**TEMPLATE 1: Stop NDAs from Silencing Survivors**

**Subject**: It’s time to reform NDAs and stop silencing survivors

Dear [MP’s name],

I’m writing to urge you to take action on an issue that is silencing victim-survivors of workplace sexual harassment and protecting perpetrators: the misuse of non-disclosure agreements (NDAs).

NDAs are routinely included in legal settlements after sexual harassment and discrimination complaints. Too often, these agreements prevent victim-survivors from speaking about what happened — even to close friends, medical professionals, or support services. This not only deepens the trauma but allows unsafe workplace cultures to continue unchecked.

Survivors should not have to trade their voice for a resolution.

I support Working Women Centres' call for legislative reform to:

* Restrict the use of NDAs in workplace sexual harassment and discrimination settlements unless specifically requested by the victim-survivor;
* Ensure NDAs are only enforceable when the survivor has received independent, trauma-informed legal advice;
* Allow survivors to speak with doctors, counsellors, lawyers, union representatives and chosen support people;
* Introduce time limits and waiver rights for NDAs;
* Require oversight and public reporting on the use of NDAs by employers.

This is about dignity, transparency, and justice. I urge you to support law reform that stops NDAs from silencing those who deserve to be heard.

Sincerely,

[Your name]
[Your postcode or suburb]
[Optional: a line about your connection to the issue — e.g. "I’m a worker who has signed an NDA", "I support someone who has experienced this", "I work in HR/health/unions", etc.]

**TEMPLATE 2: Survivor Perspective**

*(Can be sent anonymously or with a pseudonym if desired)*

**Subject:** NDAs silenced me — I’m asking for your support to change that

Dear [MP’s name],

I’m writing to you not just as your constituent, but as someone who experienced sexual harassment in the workplace — and then was legally silenced.

When I sought to resolve the matter, I was required to sign a non-disclosure agreement (NDA) as a condition of settlement. I wasn’t allowed to speak about what happened — not even with close friends or my doctor. My employer insisted on confidentiality before they would even begin negotiations.

I now carry the weight of that experience in silence. I left the industry, and the impact on my mental health has been profound.

NDAs are supposed to protect confidentiality, but too often they protect perpetrators and institutions — not survivors. I’m asking you to support law reform that would:

* Restrict the use of NDAs in workplace sexual harassment settlements unless specifically requested by the survivor
* Ensure survivors have access to independent, trauma-informed legal advice
* Allow for NDAs to be revoked within a reasonable time if the survivor wishes

Please help ensure that no one else has to suffer in silence just to seek justice.

Sincerely,
[First name or “A constituent in your electorate”]

**TEMPLATE 3: Supporter/Community Member Perspective**

**Subject:** It’s time to stop NDAs from silencing survivors

Dear [MP’s name],

I’m writing as a concerned community member who wants to see real change in how workplace sexual harassment is addressed.

Currently, it is common for victims of sexual harassment to be required to sign non-disclosure agreements (NDAs) as a condition of settlement. These agreements often prevent them from speaking about what happened — even to family or health professionals.

This practice silences survivors, protects perpetrators, and hides patterns of abuse from public scrutiny. The use of NDAs in this way is not about justice — it’s about reputation management.

I urge you to support legislative reform that would:

* Limit the use of NDAs in harassment and discrimination cases unless requested by the victim-survivor
* Require survivors to receive independent legal advice before signing
* Allow people to speak to doctors, lawyers, support people and unions without risk of breach
* Mandate oversight of NDA use by employers

Please stand with survivors — not silencing systems.

Sincerely,
[Your full name]
[Your suburb/postcode]

**TEMPLATE 4: Workplace Professional Perspective (HR, Lawyer, Union, etc.)**

**Subject:** As a workplace professional, I urge you to reform harmful NDA practices

Dear [MP’s name],

As someone who works in [HR/law/industrial relations/unions], I see firsthand how non-disclosure agreements (NDAs) are used in workplace sexual harassment settlements. While confidentiality may be appropriate in some cases, NDAs are too often used to silence victim-survivors and protect employers from scrutiny.

The routine inclusion of NDAs:

* Discourages cultural change
* Enables repeat offending
* Prevents survivors from seeking support
* Contributes to lasting psychological harm

I support reforms that centre survivor choice and trauma-informed practice. I urge you to advocate for:

* Restricting NDAs to circumstances where the victim-survivor has requested it
* Requiring enforceability only if the person received independent legal advice from trauma-informed practitioners
* Provisions allowing disclosure to doctors, psychologists, lawyers, and support people
* Oversight and transparency in the use of NDAs across industries

We need legislation that prioritises safety, healing, and accountability — not silence.

Yours sincerely,
[Full name]
[Title or organisation if appropriate]
[Suburb/postcode]