



**Victorian Equal Opportunity  
& Human Rights Commission**

**2024-25**

# **Annual Report**

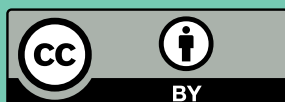
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October 2025



**Victorian Equal Opportunity  
& Human Rights Commission**

**2024–25**

# **Annual Report**

# Responsible body's declaration

In accordance with the *Financial Management Act 1994*, I am pleased to present the Victorian Equal Opportunity and Human Rights Commission's Annual Report for the year ending 30 June 2025.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Tass Mousaferiadis', with a stylized flourish at the end.

**Tass Mousaferiadis**  
**Board Chair**

Victorian Equal Opportunity and Human Rights Commission



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# Foreword

The work of our Commission has never been more vital.

Communities have been telling us they are feeling increasingly unsafe and targeted because of the colour of their skin, who they love, their faith, or their country of birth.

Concerningly, we've also heard communities are reluctant to seek support or take action to stand up for rights due to wound back services, mistrust in institutions, a sense of pointlessness or lack of awareness. And this is on top of challenges with rising social and political tensions, unresolved historical injustices and global conflicts.

This year, we have focused on building a culture of human rights by working with the public sector to put people's rights at the centre of decision making. We have championed the importance of preventing discrimination in the first place by supporting workplaces with guidelines, resources, review of practices, education and other tools. We have worked to eliminate racism and hate speech by ensuring workplaces know the law, researching effective vilification strategies, promoting community reporting and importantly strengthening Victoria's anti-vilification protections. We have also promoted the rights of First Peoples through community engagement, developing a podcast series, commencing a review into the Veronica Nelson coronial recommendations, and trying to ensure our services are culturally responsive.

This work is only possible because of the dedicated service of the Commission's leadership and staff. We express our appreciation for their professionalism, expertise and tireless efforts to see our vision of a fair, safe and inclusive Victoria where every person is respected and treated with dignity. We also thank the Board for its continued work to guide the strategic direction and performance of the Commission. We acknowledge and thank the Department of Justice and Community Safety, the Victorian Attorney General and the Victorian Government for their support.

The Commission has continued to advance its strategic priorities in the face of a tighter fiscal environment and ever expanding demands on our services.

Looking ahead, we will work to drive awareness and reporting under Victoria's new anti-vilification and hate speech law - we will continue to progress our work with partners to advance human rights in the state - and we will explore ways to safeguard the financial sustainability of our Commission. We will do this together with communities, agencies and government, elevating the voices of First Peoples and people with lived experience.



A handwritten signature in black ink, appearing to read 'Ro Allen'.

**Ro Allen**  
Commissioner



A handwritten signature in black ink, appearing to read 'Tass Mousaferiadis'.

**Tass Mousaferiadis**  
Board Chair



The Victorian Equal Opportunity and Human Rights Commission acknowledges the First Peoples of Victoria and their ongoing strength in upholding some of the world's oldest living cultures. We acknowledge the Traditional Custodians of the lands throughout what is now Victoria, where we live and work, and pay our respects to their Elders, past and present. Traditional Custodians maintain that their sovereignty has never been ceded. We support Treaty with Victoria's First Peoples. The strength, resilience and pride of First Peoples, and their cultures, communities and identities, continue to grow and thrive today, despite the impact of colonisation and ongoing experiences of racism.



# A snapshot of our impact

**In 2024–25:**

**We responded to  
5,945 enquiries  
raising 8,681 issues  
related to discrimination,  
harassment, human  
rights, racial and religious  
vilification, and change  
or suppression practices.**

We received  
complaints from  
**938** people raising  
**1,859** instances of

- discrimination
- harassment
- racial and religious vilification
- change or suppression (conversion) practices

**Resolved**

**64%**

of complaints through our  
conciliation process

**Finalised**

**42%**

of complaints  
within six months

**Received**

**97%**

satisfaction rating from  
people accessing our  
complaints service

**Received**

**348 reports**

under our laws through our  
community reporting tool.

---

We delivered **3,192** education sessions,  
to **48,815** people via:



**3,029**

e-learning  
sessions



**163**

face-to-face  
sessions

Participants gave our education  
sessions a **91%** satisfaction rating.



**Our vision is for a fair, safe and inclusive Victoria where every person is respected and treated with dignity.**

**Our mission is to engage and influence lawmakers and policymakers, institutions, communities and individuals to protect and promote human rights in Victoria.**

**Our principles are to ensure that:**

---

**we make human rights real for all Victorians**

---

**we lead with evidence, drawing on our own and others' research**

---

**our work creates enduring change**

---

**we invest in our people to be the best human rights organisation we can be.**

# Victoria's human rights laws

As an independent statutory body, we have responsibilities under Victoria's 4 human rights laws:

<b><i>Equal Opportunity Act 2010</i></b>	The Equal Opportunity Act makes it against the law to discriminate against people in specific areas of public life on the basis of a number of personal characteristics. It also prohibits sexual harassment and victimisation. The Act includes a positive duty, which requires all organisations covered by the law (including government, business, employers and service providers) to take reasonable and proportionate measures to eliminate discrimination, sexual harassment and victimisation as far as possible.
<b><i>Racial and Religious Tolerance Act 2001</i></b>	The Racial and Religious Tolerance Act makes it against the law to vilify people because of their race or religion.
<b><i>Charter of Human Rights and Responsibilities 2006 (Charter)</i></b>	The Charter identifies 20 human rights applicable to all Victorians and requires government and public bodies to consider these rights when making laws and providing services.
<b><i>Change or Suppression (Conversion) Practices Prohibition Act 2021</i></b>	The Change or Suppression (Conversion) Practices Prohibition Act bans practices that seek to change or suppress a person's gender identity or sexual orientation and provides a range of options for preventing and responding to these practices.

# What we do

**We protect and promote human rights and equality in Victoria through a range of functions under our 4 laws:**

## **Advocacy**

We advise and influence to make equality and human rights central to policy and law while raising awareness about their importance across all parts of the community. We encourage meaningful debate, lead public discussion and challenge discriminatory views and behaviours.

## **Complaint service**

We resolve complaints of discrimination, sexual harassment and victimisation under the Equal Opportunity Act and complaints of racial and religious vilification under the Racial and Religious Tolerance Act by providing a free and confidential complaint service.

## **Change or suppression practices civil response scheme**

We consider and respond to reports of such practices from any person, as well as undertaking facilitation, education and investigation, and enforcing outcomes where there is evidence of serious or systemic practices occurring.

## **Education, training and reviews**

We provide education and training to build awareness of rights and duties. We conduct reviews of programs and practices to help organisations comply with their equal-opportunity and human-rights obligations. We provide an education and consultancy service to government, business and the community to drive leading practice in equality, diversity and human rights, including a collaborative approach to developing equal opportunity action plans.

## **Enforcement**

We intervene in court proceedings to bring an expert independent perspective to cases raising equal-opportunity and human-rights issues. We conduct investigations to identify and eliminate systemic discrimination.

## **Information**

We provide information services to help people understand and assert their rights and duties. Our free Enquiry Line is available to all people in Victoria and we host regular events to spark conversation about human rights.

## **Monitoring**

We monitor the operation of the Charter and track Victoria's progress in protecting fundamental rights.

## **Research**

We undertake research to understand and find solutions to systemic causes of discrimination and human-rights breaches.





# Almost 7,000 Victorians accessed our services

## Information and enquiries: Helping the community understand its rights and responsibilities

Our enquiry service provides a free and confidential information service to all people in Victoria seeking information about discrimination, victimisation, sexual harassment, racial or religious vilification, human rights and change or suppression practices. Our services can be accessed by phone, via email and in writing.

In 2024–25, we received 5,945 enquiries raising 8,681 issues related to discrimination, harassment, human rights, racial and religious vilification, and change or suppression practices.

Supporting our information services, we provided a wide range of written information on our website, alongside interactive chatbots providing information about sexual harassment and flexible-work requests.

Our enquiries data continued to inform the Commission's strategic work, including our published guidelines, law reform agenda and website content. We also shared de-identified trends with external stakeholders to enhance the work of agencies within Victoria's human-rights framework.

See the Appendix to view a full breakdown of issues in enquiries in 2024–25.

## Our community reporting tool

This year, we received 348 reports of discrimination, vilification, sexual harassment, victimisation, and change and suppression practices through the Commission's community reporting tool (CRT), almost double the previous year.

Our CRT is a simple online form for reporting experiences under our laws. The CRT provides an important avenue for people to tell us what happened to them or make an anonymous report if they do not wish to make a formal complaint. Reports are an important way for people to respond to the harm that happened to them. Reporting also allows our Commission to collect data to inform efforts to prevent future harm.

To date, 101 organisations are hosting our CRT on their websites as a CRT widget for hosts or as a direct link to the CRT on the Commission's website.

People can request a call-back through the CRT if they want to speak to our enquiry service. This year, about two-thirds of people who made a report requested a call-back, allowing us to provide broader referral and support services to the community.

Top issues raised in reports	Number of reports
<b>Racial vilification</b>	<b>90</b>
<b>Race discrimination</b>	<b>39</b>
<b>External referral of report</b>	<b>32</b>
<b>Information on the Racial and Religious Tolerance Act</b>	<b>30</b>
<b>Disability discrimination</b>	<b>27</b>
<b>Tenancy concerns</b>	<b>23</b>
<b>Sexual harassment</b>	<b>21</b>
<b>Religious vilification</b>	<b>16</b>
<b>Police</b>	<b>9</b>



# Complaints: Resolving experiences of discrimination, sexual harassment, victimisation and vilification

If Victorians experience discrimination, sexual harassment, victimisation or vilification, they can make a complaint to our free and confidential dispute-resolution service. Our conciliators work with both the complainant and the respondent to assist them to reach a mutually agreed outcome. We also receive reports about change or suppression practices, leading to facilitation between the people involved, targeted education or further investigation by the Commission.

In 2024–25, we received 938 complaints and reports raising 1,851 instances of discrimination, sexual harassment, victimisation, vilification and change or suppression practices.

Each complaint can either raise a single issue of discrimination, sexual harassment, victimisation or vilification or, as in many cases, raise multiple issues. For example, a complaint of sexual harassment may also raise related issues of sex discrimination or discrimination based on age.

Our process and legislation allow us to take a flexible and tailored approach to dispute resolution that recognises the intersectional nature of discrimination and inequality. Intersectional discrimination occurs when people experience multiple forms of inequality and discrimination that overlap and intersect in a unique way. This can occur across multiple characteristics such as sex, age, race, disability, employment activity or gender identity.

### Over the course of the year, we:

- finalised 42% of complaints and reports within 6 months
- resolved 64% of complaints
- received a 97% satisfaction rate from people accessing our complaint service.

Top 5 issues raised in complaints	Top 4 areas of public life raised in complaints	Issues on the rise % change on prior year
Disability	Employment	Employment activity – 15%
Race	Goods and services	Age – 13%
Sex	Education	Disability – 10%
Employment activity	Accommodation	
Age		

See the Appendix to view a full breakdown of issues and areas of complaints in 2024–25.

# Education: Building knowledge and skills in equal opportunity and human rights

Our education services support government and organisations to understand human rights and equal opportunity laws, and to develop skills to meet their duties. We also help individuals, communities and organisations build their knowledge of human rights.

In 2024–25, we delivered 3,192 education sessions to 48,815 people via:

- 163 face-to-face and live online sessions
- 3,029 e-learning sessions.

Participants gave our education sessions a 91% satisfaction rating over the course of the year.

Programs: e-learning	Programs: face-to-face education
<p>Our <b>e-learning</b> focused on:</p> <ul style="list-style-type: none"><li>• human rights (2,836 programs)</li><li>• discrimination and sexual harassment (193 programs).</li></ul>	<p>Our <b>face-to-face education</b> comprised:</p> <ul style="list-style-type: none"><li>• 78 sessions on the Charter</li><li>• 74 sessions on the Equal Opportunity Act</li><li>• 11 sessions on the Change or Suppression (Conversion) Practices Prohibition Act.</li></ul>

The new digital learning programs this year, on preventing sexual harassment for people leaders and a racial literacy program, enabled us to deliver some programs through a blended-learning methodology which combines digital and face-to-face components. This blended-learning model aligns with contemporary adult learning principles, ensuring our programs are engaging and accessible.

Alongside our digital learning programs, we continued to deliver a schedule of high-quality education courses for workplace contact officers and prevention of workplace sexual harassment, exploring rights and obligations under the Equal Opportunity Act and opportunities to foster fair, safe and inclusive workplaces.

