Professional discrimination stemming from ignorance or lack of technical expertise in the APS can lead to bullying acts from incompetent managers who hideously cover them in APS daily operations and language. This can ruin the career and do tremendous psychological and mental damages to the victims. Inefficiency and productivity loss takes place as a consequence. A case has been reported in the media <https://www.canberratimes.com.au/national/act/kris-kringle-calamities-nothing-short-of-bullying-20141219-12ammi.html> and from my experience I think this is only the tip of an iceberg. The APS needs to have measures to stop professional discrimination. Thank you for your consideration.