fair investigations by category 2024 – 2025

Category	2024	2025
Bullying	80%	69%
Harassment/Victimisation	56%	38%
Sexual Harassment	16%	23%

Table 7. Speak Safe @ Fair Way investigation outcome data 2024 – 2025

Outcome	2024	2025
Demotion	3	0
Dismissal/Discharge	2	0
Final Warning	3	0
Informal Action	1	1
Letter of Expectations	2	0
No Breach No Action	4	0

Outcome	2024	2025
Other	4	0
Resigned During Process	0	1
Training and Development	3	1
Written Warning	1	0

## Other Data 2020 – 2025

Table 8. Fire and Emergency case data 2020 – 2025, broken down by category

Category	2020	2021	2022	2023	2024	2025
Bullying	21	9	7	8	9	7
Harassment	17	5	2	0	2	1
Sexual Harassment/Harm	3	1	3	4	0	1

Table 9. Fire and Emergency case data 2020 – 2025, broken down by category

Outcome	2020	2021	2022	2023	2024	2025
Coaching Letter	0	0	0	0	1	0
Dismissal/Discharge	1	2	0	1	0	0
Facilitated Mediation	0	1	0	0	1	0
Final Warning	0	0	0	1	0	0
Informal action	4	3	5	1	3	0
Letter of expectations	2	3	1	1	1	0
Loss of Any Benefit	0	0	2	0	0	0
No Breach No Action	4	0	2	0	1	1
Other	0	0	0	1	0	1

Outcome	2020	2021	2022	2023	2024	2025
Resigned during process	5	2	1	2	0	0
Settlement	0	1	0	0	0	1
Training and Development	0	0	1	0	0	0
Written warning	3	1	1	2	1	0

*Table 10. Settlement agreements signed by complainants or respondents to a bullying, harassment, or sexual harm complaint 2020 – 2025*

	2020	2021	2022	2023	2024	2025	Total
Complainants	0	1	1	1	1	0	4
Respondents	1	1	0	0	0	0	2
<b>Total</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>6</b>