## **Media and communications: Keeping human rights on the public agenda**

In 2024–25, we continued to lead and stimulate wider dialogue to engage audiences in conversations for a fair, safe and inclusive Victoria.

A broad range of human rights issues made the headlines over the course of the year and we engaged with the media to shape public discourse on equality, discrimination and human rights.

We commented on a wide range of topics, including:

- reforms to anti-vilification protections
- our workplace race discrimination guideline
- how the Equal Opportunity Act applies in early-learning settings
- the right to protest under the Charter of Human Rights and Responsibilities
- amendments to the Bail Act in Victoria
- our LGBTIQ+ inclusive workplace guideline
- accessibility in public transport
- diversity in the boardroom
- gender identity discrimination in sport
- the Yoorrook Justice Commission's critical truth-telling work.





# Human Rights Week

In December, Human Rights Week marked a week of action, inviting Victorians to complete a daily activity to further their understanding of human rights and put their knowledge into practice. As in previous years, we partnered with peer organisations to deliver this year's actions including the Office of the Public Advocate, the Victorian Disability Worker Commission, the Commission for Children and Young People, the Mental Health and Wellbeing Commission, the Commissioner for LGBTIQ+ Communities and the Victorian Multicultural Commission.

On International Human Rights Day on 10 December, the Commission hosted a seminar at Melbourne Museum for the Victorian public sector (VPS) with guest speakers Les Malezer, Chairperson of the Foundation for Aboriginal and Islander Research Action, and Jidah Clark, inaugural Chair of Victoria's Treaty Authority. Participants at the event 'Transitional justice: The road taken by Indigenous Peoples' heard Les Melzer speak on Indigenous Peoples and the state in international law. Jidah Clark spoke on the recognition of Aboriginal lore, law and cultural authority in the Victorian Treaty process.



# **A snapshot of the events we attended over the year, engaging with communities from across the state to celebrate events and occasions**

Left to right:

- NAIDOC Gala, July 2024
- Legal Services Network panel discussion 'Charter a course from the "rights-berg": A practical discussion of Victoria's Charter of Human Rights and Responsibilities Act 2006', September 2024
- Les Malezer delivering the key note address for the Human Rights in Focus seminar 'Transitional justice: The road taken by Indigenous Peoples', December 2024.
- Human Rights in Focus seminar 'Transitional justice: The road taken by Indigenous Peoples' by Les Malezer and Jidah Clark, December 2024
- Midsumma Carnival, 19 January 2025
- Victorian Multicultural Commission Regional Advisory Council, Shepparton, February 2025
- International Women's Day Gala, March 2025
- Africa Day Gala Dinner, 31 May 2025
- Yoorrook Justice Commission 'Walk for truth' from Portland to Parliament, 25 May – 18 June 2025
- Commissioners Ro Allen and Travis Lovett on the 'Walk for Truth' June 2025
- Commissioners Ro Allen and Travis Lovett with Commission staff 2025.











# First Peoples data report

**Accurate data about the experiences of First Peoples is critical for ensuring policy decisions and public services meet the needs of First Peoples communities. With a strategic focus on promoting the rights of First Peoples, we are continually working to improve the data we collect from our enquiry and complaint services, and the ways we share it with other organisations serving First Peoples**

*Artwork: Gorakor Wunbuni Yingurni 'Walk gently today' (Dja Dja Wurrung) by Yorta Yorta, Dja Dja Wurrung and Gamilaroi artist Madison Connors.*

Our third First Peoples data report is a result of our [First Peoples data strategy](#) under the [Aboriginal community engagement strategy](#) 2020–22. The data strategy is underpinned by principles of privacy and consent, respecting self-determination and data sovereignty, supporting cultural rights, and ensuring transparency and accountability.

**We acknowledge that the complaints and enquiries we have received represent just a fraction of the instances of discrimination experienced by First Peoples. This data should not be seen or published as representative of all experiences of discrimination experienced by First Peoples.**

Even when people know about our services, there are many barriers that may deter First Peoples from reporting discrimination. This includes mistrust of government services and systems due to past government policies such as displacement and separation of families. Barriers to reporting have also resulted from a history of poor complaint-handling, inaction and lack of systemic change across public services. In recent years, we have made changes to ensure our processes are culturally safe for First Peoples and to actively promote our safe reporting pathways to First Peoples communities. It will take time and ongoing improvement to our services to ensure First Peoples get the outcomes they seek from the complaint process.

We acknowledge that there are some limitations in the data we have available. While our complaint team began recording Aboriginal or Torres Strait Islander descent in 2017–18, we started asking this question explicitly in 2019–20.

We'll continue to publish this data report each year and provide it directly to First Peoples stakeholders. In doing so, we hope to help identify emerging issues for First Peoples communities and to continue to shape effective policies and services.

#### **About our complaints data**

When a person makes a complaint about discrimination, we record some key details including:

- what type of discrimination the person experienced – for example, discrimination based on race, sex, disability, age or sexual orientation (these characteristics are known as protected attributes)
- where the discrimination occurred – for example, in employment, in education or in the provision of goods and services (these places are known as areas of public life).

A single complaint can include more than one type of discrimination.

# Key findings

Since 2017–18, 250 First Peoples have made complaints to the Commission

Since 2017–18, we've received 339 enquiries from First Peoples raising 635 issues of discrimination

Racism and disability discrimination continued to be the most common types of discrimination in the complaints and enquiries we received

The most common places where First Peoples experienced discrimination continued to be in the provision of goods and services and at work

Discrimination against First Peoples often occurred while seeking services from retail businesses and health providers

In the last 3 reporting years, just over half of First Peoples who made complaints were women

Complaints about discrimination in goods and services rose by 40% in 2024–25

First Peoples complaints to the Commission continue to rise each year. There were 49 complaints in 2024–25.



### About our complaints process

We can help resolve complaints under 2 Victorian laws: the Equal Opportunity Act and the Racial and Religious Tolerance Act. Under these laws, anyone (of any age – usually those under 18 are supported by a parent or carer) can make a complaint if they believe they have experienced discrimination, sexual harassment, racial or religious vilification, or victimisation. Complaints are normally about individual experiences.

We can also accept representative complaints, which are issues affecting a lot of people, but these are less common. Generally we may receive up to 2 of these a year, but are yet to receive any representative complaints from First Peoples.

#### [Read more about our complaint process](#)

Sometimes we become aware of systemic issues, where laws, policies or practices discriminate against a group of people because of their personal attributes. In those situations, we may use our investigation function to look at whether the organisation involved is fulfilling its obligations under the Equal Opportunity Act and recommend changes to ensure it is treating people fairly.

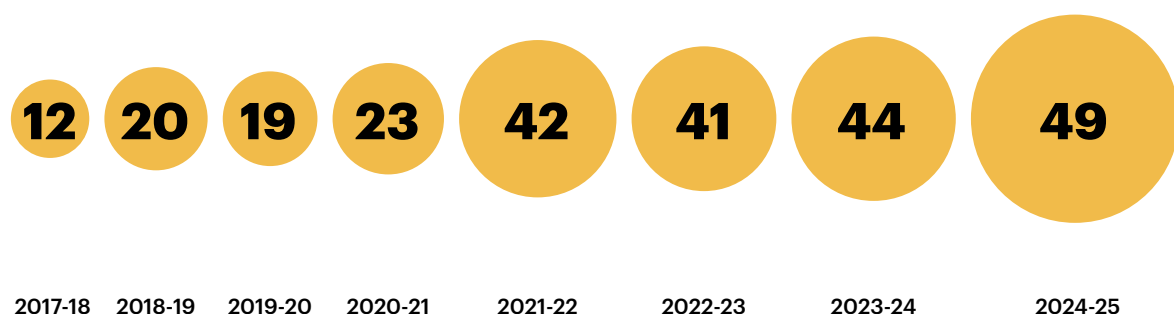
#### [Read more about our investigations](#)

# Complaints

## How many First Peoples made complaints to the Commission?

Since 2017–18, 250 First Peoples have made complaints of discrimination, sexual harassment, victimisation and vilification to the Commission. This includes 49 people who made complaints in 2024–25. The number of complaints received from First Peoples has continued to rise over the last 8 years and we will continue our work to raise awareness of this service within the community. See Figure 1.

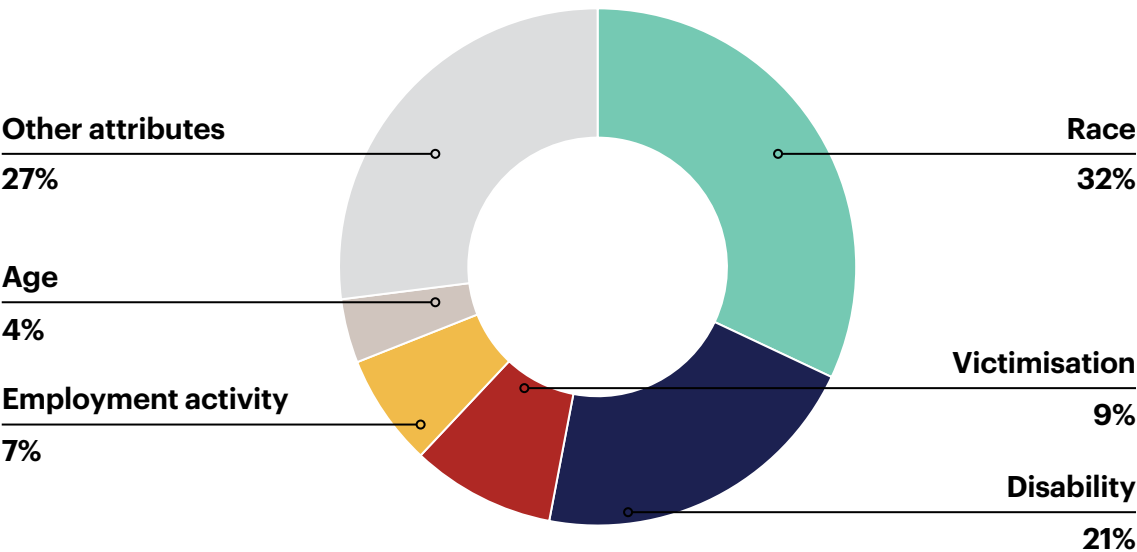
**Figure 1. Complaints from First Peoples, 2017–18 to 2024–25**



# What types of discrimination did First Peoples experience?

In 2024-25, of the 49 complaints made by First Peoples, race discrimination (55%) and disability discrimination (34%) were the most common issues raised. The results for this year were broadly consistent with the issues raised in complaints since 2021-22 (Figure 2).

