

Independent Review

into sex discrimination
and sexual harassment,
including predatory
behaviour, in Victoria Police



YOUR VOICE MATTERS

This year we need your help to
continue making Victoria Police
a safer and fairer workplace.



Victorian Equal Opportunity
& Human Rights Commission

Your voices and insights were critical to the findings of the 2015 Independent Review by the Victorian Equal Opportunity and Human Rights Commission (VEOHRC). That year, thousands of Victoria Police employees told us about their workplace experiences.

We heard about a culture of everyday sexism, sexual harassment and sexist attitudes. We heard about how women were held back by structural barriers and outdated attitudes. We heard about how a lack of workplace flexibility impacted all employees.

We also heard about how proud employees are of working for Victoria Police, and about how employees want to make Victoria Police the best possible organisation.



What's happened since 2015?

Victoria Police immediately accepted VEOHRC's 20 recommendations and began implementing them. This work has led to:

- a new parental leave backfill scheme (from July 2018)
- a policy of all-roles flex
- specialist units to respond to experiences of workplace harm, including Taskforce Salus and OneLink
- better access to promotion and progression training for employees regardless of their location or work pattern
- increased leadership opportunities for women across the organisation
- new forums to provide women with a key strategic voice in the organisation, including Women in Policing Local Committees
- reduced risks for recruits during training thanks to initiatives such as new professional boundaries training and the new Zero Harm Committee.

What's happening now?

Real and enduring change takes time. Efforts continue to make all of your workplaces safer and fairer.

Last year VEOHRC conducted its first independent audit of Victoria Police's work to implement the recommendations.

This year VEOHRC is commencing a second independent audit. Your insights are key to understanding how far Victoria Police has come and where change is still needed.

I encourage all employees to participate in the Review. Your voices are critical to shaping the future of Victoria Police and to ensure we meet the challenge of creating an inclusive, equitable Victoria Police where everyone is safe and respected.

**– Deputy Commissioner
Wendy Steendam**

How can I make my voice heard?

VEOHRC wants to give everyone an opportunity to be heard. You can participate in our second independent audit through:

June 2018	Engaging with VEOHRC during our site visits to stations and workplaces across Victoria – commencing 4 June	A voluntary, confidential written submission about your experiences and insights – accepted from 4 June
July 2018	A confidential interview with VEOHRC at a neutral location, where you can share your experiences since December 2015 – commencing 1 July	A focus group discussion – commencing 1 July for cohorts across Victoria
August 2018	A voluntary, anonymous online survey about experiences of sexual harassment and discrimination based on sex, gender or sexual orientation in the workplace – commencing late August	

VEOHRC encourages Victoria Police employees to get in touch to learn more about how to participate.

We take significant measures to ensure that your information and data stays confidential. If you have any questions about participating in the Independent Review, please contact VEOHRC:

Email:

policereview@veohrc.vic.gov.au

Phone:

(03) 9032 3498

Website:

humanrightscommission.vic.gov.au/police-review

Invitations to the voluntary, anonymous online survey will be sent to all current Victoria Police employees regardless of location.

VEOHRC will publicly release a report next year with the findings of our second independent audit. It will be available online.

A more diverse, respectful and inclusive Victoria Police allows the organisation to meet the challenges of modern policing and perform at its best.



Where can I or someone I know get support?

1800 RESPECT 1800 737 732 / 1800respect.org.au

Beyond Blue 1300 22 4636 (24 hours) / beyondblue.com.au

OneLink 1800 598 846 (8am–5pm)

Safe Space 1300 364 522 (24 hours)

Sexual Assault Crisis Line 1800 806 292 (24 hours) / sacl.com.au

Victoria Police Welfare Service (03) 9247 3344 (24 hours)

You can also contact VEOHRC on the details above for more information about support services.