

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:<sup>1</sup>

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.

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<sup>1</sup> Reporting date was subsequently extended to 25 August 1994.