**Figure 2. Most common issues raised in complaints from First Peoples, 2021-22 to 2024-25**

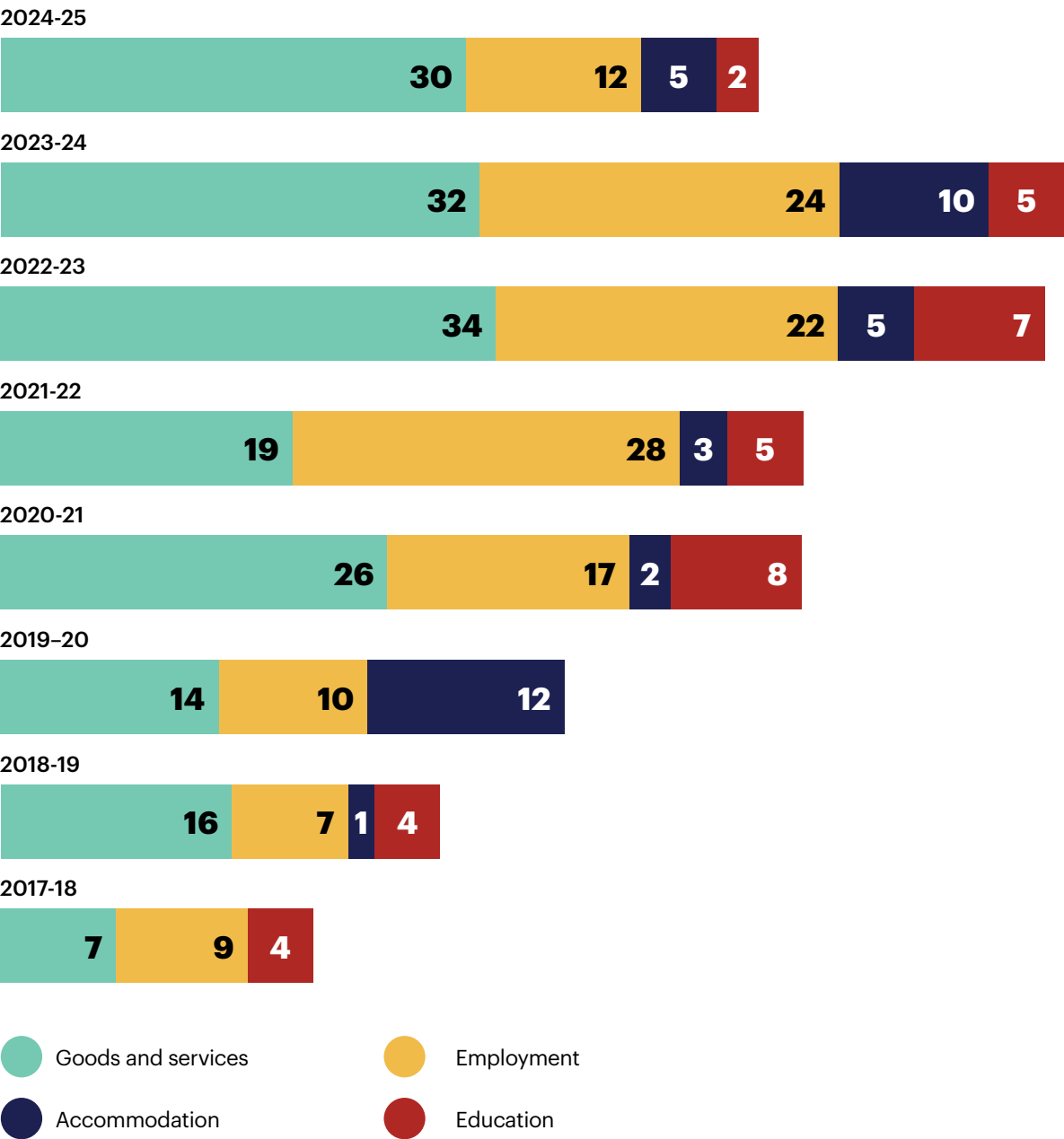


While we do receive anecdotal reports that racial vilification and discrimination on the basis of spent convictions are common experiences, we only receive a small number of complaints raising these issues – typically 1 or 2 complaints each year.

# Where did First Peoples experience discrimination?

In 2024–25, employment and provision of goods and services were the most common places where First Peoples experienced discrimination, consistent with previous years. In goods and services, the highest numbers of complaints were made against retail and food outlets, health providers, and local and state government bodies. See Figure 3.

**Figure 3. Most common areas of public life where First Peoples experienced discrimination, 2017–18 to 2024–25**



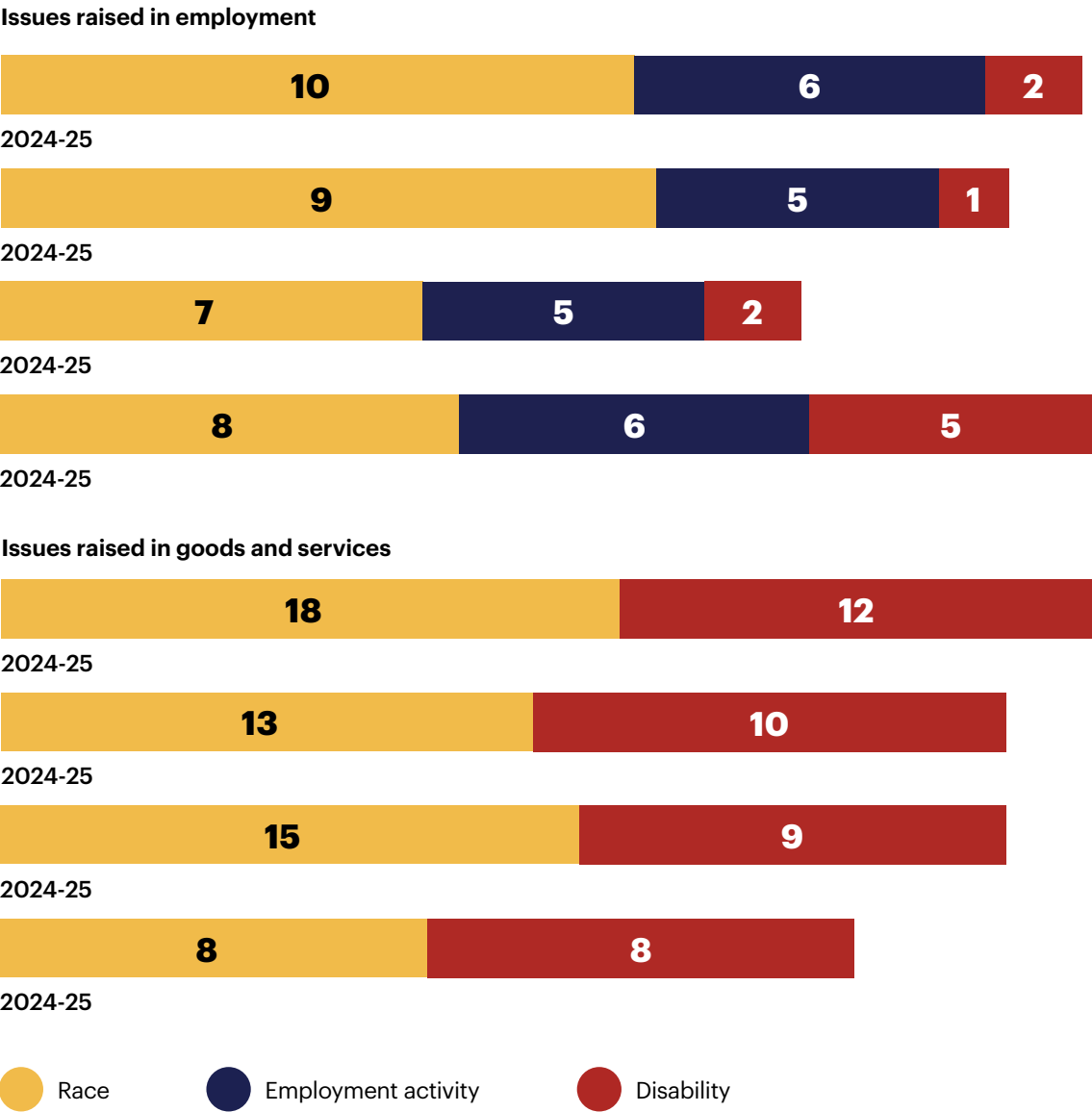
While we hear anecdotally that sports clubs are common places for people to experience discrimination, we have received very few complaints related to that area of public life.

Complaint data shows that First Peoples experience a high percentage of race, employment activity and disability discrimination in relation to employment. When accessing goods and services, there is a high percentage of race and disability discrimination being experienced.

It should be noted that a complaint can include one or more issue of discrimination; for example, a complaint may include race as well as sex discrimination during employment. Another example is disability discrimination as well as carer status discrimination in goods and services.

Figure 4 provides the proportions of 3 types of discrimination raised by First Peoples in the areas of employment and goods and services in the past 4 years.

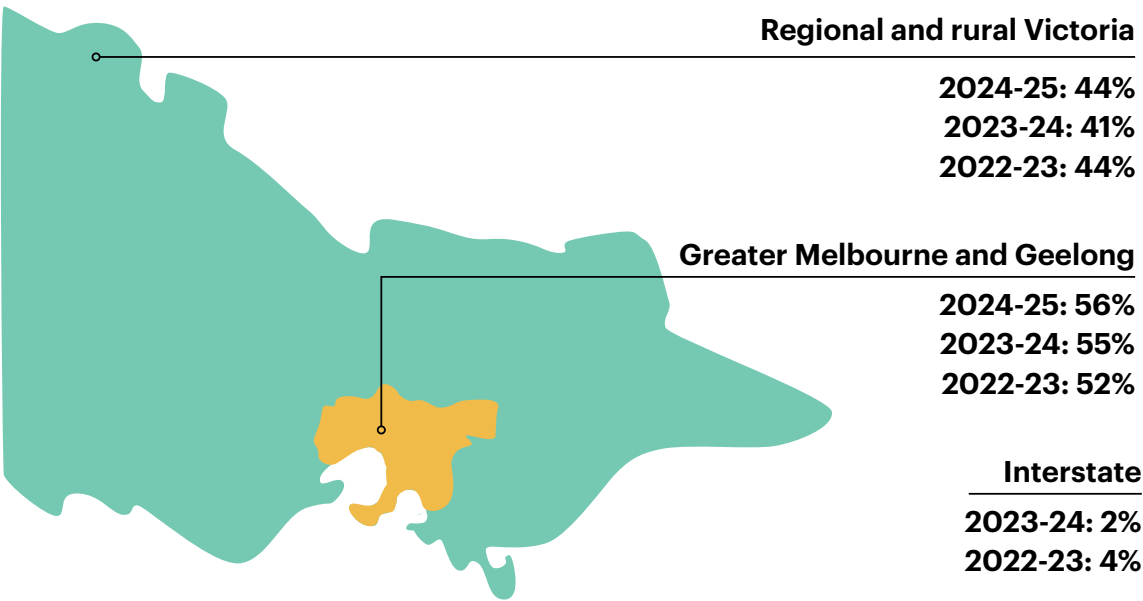
**Figure 4. Proportions of 3 types of discrimination raised by First Peoples in the areas of employment and goods and services, 2021–22 to 2024–25**



Over the past 3 years, the Commission has received complaints from First Peoples across Victoria. From our complaint data over the period 2022 to 2025, we can see the locations where First Peoples have made complaints (Figure 5).



**Figure 5. Where First Peoples made complaints across the state, 2022-23 to 2024-25**



The Greater Melbourne and Geelong figures have remained consistent, as have those from regional and rural Victoria. Over the past 3 years, a small number of individuals who were based outside of Victoria experienced discrimination by Victorian organisations.

# Which organisations did First Peoples raise complaints about?

Over the past 4 years (see Figure 6), retail businesses, health/medical services, state government organisations, First Peoples organisations, education providers, real estate businesses and construction businesses were the most common organisations that First Peoples raised complaints about.

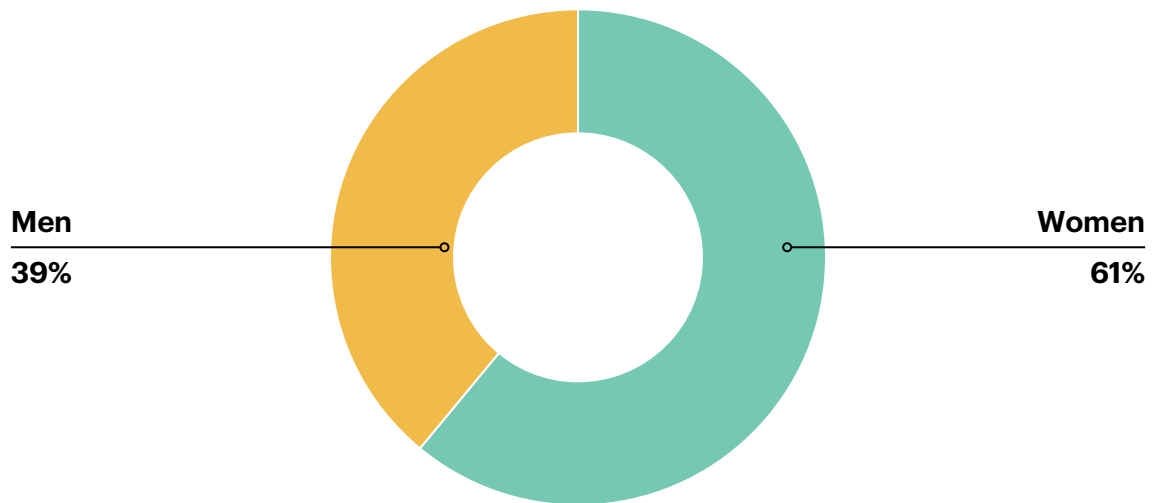
Figure 6. Most common organisations that First Peoples raised complaints about, 2021–22 to 2024–25



## Who made complaints to the Commission?

Over the last 4 years, 61% of First Peoples complainants were women (Figure 7).

**Figure 7. Gender of First Peoples complainants, 2021–22 to 2024–25**



## What outcomes do people seek from complaints?

When someone makes a complaint to the Commission, they may seek any of a range of different outcomes important to them and their community. Some common outcomes people seek are:

- an acknowledgement of their experience
- an apology to them or their community
- an undertaking to change or stop the behaviour
- compensation
- being given their job back
- a statement of service or reference
- access to a service
- cultural awareness or cultural safety training
- training in equal opportunity laws so the organisation understands the behaviour should not happen again
- review and updating of equal opportunity and diversity policies.

