

Policy

EV GP Training (EV) is committed to addressing and eradicating all forms of racism in the workplace. Race discrimination, attitudes and practices may be held and carried out by individuals or organisations through direct discrimination, or entrenched in an organisation or community's social values or culture, which can produce indirect discrimination through policies or procedures.

Race discrimination is unlawful under both State and Federal legislation. EV will adopt a zero tolerance approach to racism and strongly supports actions to eliminate racism in the workplace.

In order to develop a culturally safe and respectful workplace and workforce EV will:

1. Put in place policies and procedures and engender a culture in which there is no unlawful discrimination in the workplace.
2. Adopt the Australian Human Rights Commission's *Racism. It stops with me* campaign and implement the campaign principles of: 1) learn about racism, 2) respond to racism, 3) be a good ally, 4) act for change – by doing the following:
 - 2.1 Display zero tolerance - *Racism. It stops with me* – paraphernalia in the workplace.
 - 2.2 Educate staff and all EV cohort groups (associates) about racism and its impacts and our aspirations to eliminate all kinds of racism in the workplace and to positively influence the broader healthcare system that we work within.
 - 2.3 Convey EVs zero tolerance position on racism to potential new employees and include in staff and Board induction programs.
 - 2.4 Create an environment where staff or associates feel safe to report perceived, witnessed, or experienced incidents of racism or when acting as an advocate or ally for others.
 - 2.5 Investigate all reported complaints, verbal or written, of alleged acts of racial discrimination with empathy and in a fair, confidential and prompt manner in accordance with EV established procedures.
 - 2.6 Provide support to those making allegations of racial discrimination and those against whom allegations are made throughout the investigation process. Support may include counselling if requested by any person involved in an investigation.
 - 2.7 Design and continually monitor and improve internal systems that seek to eliminate systemic and institutional racism.
 - 2.8 Empower individuals to have a voice, listen to experts, respond to evidence and work with peak bodies to ensure ongoing organisation learning.
 - 2.9 Ensure staff are aware that they must act in accordance with this policy and that any breach may lead to disciplinary action.
 - 2.10 Embrace and encourage cultural diversity in all aspects of EV's work and at all levels of the organisation.

Through these actions we will display leadership and commitment to reconciliation in Australia and will contribute to the elimination of all kinds of racism at EV. We believe this is everybody's business and part of day to day thinking and doing for all of us at EV.

Definitions

Ally: someone who actively recognizes and addresses racial inequality around them – whether it's at school or in their workplace, in their community or online, or among family and friends.it's about being aware of inequality, calling it out, and listening to people who experience it and elevating their voices. (Australian Human Rights Commission).

HR-Gov-3.4 Racial Discrimination Policy



Racial discrimination: any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life. (Racial Discrimination Act)

Zero tolerance: strict, uncompromising enforcement of rules or laws. <https://www.dictionary.com>, [accessed 11.02.2021].

Additional Information

- Aboriginal and Torres Strait Islander Cultural Protocols for Eastern Victoria GP Training. January 2021.
- Australian Human Rights Commission. <https://humanrights.gov.au/>.
- Eastern Victoria GP Training. Equal Employment Opportunity and non-discrimination policy (HR-Gov-3.2).
- Eastern Victoria GP Training. Cultural Safety Framework. February 2021.
- Ferdinand, A., Paradies, Y. & Kelaher, M. 2012, Mental Health Impacts of Racial Discrimination in Victorian Aboriginal Communities: The Localities Embracing and Accepting Diversity (LEAD) Experiences of Racism Survey, The Lowitja Institute, Melbourne.
- VicHealth (2012) Preventing race--based discrimination and supporting cultural diversity in the workplace. An *evidence review: full report*, p. 11 - <https://www.vichealth.vic.gov.au/>.

Relevant Legislation

- Racial Discrimination Act 1975.

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