



SOUTH AUSTRALIA POLICE
KEEPING SA SAFE

Your Ref:
Our Ref: 21/0316
Enquiries:
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Mr Lee Odenwalder
Member for Elizabeth
Unit 2-3, 44 John Rice Avenue
ELIZABETH VALE SA 5112

Email: [REDACTED]@parliament.sa.gov.au

Dear Mr Odenwalder

Re: Freedom of Information (FOI) Act application

In reference to your application made pursuant to the Freedom of Information (FOI) Act 1991, access was sought to:

"Statistical data related to sexual harassment and/or bullying complaints made within SAPOL, including details of substantiated/unsubstantiated claims, and consequences for alleged perpetrators. For the period 01/01/2017 to 31/12/2018."

On 17 August 2020 Sergeant Watson spoke with [REDACTED] via telephone during which she amended the scope timeframe to the period 01/01/2018 to 31/12/2018.

Before dealing with your request it is important to note that in July 2019 South Australia Police (SAPOL) Equity and Diversity (E&D) Branch was replaced by Diversity and Inclusion (D&I) Branch following recommendations made by the Commissioner for Equal Opportunity in connection with the Independent Review into Sex Discrimination, Sexual Harassment and Predatory Behaviour in SAPOL. D&I Branch adopted new outcome terminology therefore those marked with an asterisk in the tables below represent E&D Branch outcomes which are no longer in use.

Between 1 January 2018 and 31 December 2018 SAPOL employees could lodge complaints with the E&D Branch / D&I Branch or Internal Investigations Section (IIS). Complaints lodged with E&D Branch / D&I Branch were dealt with using dispute resolution methods that did not attract punitive outcomes and could be referred to IIS if the matter related to suspected breaches of Codes of Conduct or allegations of a criminal nature.

It is determined to **release in full** data between 1 January 2018 and 31 December 2018 that falls within the scope of your request and has been presented in two (2) tables below. The data has not been duplicated across the tables and was correct as at 27 October 2020. This determination was made on 28 October 2020.




E&D Branch and D&I Branch complaint outcomes
between 01/01/2018 and 31/12/2018
(* represents outcomes no longer in use.)

	Bullying	Sexual Harassment
Resolved	16	0
Resolved Agreed*	6	2
Inquiry Resolved	4	0
Resolved Not Agreed*	4	2
Not Resolved	2	1
Inquiry Not Resolved	2	1
Unresolved*	2	0
Informal Resolution	6	3
No Further Action *	5	3
No Conduct*	1	0
Unsubstantiated*	1	1
Recommendation Completed*	1	0
File still open	1	0
TOTAL	51	13

IIS complaint outcomes between 01/01/2018 and
31/12/2018

	Bullying	Sexual Harassment
No Further Action	2	1
Management Resolution – No Finding	1	0
Management Resolution – No Action	1	0
Management Resolution - Conciliation	1	0
Management Resolution – Finding - Counselling	3	1
Management Resolution – Finding – Counselling & Reprimand	0	1
TOTAL	8	3

Yours sincerely,


Senior Sergeant First Class Tracy Gentgall
Officer in Charge
Freedom of Information Unit
(Accredited Freedom of Information Officer)

2 November 2020