# Enquiries

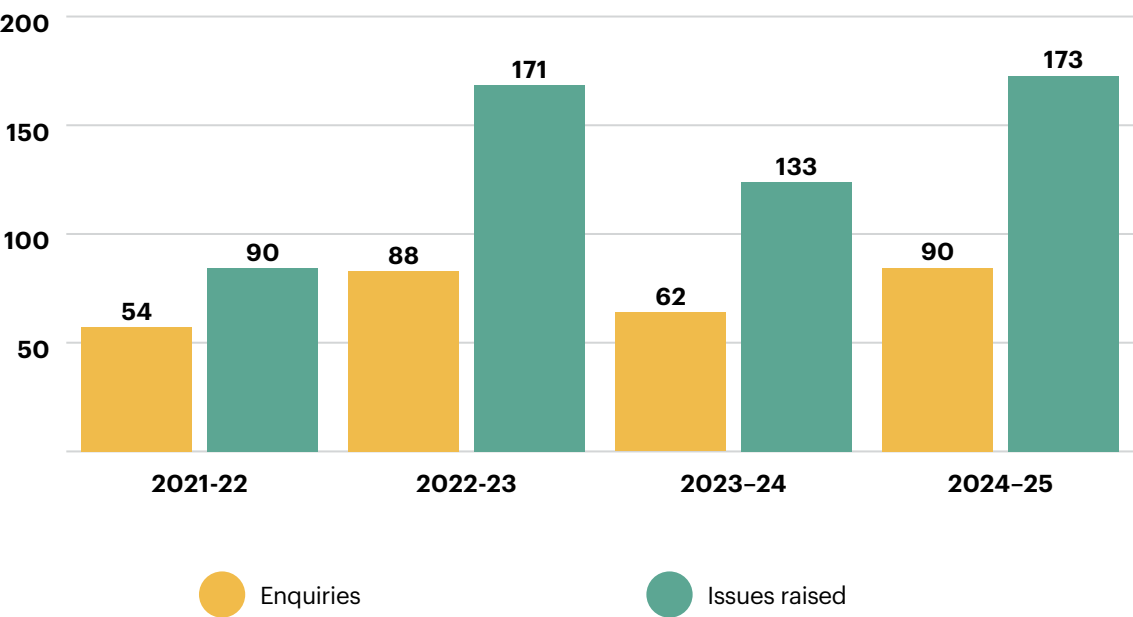
### About our enquiries data

When someone makes an enquiry, we record the issue they are enquiring about. Our list includes around 30 issues such as human rights, discrimination, sexual harassment and victimisation. A single enquiry can raise multiple issues.

## How many enquiries did we receive from First Peoples?

In 2024–25, First Peoples made 90 enquiries, raising 173 issues (Figure 8).

Figure 8. Enquiries and issues raised by First Peoples, 2021–22 to 2024–25



### Improving the data we collect from enquiries

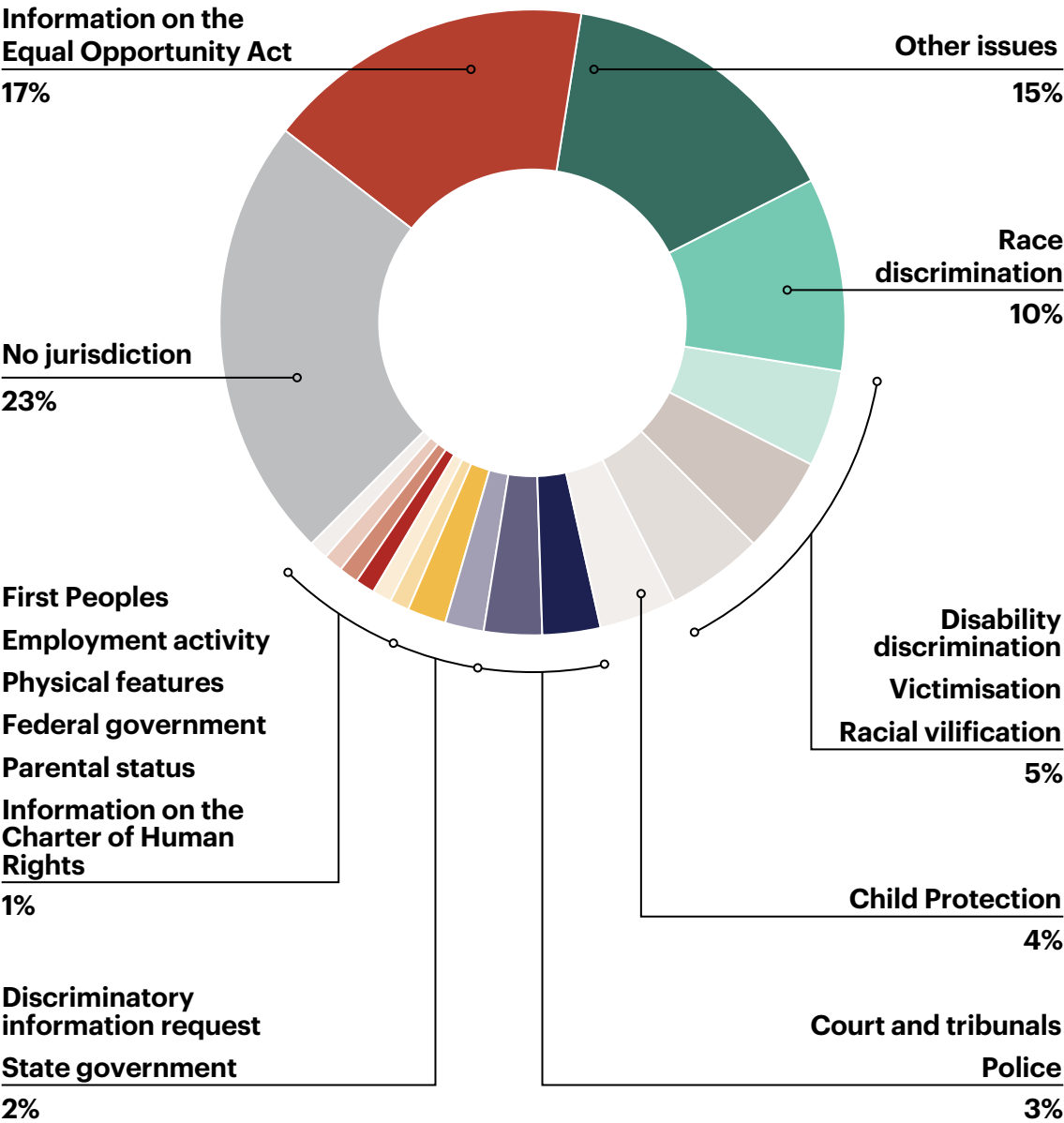
While we have in the past minimised the number of questions we ask people when they make an enquiry, to avoid over-collecting data, we now tailor our enquiry service by providing the opportunity for people to identify whether or not they wish to disclose whether they are Aboriginal and/or Torres Strait Islander.



# What types of discrimination did First Peoples enquire about?

Since 2021–2020, race discrimination and disability discrimination have been the most common issues raised in enquiries. This continued in 2024–25 (Figure 9).

Figure 9. Most common issues raised in enquiries from First Peoples, 2024–25



# Making our services more accessible for First Peoples

In recent years, we have been working to make our complaint service more accessible and culturally safe for First Peoples complainants – by fast-tracking complaints from First Peoples and providing additional support to start the process. Since these improvements, we have seen significant increases in the numbers of enquiries and complaints we have received from First Peoples. Streamlining our service in this way has made the process more flexible and removed some barriers to making a complaint.

We've also focused on establishing pathways for warm referrals from relevant stakeholders including:

- Aboriginal Housing Victoria
- Dispute Settlement Centre of Victoria
- Fair Work Ombudsman
- JobWatch
- Victorian Aboriginal Legal Service (VALS)
- Victorian Ombudsman
- Disability Discrimination Legal Service
- eSafety Commissioner
- Health Complaints Commissioner
- Mental Health Complaints Commissioner
- Victoria Legal Aid
- WorkSafe Victoria

## Further data

To First Peoples organisations: More data detailing the types and numbers of issues raised in each complaint may be available – email us to discuss further.







# **Delivering our 4 strategic priorities**

**Over the year, we have delivered priorities under our Strategic plan 2024–26. Our strategic priorities allow us to mobilise our vision for a fair, safe and inclusive Victoria. They focus on where we can best contribute to the change we want to see, considering our mandate, expertise and the needs of the community.**

- **Embed a culture of human rights**
- **Prevent inequality**
- **Eliminate racism and hate speech**
- **Promote the rights of First Peoples**



# **Embed a culture of human rights**



**We protect human rights in Victoria by supporting public authorities to embed a culture that reflects the Charter of Human of Rights and Responsibilities (the Charter) while continuing to uphold and strengthen human-rights protections.**



# Charter Education Program

Educating the VPS to understand the Charter and apply it in day-to-day work was an essential part of this strategic priority in 2024–25. We offered a range of high-quality education services for VPS workers to lift their knowledge of human rights in the Charter and learn how to uphold them in everything they do.

The Charter Education Program is the state’s leading initiative to foster a human-rights culture in the VPS. The 2024–25 program comprised:

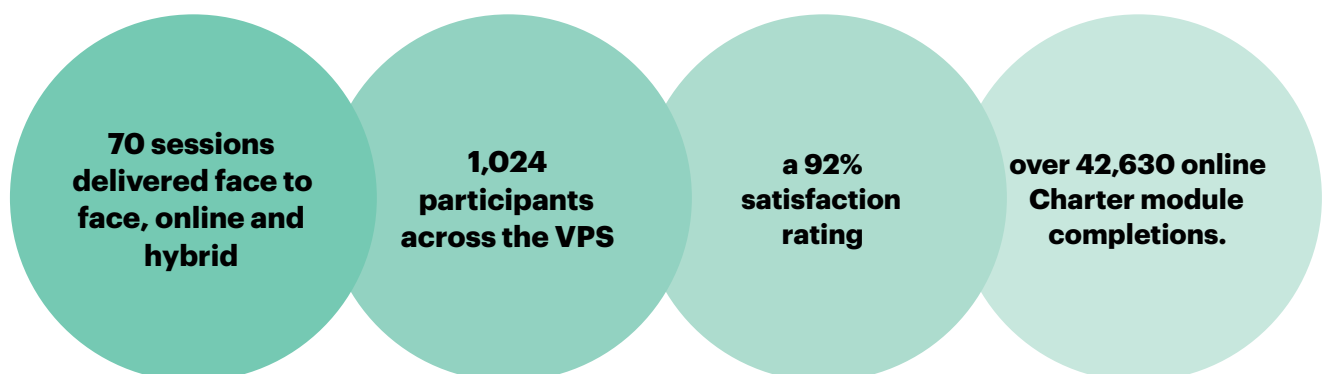
- **Charter leadership briefings**, targeting senior public sector staff to support leadership on Charter compliance and practice
- **Charter Capability Program**, an intensive 3–4 part iterative education program focusing on capability development and action planning
- **a suite of 6 e-learning modules** introducing public sector staff to the Charter and their obligations.

In July 2024, the Commission launched a revised suite of the 6 Charter e-learning modules for the VPS. The modules provide a baseline understanding of the Charter for public authorities which can be accessed on demand.

The Charter Education Program developed a video series ‘Human rights in conversation’ featuring senior public sector leaders articulating their commitment to human rights and the benefits of a human-rights approach in their particular context.

The program continues to be resourced by whole of government funding to deliver the key pillars of leadership, capability and resource development.

**In 2024-25, the Charter Education Program delivered:**



## Human Rights in Focus seminar series

In September 2024, the Commission hosted our second Human Rights in Focus (formerly Charter Champions) seminar under the Charter Education Program. Guest speaker Anna Brown, CEO of Equality Australia, spoke on the topic of human rights and LGBTIQ+ rights.



Our third Human Rights in Focus seminar was delivered on International Human Rights Day, 10 December 2024. Les Malezer, Chairperson of the Foundation for Aboriginal and Islander Research Action, and Jidah Clark, inaugural Chair of Victoria's Treaty Authority, spoke on 'Transitional justice: The road taken by Indigenous Peoples'.

In March 2025, the Federal Disability Discrimination Commissioner, Rosemary Kayess, delivered our fourth Human Rights in Focus seminar 'Advancing disability rights: Embedding human rights in government decision-making'.

The aim of the Human Rights in Focus seminars is to motivate, inspire and support VPS workers to make human rights central to their work. The series brings together leading human rights experts, academics, practitioners and advocates to share knowledge, experience and strategies on a broad range of human-rights issues. The seminars have attracted over 498 participants to date. Each seminar is recorded and made available to the VPS for sharing more broadly.









# Prevent inequality

**Equality is about more than just fixing issues as they arise. True equality requires us all to take positive action to create an environment where everyone is safe and respected.**

# LGBTIQA+ inclusive employment guideline

To update our guidance to workplaces and to support Victoria's LGBTIQA+ strategy *Pride in Our Future*, we developed a new Guideline: *LGBTIQA+ inclusive workplaces*.

The Guideline provides information for employers about the positive duty and other legal responsibilities to eliminate workplace discrimination against LGBTIQA+ employees under the Equal Opportunity Act. It includes information on the law and LGBTIQA+ employees, so employers know how to:

1. identify workplace discrimination against LGBTIQA+ employees at every stage of the employment cycle
2. act effectively to prevent discrimination from happening
3. respond to discrimination, if it happens, in a trauma-informed and victim-centred way.

A central feature of the Guideline is the 5 minimum standards that employers must uphold to comply with the positive duty under the Equal Opportunity Act: knowledge and understanding; systems, policies and procedures; reporting and response; workplace culture; and continuous improvement.

We also created a guideline summary and 3 fact sheets – one for each of the 3 protected attributes covered by the Guideline: gender identity, sex characteristics and sexual orientation.

Launched in June 2025 at Parliament House, the Guideline is the result of a comprehensive consultation process with support and advocacy groups, legal experts, unions and First Peoples, along with rural and regional and youth representatives.



Cover of our Guideline: LGBTIQA+ inclusive workplaces – Employers' legal duties under the Equal Opportunity Act, 2024



Launch of our Guideline: LGBTQ+ inclusive workplaces at Parliament House, 19 June 2025



# Independent review into workplace equality in Ambulance Victoria

Between June 2024 and February 2025, we completed Phase 3 of our independent review into workplace equality in Ambulance Victoria – a progress-evaluation audit examining the organisation's work to implement 25 priority recommendations made in the initial phase of the review. This phase involved additional field research, including expert interviews with over 70 staff, focus groups and a workforce survey that received 1,182 responses.

The Commission's audit included an in-depth analysis of each of the 25 priority recommendations and identified 8 barriers and enablers to support Ambulance Victoria going forward.

In 2021, Ambulance Victoria had requested that the Commission undertake an independent review to assess workplace equality following public allegations of serious and widespread discrimination, sexual harassment and victimisation within Ambulance Victoria. The reports from Phase 1 of the review were published in November 2021 and March 2022.



Covers of our 2-volume independent review, Workplace Equality in Ambulance Victoria





# Collaboration with WorkSafe Victoria to regulate sexual harassment

Under a memorandum of understanding, WorkSafe and the Commission developed the Parallel Enforcement Strategy (PES) to implement Recommendation 12 of the Victorian Ministerial Taskforce on Workplace Sexual Harassment. The PES is aimed at improving our respective efforts to regulate workplace sexual harassment in Victoria.

The PES outlines differences in the enforcement options available to WorkSafe Victoria and the Commission, our complementary roles and how our organisations can better coordinate our response to work-related sexual harassment in Victoria.

The Strategy is based on our wide-ranging consultations and feedback processes with unions, community organisations, community legal centres and members of the legal profession.

An improved process for referring people between WorkSafe and the Commission was implemented this year under the PES to ensure people can obtain the help they need from each organisation in a trauma-informed, safe and accessible way.

Community resources developed under the PES are aimed at helping the community understand how WorkSafe and the Commission can support with workplace sexual harassment.

# Inclusive education resources for schools

In partnership with the Department of Education, we developed a suite of resources to make Victorian schools more inclusive and accessible for students with disability. These Inclusive Education Pathways resources highlight and celebrate some of the work being undertaken by Victorian schools to make quality, inclusive education a reality for students with disability.

This suite of 7 user-friendly resources contains case studies, information and ideas relating to important issues such as enrolment, making reasonable adjustments, managing difficult behaviours and building staff capability.

The resources were launched in August 2025 and will support schools around Victoria to implement leading-practice disability-inclusion principles in everyday education settings.

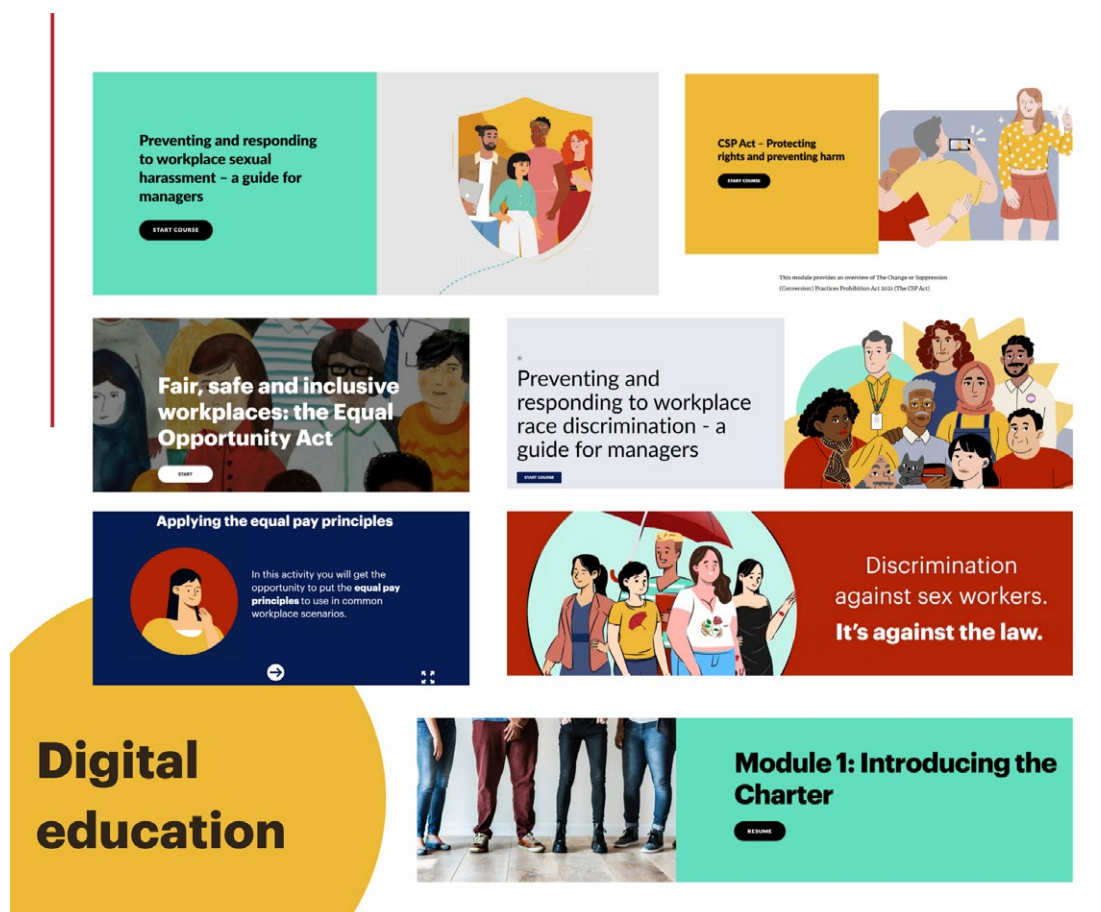


# On-demand digital education

Increasing the impact and reach of our digital learning has been a key priority for our education services in recent years. In the past year alone 45,525 people across Victoria completed one of our digital learning programs.

Our suite of contemporary, evidence-based and research-informed digital learning programs provides Victorians with authoritative, on-demand access to modules to understand discrimination, racism, sexual harassment and victimisation. The digital programs build confidence to report and take action to enable fair, safe and inclusive workplaces.

During the year, we developed a digital racial-literacy program and a sexual-harassment program for leaders. We launched the revised Charter e-learning modules and promoted the pay-equality program. The modules have been carefully designed using best practice in online pedagogy, ensuring they are engaging, accessible and effective.





# Support for pay equality in small and medium enterprises

In September 2024, we launched the final 2 resources in the pay-equality toolkit for small and medium enterprises (SMEs). The toolkit responds to the particular issues facing SMEs by equipping them with a suite of practical and easy-to-use tools to help them achieve pay equality through addressing the gender pay gap within their organisation. The first 6 tools were launched in March 2024.

The development of the toolkit was underpinned by consultation with business owners representing a diverse range of industries to ensure the tools are relevant, accessible and informed by best practice.

With the support of Industrial Relations Victoria, this toolkit builds on the work we have undertaken over the last 4 years to support SMEs to better understand the drivers of pay inequality and create practical resources to take action.



# Prevention of discrimination against sex workers

In partnership with industry organisations Vixen and Scarlet Alliance, we developed an intensive education program for sex-worker peer educators to build understanding of the protections against discrimination for sex workers under the Equal Opportunity Act. This work engages educators with our suite of education resources co-designed with sex workers and their advocates since changes to the Equal Opportunity Act came into law in 2022.

The sex-worker peer education manual was launched on 18 September 2024 and is translated into English, Korean, Simplified Chinese, Thai and Vietnamese.

These education resources build on our *Guideline: Sex work discrimination* launched in 2023 as a guide to preventing sex work discrimination in areas of public life such as employment, accommodation, education, and goods and services.



Cover of our peer education manual Sex work and discrimination, 2024

# Addressing change or suppression practices

In 2024-25, we continued to implement our functions under the Change or Suppression (Conversion) Practices Prohibition Act enacted in 2022. Our ongoing work to drive awareness and understanding of this law has been shaped by individuals with lived experience including engagement with survivors and other specialists.

This year, we continued to deliver customised education programs for a range of audiences to build understanding of rights and responsibilities under the Act. Additionally, the Commission met with bodies across a number of states to share the concepts and practices of Victoria's Act and its civil scheme to inform the development of similar legislation in other jurisdictions.

## Education highlights

**11 sessions**

delivered face to face,  
online and hybrid

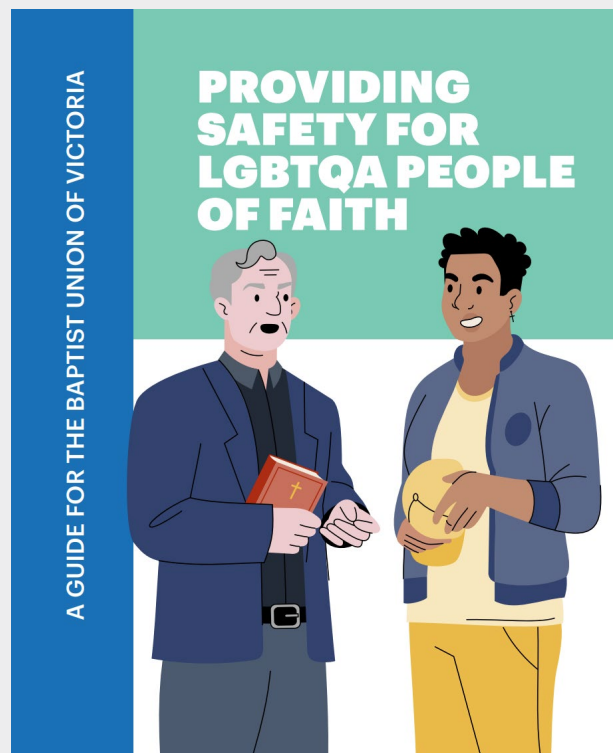
**370**  
participants

Ongoing engagements with  
faith leaders, health providers,  
integrity/complaint bodies,  
academics and survivors of change  
and suppression practices

# Guidance for Baptist faith communities

Responding to calls for tailored information on the Change or Suppression (Conversion) Practices Prohibition Act, we developed the guide *Providing safety for LGBTQA people of faith* for leaders in churches of the Baptist Union of Victoria (BUV). The purpose of the guide is to create a broader understanding of the Act and provide clarity on how the law may operate in practice.

Co-designed with the BUV and other Baptist leaders, the guide helps pastors, group leaders, youth leaders, volunteers and others to better understand the Act. The guide explains why the Act is needed and the harms that change and suppression practices cause, in particular for young people of faith and their families. It also uses scenarios relevant to their faith to show how Baptist leaders can continue to practise their faith and work effectively under the law.



Cover of our guide *Providing safety for LGBTQA people of faith: A guide for the Baptist Union of Victoria*, 2025

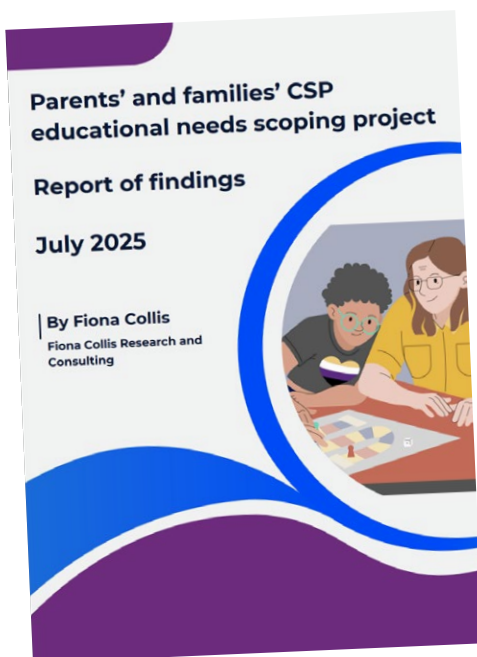


# Research on families and change or suppression practices

In order to understand the educational needs of parents, families, caregivers and their support workers in dealing with change and suppression practices (CSP), we commissioned an independent researcher to conduct a mixed-methods study. The research involved a literature review, engagement with focus groups and interviews with parents, parent organisations, health professionals and service providers.

The study findings clarify families' information needs, as well as the guidance needed on how to have safe conversations with children around gender and sexuality. The research also offers advice on effective ways for the Commission to provide information via its website, fact sheets and other resources for parents, families and carers. The research highlights that information about the Change or Suppression (Conversion) Practices Prohibition Act needs to be presented as part of a broader discussion around how families can support their children.

The study recommended that the Commission develop a booklet, supported by short animations, for parents and caregivers who find the subject matter difficult and are looking for information and advice on how to best to support their children, co-designed with organisations trusted to give parental guidance. Based on these recommendations, the Commission developed the parenting booklet 'Talking to your child about gender identity and sexuality' in partnership with the Raising Children Network for launch in July 2025.

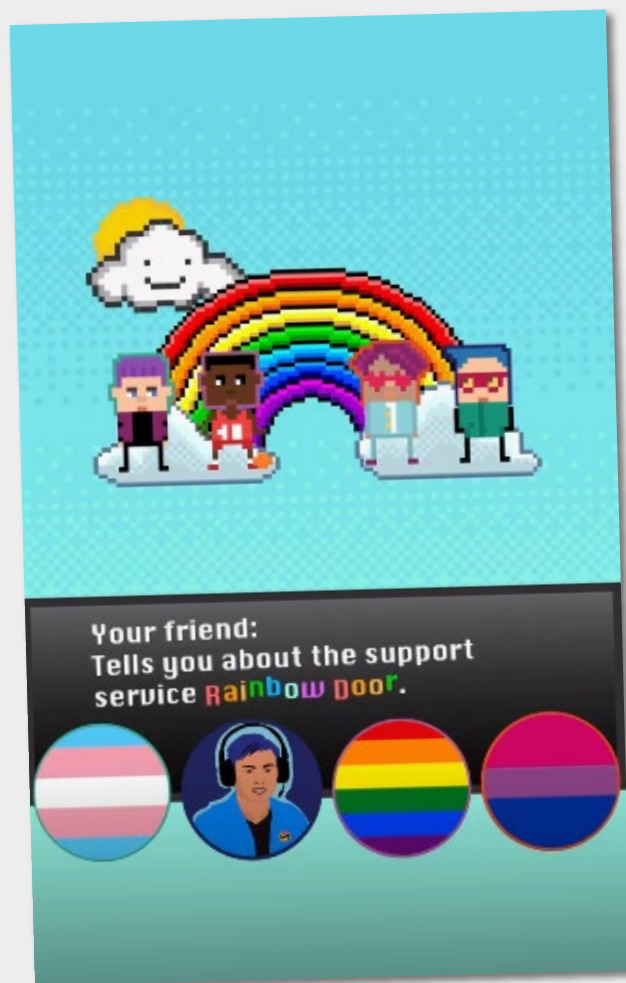


Cover of study report by Fiona Collis, Parents' and families' CSP educational needs scoping project: Report of findings, July 2025

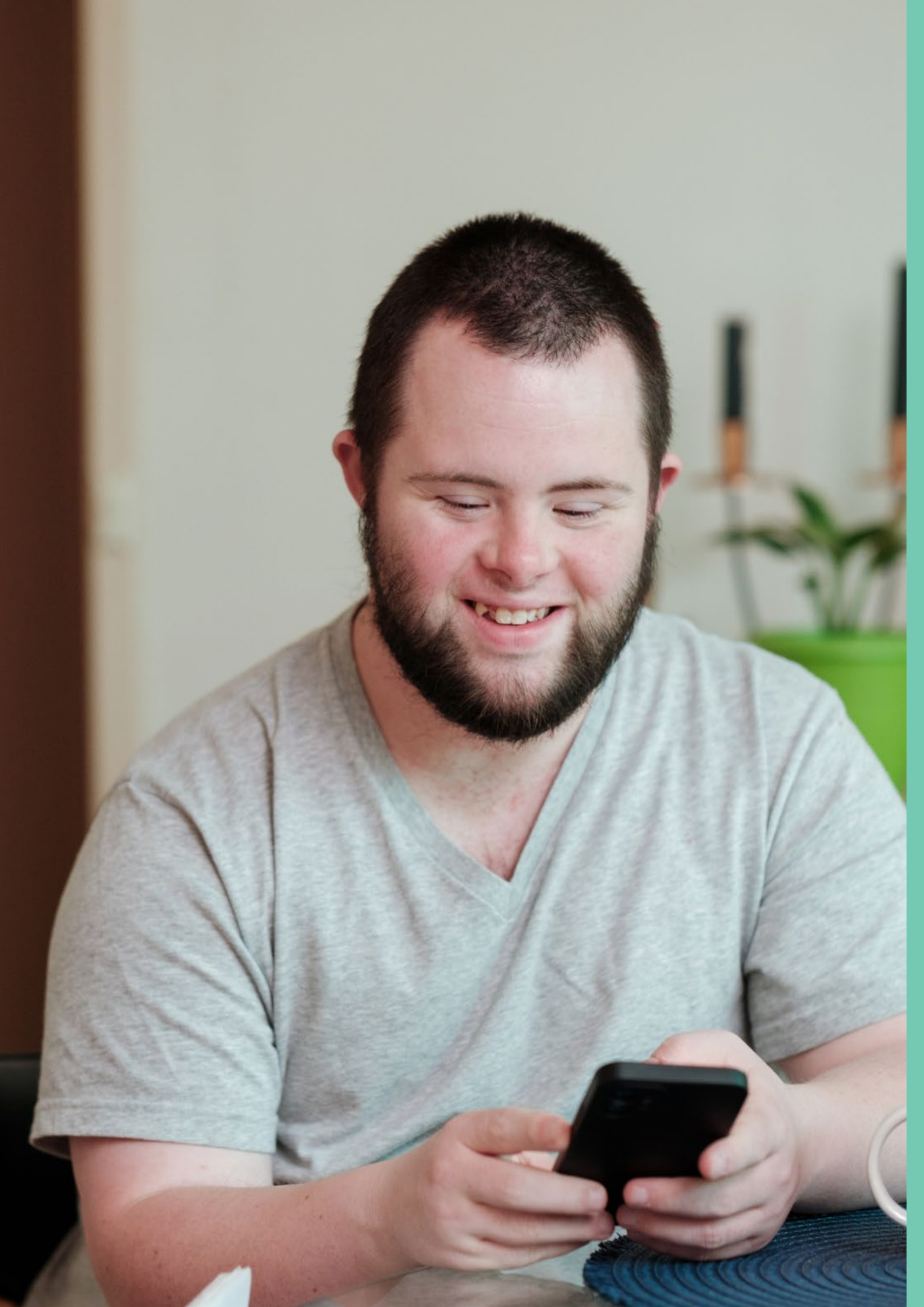
# Collaboration with Switchboard Victoria

We continued our collaboration with the community service Switchboard Victoria and its LGBTIQ+ helpline Rainbow Door, recognising that those who experience change or suppression practices require trauma-informed support. In 2024, we developed a webpage that informs Victorian LGBTIQ+ people of faith about available supports and affirms their identity and right to be a part of faith, family and community. A TikTok campaign promoted the Switchboard webpage.

As a result of the campaign, the number of visitors to the webpage grew from 48 in January to 9,529 visits in the period 20 February to 11 March 2025.



Screenshot from our TikTok advertisement 'The game'



# **Eliminate racism and hate speech**



**Racism is a persistent and corrosive problem in Victoria. It causes significant harm to Victorians and is a barrier for many people to reaching their potential and being able to participate fully in public life. Our work this year prioritised helping policymakers understand the drivers of hate, supporting complaint bodies to better recognise racism and equipping employers with practical guidance to prevent and respond to racism in their workplaces.**

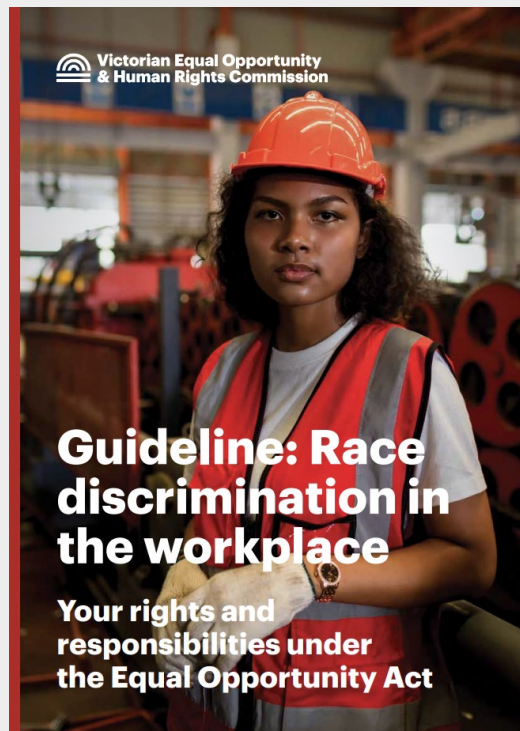
# Tackling racism in the workplace

In August 2024, we launched our *Guideline: Race discrimination in the workplace*. Funded by the Victorian Government, the Guideline was developed through consultation with stakeholders and communities about the drivers and impacts of racism in Victorian workplaces.

The Guideline establishes 5 minimum standards to support employers to fulfil their positive duty to address race discrimination, covering racial literacy, policies and procedures, organisational culture, reporting and response, and continuous improvement. It has been implemented as part of Victoria's Anti-Racism Strategy.

In addition to the Guideline, the Commission launched a suite of resources to support both employers and employees to create anti-racist workplaces. The suite includes fact sheets for employers and employees, information on racial literacy and being an active bystander, and guidance on developing an anti-racism policy and prevention plan.

Following the launch of the Guideline, we continued to promote the resource. In February, we conducted a series of briefings for multicultural community leaders on the Regional Advisory Councils of the Victorian Multicultural Commission in Ballarat, Bendigo, Box Hill, Geelong, Shepparton and Traralgon.



Cover of our Guideline: Race discrimination in the workplace – Your rights and responsibilities under the Equal Opportunity Act, 2024

# Building of racial literacy in complaint bodies

As an action under the Victorian Government's Anti-racism Strategy 2024–2029, we developed a specialised education package for complaint bodies to support them to apply racial literacy in their day-to-day practices when surfacing racism in complaints. The package was co-designed with complaint bodies through a consultation process to ensure relevance and tailoring to the unique requirements of their roles.

Funded by the Victorian Government, we developed a racial-literacy e-learning module for complaint bodies to strengthen understanding of racism. We delivered a face-to-face scenario-based education program on applying racial literacy in practice. The package included a supplementary racial-literacy resource kit to reinforce learning.

Our work aims to improve the reporting processes and racial literacy of complaint staff to embed person-centred human-rights practices.

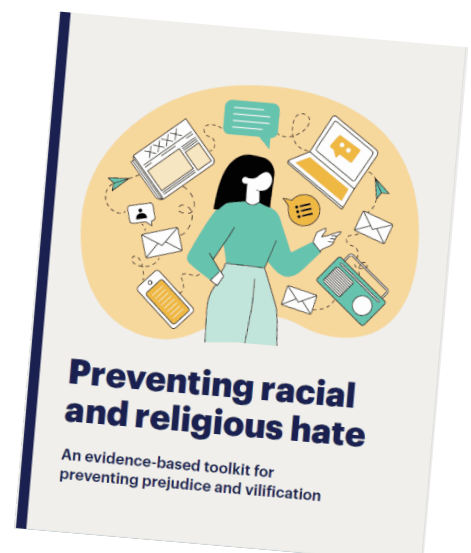
## Research on preventing racial and religious hate

Funded by the Victorian Government, we undertook research on preventing racial and religious hate to find out what works to eliminate racial and religious prejudice and vilification. Our research report was delivered to the Victorian Government in July 2024 and responds to Recommendation 3 from the Victorian Legislative Assembly Legal and Social Issues Committee's 2021 Inquiry into anti-vilification protections.

The report combines existing academic research, expert opinion and community feedback, and provides an important foundation for future work on prejudice and vilification prevention in Victoria by:

- establishing a set of 9 core principles for the Victorian Government and community to use when designing approaches or strategies to prevent prejudice and vilification in Victoria
- summarising the different types of underlying drivers of prejudice and vilification
- outlining more than 5 key evidence-based prevention strategies
- providing a series of case studies and principles for designing future prevention initiatives or programs.

Our report Preventing racial and religious hate: An evidence-based toolkit for preventing prejudice and vilification, 2024



# Third-party community reporting of vilification

The Victorian Government also funded us to undertake research on ways to strengthen community-led reporting of racism and hate speech. Reporting avenues can play a dual role in relation to hate incidents – in responding to harm and in collecting data to inform efforts to prevent future harm.

Delivered to the Victorian Government in November 2024, our report, *Reporting racial and religious hate: Options for improving third-party reporting avenues*, implements Recommendation 33 of the Parliamentary Inquiry into anti-vilification protections. It considers potential next steps for the Victorian Government to support third-party reporting avenues as additional avenues to statutory agencies such as our Commission and Victoria Police.

In preparing the research, we consulted with community members, experts and operators of reporting avenues. It became clear that Victorians want to be able to report for different reasons, in ways that are accessible and convenient, and through a range of avenues depending on their individual needs, confidence and trust.





# Strengthening of Victoria's anti- vilification protections

Over the past 5 years, together with the community we have been advocating for reforms to the Racial and Religious Tolerance Act, which has been in operation since 2001. The Act is seen as complex, narrow and ineffective to deal with hate speech, including online hate conduct.

The Commission made extensive submissions, informed by substantial community consultation, to the Parliamentary Inquiry into anti-vilification protections and made 3 detailed submissions to government in response to discussion papers. We undertook extensive advocacy with stakeholders around the development and final content of the new vilification protections that was instrumental in shaping the reforms.

These reforms broaden and strengthen civil protections and criminal offences by:

- expanding protection for more attributes, including disability, gender identity, sex, sex characteristics and sexual orientation, in addition to race and religious belief as now protected
- providing a new harm-based test in the civil scheme against hate speech and conduct that is focused on the harm that a person experiences from hate, to complement the existing incitement test
- expanding the Commission's functions in relation to the civil scheme, enabling us to produce guidelines, intervene in legal proceedings and conduct investigations
- introducing new criminal offences for serious vilification in the Crimes Act.

The reforms will merge civil protections into the Equal Opportunity Act and then the Racial and Religious Tolerance Act will be repealed after the changes come into force in 30 June 2026.

# **Promote the rights of First Peoples**

**The strength, resilience and culture of First Peoples have endured for more than 65,000 years. Public authorities must ensure that First Peoples enjoy their human rights and are free from discrimination. We promote the rights of Victoria's First Peoples by working with public authorities to uphold self-determination and cultural rights. In parallel, we support the First Peoples community to exercise its rights through amplifying First Peoples' voices and making our services culturally safe.**

# Engagement with First Peoples communities

During 2024–25, the Commissioner continued to participate in the Aboriginal Justice Forum, joining community leaders, peak bodies, representatives from Regional Aboriginal Justice Advisory Committees and key government departments, and other stakeholders. The forum convenes 3 times per year and facilitates a rich exchange of ideas and critical oversight of the implementation of Burra Lotjpa Dunguludja – the Aboriginal Justice Agreement.

We continued our formal ongoing partnership with VALS to strengthen our engagement with First Peoples and our advocacy on the human-rights and equality issues that matter to the First Peoples community. To guide this work, the partnership has a dedicated senior community engagement officer, who acts as a conduit between the 2 organisations and guides our community engagement and strategic advocacy.

The senior community engagement officer has visited a number of metropolitan and regional locations and a range of Aboriginal community-controlled organisations, advisory groups and networks to facilitate information sessions and raise awareness of our services and advocacy. In addition, the senior community engagement officer has worked with teams across the Commission to shape our advocacy direction and continue embedding cultural safety in our services.





# Review into Veronica Nelson coronial recommendations

In March 2025, the Commission began a targeted independent review into Corrections Victoria and the Department of Justice and Community Safety's Justice Health Unit. The review will independently identify changes made to policies and practices at Dame Phyllis Frost Centre (DPFC) by Corrections Victoria and Justice Health in response to specific recommendations from the inquest into the sad passing of Veronica Marie Nelson. The Commission will then consider whether these changes uphold human-rights standards under the *Charter of Human Rights and Responsibilities Act 2006* (Vic).

Veronica, a proud Gunditjmara, Dja Dja Warrung, Wiradjuri and Yorta Yorta woman aged 37, passed away in the State's custody on 2 January 2020. She was remanded at the DPFC at the time of her passing, having been refused bail for alleged relatively minor, non-violent offences. While in custody, she experienced serious health issues. Despite asking for help many times, Veronica's requests were mostly ignored and her medical care was not escalated despite her showing signs of deterioration. Tragically, Veronica passed away in custody within 3 days of her arrest.

Veronica's treatment and passing led to a coronial inquest in 2022. The Commission intervened in the inquest, providing guidance on how the Charter applied to the Coroners Court and the human rights raised by the case.

In January 2023, Coroner Simon McGregor released his finding and made 39 recommendations. The finding determined that Veronica's passing could have been prevented and that Veronica was not provided with adequate or culturally appropriate care while in custody. The Coroner also found that the circumstances surrounding Veronica's passing unjustifiably limited her rights under the Charter.

As required by Inquest Recommendation 39, the review will focus on changes to policies, programs and practices made by the Department of Justice and Community Safety's Justice Health Unit (Justice Health) and Corrections Victoria at the DPFC in response to specific recommendations of the Coroner. These recommendations relate to policies, programs and practices to improve the health, welfare, wellbeing and safety of people in custody, including Aboriginal cultural safety.

The Commission will identify the changes to policies, practices and programs made by Justice Health and Corrections Victoria based on the Coroner's recommendations and will assess whether they are compatible with human rights. This analysis will extend to improvements made by the current contracted DPFC health service provider, Western Health, in response to changes required by Justice Health.

The Commission will consult with specific stakeholders to inform the review and will produce a report to be made publicly available through publication on the Coroners Court of Victoria website by 30 June 2026.



# Podcast series for First Peoples

We began working with VALS to develop a podcast series for First Peoples. The podcasts are aimed at increasing First Peoples' awareness of their rights in Victoria and how to seek redress through the Commission.

With the technical support of Podcast Services Australia, 5 episodes are being developed covering health, education, retail, justice and sport. The podcasts will be launched at the end of the year.



# Ensuring a culturally responsive enquiry and complaint service

Throughout 2024–25, we continued to focus on ensuring our enquiry and complaint services respond to the cultural needs of First Peoples. Supported by the dispute-resolution branch's *Cultural safety guideline*, we practised and improved cultural safety in our dispute-resolution service based on feedback about First Peoples' experiences.

Providing a fast-track pathway for First Peoples complainants, we continued to ensure the complaint process is flexible and provides opportunities for First Peoples to decide how they wish to participate in dispute resolution. Enquiry and dispute-resolution staff provide referrals to a range of First Peoples services and other organisations where required and strengthen pathways for warm referrals with key stakeholders.





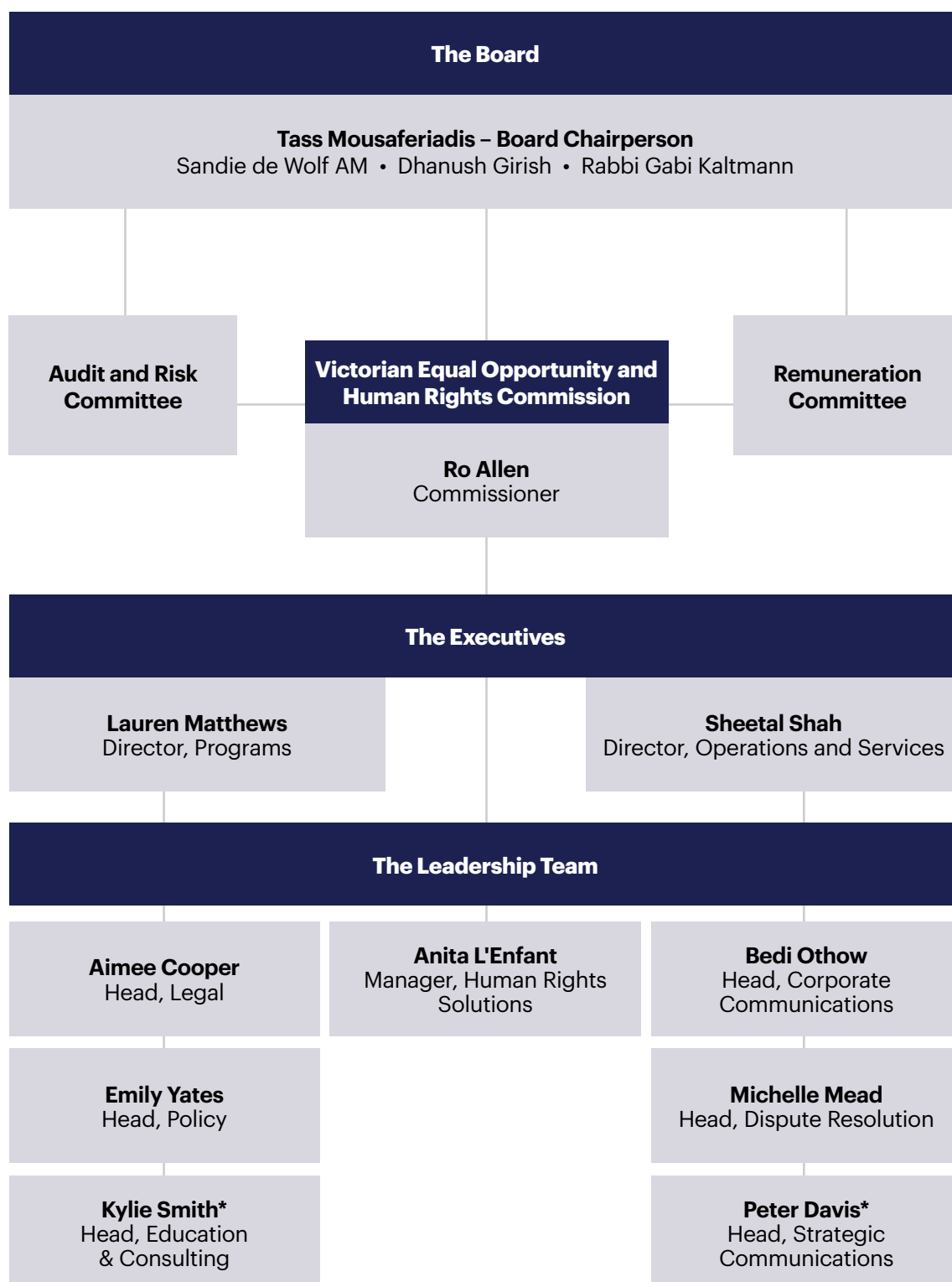


# Report of operations



# Our organisation structure

As at 30 June 2025



Note: \* These Leadership staff members have since left the Commission.

## The Board

The primary role of the Board is to ensure that the Board and Commission have policies and processes to enable them to operate legally and effectively and to ensure they have the confidence of the community and stakeholders. The constitution of the Board is provided for in section 161 of the Equal Opportunity Act. The Board is accountable to Parliament via the Attorney-General for proper governance of the Commission and for ensuring that the Commission fulfils its statutory functions. The Board also has responsibility under the Public Administration Act 2004 and the Financial Management Act 1994. These are especially relevant for the Board's role in relation to oversight of the financial management of the Commission.

The 2024–25 Board consisted of:



### **Tass Mousaferiadis**

(Acting Chair June 2024 to May 2025, Board member since July 2023, and Audit and Risk Committee member)

As Board Chair of Triple Zero Victoria, Eastern Health and Holstep Health, and Chair of the (Victorian Services) Board of Ministerial Advisory Committee, Tass brings deep expertise in strategic leadership and governance. He has a strong background in health and social policy, and program development and strategy, with senior experience in the Victorian Government and across health and community sectors. Previously, Tass held significant governance roles including Board Chair of the Victorian Responsible Gambling Foundation, Star Health and Chair of the Southeastern Metro Mental Health and Wellbeing Interim Regional Body.

Tass is a Fellow of the Australian Institute of Company Directors, holds a Graduate Certificate in Business Management, Victoria University, Graduate Diploma in Health Education, University of Melbourne, and a Bachelor of Education, University of Melbourne. Tass also works as a consultant, advising health and community agencies on public health policy, strategic planning and system development.



### **Sandie de Wolf AM**

(Chair, Audit and Risk Committee since 7 May 2024, Board member since September 2023)

Sandie has dedicated her professional life to working with and advocating for vulnerable children, young people, women and families. She began her career in the Department of Health and Human Services before moving into the community sector in 1989. Sandie has been recognised for her contributions as a Member of the Order of Australia in 2009 and recipient of the Robin Clark Inspirational Award, a Vida Goldstein Award and the La Trobe University Distinguished Alumni Award. She is also a life member of the Centre for Excellence in Child and Family Welfare and the Victorian Council of Social Service. Sandie served as CEO of Berry Street for 26 years, stepping down in December 2017 after significantly expanding the organisation's reach, impact and reputation. Since then, she has remained deeply engaged in the sector through a range of leadership, governance and advisory roles, and is Chair of the Western Integrated Family Violence Committee and FVREE – Free from Family Violence.





## **Dhanush Girish**

(Board member since July 2023, and Audit and Risk Committee member)

Dhanush is an experienced strategy and finance professional, with experience as a management consultant at the Boston Consulting Group in its public sector and social impact practices. He was previously the non-executive board director of Global Voices, which provides leadership opportunities for students to attend multilateral forums, and the non-executive treasurer of Cire Services, which provides wraparound education services. His previous roles include chief financial officer, executive director and company secretary of the Oaktree Foundation and tax consultant at Ernst and Young. Dhanish holds a Bachelor of Commerce (Economics and Finance) with First Class Honours from the University of Melbourne and is pursuing a Masters of Business Administration at the Stanford Graduate School of Business and a Masters of Public Policy at the Harvard Kennedy School.



## **Rabbi Gabi Kaltmann**

(Board member since July 2023)

Rabbi Gabi is the Senior Rabbi of the Ark Centre, a Jewish community centre and synagogue. He is an executive member of the Victorian Government's Anti-Racism Taskforce and the Antisemitism in Education Consultative Group. In addition, Rabbi Gabi serves on the Australian Multicultural Council (AMC) – a ministerial-appointed, community-led advisory body that represents a broad cross-section of the Australian community. The AMC provides independent and robust advice to the government on multicultural affairs, with a focus on fostering connection, identity, belonging and inclusion across all communities. Rabbi Gabi holds a Masters in Social Work from Deakin University.

## **Audit and Risk Management Committee**

The primary role of the Audit and Risk Committee (ARC) is to provide oversight and governance of the Commission's business processes, risk management, financial management, financial performance and long-term sustainability. The ARC reviews reports from the Commission and auditors to ensure the integrity of the Commission's financial controls, systems, processes and reporting. It also monitors compliance with the Financial Management Act 1994 and the 2018 Standing Directions issued by the Minister for Finance. The ARC advises the Board and the Commission on matters related to compliance, accountability, risk management and internal controls that impact the Commission's operations.

The 2024–25 ARC consisted of:

- Sandie de Wolf (Chair)
- Dhanush Girish
- Tass Mousaferiadis
- Kevin Lee (independent member).

# Financial performance summary

On 26 June 2024, we received a determination from the Assistant Treasurer in accordance with section 53(1)(b) of the Financial Management Act 1994 that the financial statements of the Commission may be consolidated with those of the DJCS on an ongoing basis from the 2023–24 financial year.

The Commission will continue to be responsible for producing a separate annual report of operations compliant with the Financial Management Act, as well as for the annual reporting requirements under section 179 of the Equal Opportunity Act.

For the 2024–25 financial year, the Commission’s comprehensive operating statement has been consolidated into the department’s audited annual financial statements. For further information please refer to the department’s annual report.

A high-level comprehensive operating statement for the Commission for the past five years is provided below which includes income and expenditure from all funding sources.

## Comprehensive operating statement

For year ending	30 June 25 \$	30 June 24 \$	30 June 23 \$	30 June 22 \$	30 June 21 \$
<b>Income from transactions</b>					
State appropriation	8,861,297	9,375,277	9,163,512	9,621,876	8,923,192
Government grants	1,260,600	1,525,778	768,927	1,302,220	1,274,787
Net proceeds on asset disposal	12,960				
<b>Total income from transactions</b>	<b>10,134,817</b>	<b>10,901,055</b>	<b>9,932,439</b>	<b>10,924,096</b>	<b>10,197,979</b>

<b>Expenses from transactions</b>					
Employee expenses	(8,157,713)	(7,744,328)	(7,391,100)	(7,789,000)	(7,601,687)
Depreciation and amortisation	(33,837)	(38,467)	(95,528)	(90,144)	(153,360)
Interest expense	(4,129)	(1,867)	(714)	(794)	(2,052)
Other operating expenses	(2,149,136)	(2,479,247)	(3,176,514)	(2,824,866)	(2,365,274)
<b>Total expenses from transactions</b>	<b>(10,344,815)</b>	<b>(10,263,909)</b>	<b>(10,663,856)</b>	<b>(10,704,804)</b>	<b>(10,122,373)</b>
<b>Net results from transactions</b>	<b>(209,999)</b>	<b>637,144</b>	<b>(731,418)</b>	<b>219,291</b>	<b>75,605</b>



# Financial performance

The Victorian Government considers the net results from transactions to be the most appropriate measure of financial management attributable to government policy. This measure excludes revaluation movements and other economic flows which are outside the Commission's control.

As per prior years, the Commission's comprehensive operating statement includes a combination of appropriation and government grants financial data to show its financial performance.

In 2024–25, the Commission reported a net deficit from transactions of \$209,999 compared with a surplus of \$637,144 in 2023–24. The variance is primarily attributable to staff redundancies incurred under clause 11 of the Enterprise Agreement. Excluding these one-off costs, the Commission recorded a minor year-end operating deficit of \$4,754 against the annual output appropriation, indicating that day-to-day operations were largely delivered within available appropriation funding.

In comparison to prior years, when the Commission reported a deficit of \$731,418 in 2022–23 and modest surpluses of \$219,291 in 2021–22 and \$75,605 in 2020–21, key common themes also seen in 2024–25 were:

- continuous fluctuation in output funding over the years, which has limited the Commission's ability to forward plan and future-proof delivery of services to the community
- decrease in output appropriation funding by 5.5% from \$9.4 million in 2023–24 to \$8.9 million in 2024–25, which has impacted the Commission's finances and required budget reprioritisation over the past few years
- decrease in government grants by 17.4% from \$1.5 million in 2023–24 to \$1.2 million, reflecting the timing of project-specific funding
- increase in total expenses by 0.8% from \$10.26 million in 2023–24 to \$10.34 million in 2024–25, broadly in line with the prior year
- increase in employee expenses by 5.3% from \$7.7 million in 2023–24 to \$8.2 million in 2024–25 (2022–23: \$7.4 million); this was primarily due to the clause 11 redundancy exercise, with payments made to departing staff, as well as indexation and staffing adjustments; and
- decrease in other operating expenses by 13.3% from \$2.5 million in 2023–24 to \$2.1 million in 2024–25 (2022–23: \$3.2 million), reflecting successful fiscal efficiencies implemented by the Commission.

# Performance measures: Budget Paper No. 3 (BP3) Service Delivery

The annual state budget papers contain performance measures for the Commission's key public services. The table below shows our performances against these targets in 2024–25.

Performance measure	2024-25	
	Actual	Target
<b>Quantity</b>		
Conciliation and facilitation activities delivered by the Commission (number)	938	900–1050
Education and information sessions delivered by the Commission (number)	3192	1500
Information and advice provided by the Commission (number)	5945	7500
<b>Quality</b>		
Customer satisfaction rating – conciliation and facilitation activities delivered by the Commission (percentage)	97%	95%
Customer satisfaction rating – education and information sessions delivered by the Commission (percentage)	91%	90%
Settlement rate of conciliation and facilitation activities by the Commission (percentage)	64%	65%
<b>Timeliness</b>		
Commission complaints and reports of change or suppression practices finalised within 6 months (percentage)	42%	85%

# People and Culture

## Occupational health, safety and wellbeing

The Commission’s occupational health, safety and wellbeing (OHS&W) focus is to embed a safety and wellbeing culture into everything we do to ensure employees feel safe, healthy and empowered at work. The Commission has its own OH&S processes and aligns to the department’s Justice Incidents Management System (JIMS) to record, manage and monitor workplace incidents. Additionally, the Commission utilises a local Incident Management Team (IMT) and Incident Management Plan aimed at enhancing workplace safety and security, and ensuring safe systems and processes when incidents arise at work.

To ensure there is a preventive approach towards safety at the Commission, additional first-aiders, mental health first-aiders, fire wardens and contact officers have been trained to champion and support staff in embedding a safe and respectful culture. The Commission continues to utilise employee-wellbeing service provider Converge to support staff with psychological and wellbeing concerns, and an additional vicarious-trauma service provider has been engaged to support staff who are working on sensitive projects.

## Justice incident management statistics

The Commission continues to have a very low level of OH&S incidents each year. After any incident, the IMT assesses whether there are, or could be, any OH&S implications and acts accordingly. This year there was a total of 2 incidents recorded and managed in the JIMS (note: the 24 incidents in 2021-22 were all related to COVID-19).

	2024-25	2023-24	2022-23	2021-22
Incidents*	2	0	3	24
Injuries requiring first aid or medical treatment	0	0	0	1
Injuries resulting in WorkCover claims	0	0	0	0
WorkCover claims resulting in lost work time	0	0	0	0

\*As related to employees (excluding members of the public, contractors, etc). Incidents are defined as including hazards, near misses and injuries.

## **Employment and conduct principles**

The Commission is aligned to the department's and VPS-wide recruitment and selection policies and guidelines. The selection processes ensure that applicants are assessed and evaluated equitably and fairly based on the key selection criteria, Jobs and Skills Exchange policy, Review of Action policy and other accountabilities without discrimination. These policies and procedures support the Commission's commitment to merit and equity principles when making recruitment and selection decisions.

The Commission remains committed to increasing under-represented diverse talent to ensure its work and services incorporate diversity of thought and lived experience in order to reach wider communities across Victoria. We have a key focus on increasing under-represented talent from First Peoples and those of culturally diverse backgrounds. We apply public sector values and employment principles in addition to the Victorian Public Sector Commission's role under the Public Administration Act 2004 to advocate for public sector professionalism and integrity, and to strengthen overall VPS efficiency, effectiveness and capability. The Commission also has a broad role under its 4 governing Acts to protect and promote human rights and equal opportunity in employment and related areas in all Victorian organisations.

The Commission is aligned with the broader VPS. Our values are a crucial underpinning for the way we work – they guide how we treat each other and how we engage with the Victorian community to set the standard for integrity and accountability.

The 4 Acts governing the work of the Commission are listed on page 13 of this annual report.



# Public sector values and employment principles

## Workforce inclusion policy

The Commission has an inclusive working environment where equal opportunity and diversity are valued. We have continued to deliver these priorities, including:

- attracting and developing diverse talent
- collaborating with diversity and inclusion networks to lead and deliver on key focus areas
- holding internal events to celebrate days and weeks of significance that support staff expressions of identity
- delivering external events such as 'Creating safe spaces for staff in troubling times: Human rights, leadership and workplace culture' and co-hosting a panel discussion to launch the newly established ADHD Growth Network which staff can attend and participate in
- delivering to all staff and leadership training on key diversity and inclusion topics such as cultural intelligence and inclusive leadership and culture
- delivering our inaugural People and Culture Plan 2024–26, a critical roadmap for how we will continue to achieve a thriving workforce and an inclusive workplace culture with an intersectional approach by enabling shared responsibility and ownership of our actions for staff and leaders.

# Comparative workforce data

The following tables disclose the headcounts and full-time equivalents (FTE) for all active public service staff of the Commission employed in the last full pay period in June of the current reporting period (2025) and in the last full pay period in June of the previous reporting period (2024).

## Workforce data trends

	Ongoing		Fixed term*		Casual		Total	
	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE
June 2024	38	36.83	16	15.8	0	0	54	52.63
June 2025	24.63	23.13	12	12	0	0	36.63	35.13

\*Fixed term includes staff on secondment to the Commission.

# Employment levels in June 2025

		All employees		Ongoing		Fixed term* and casual	
		Headcount	FTE	Headcount	FTE	Headcount	FTE
Demographic data	<b>Gender</b>						
	Male	6	5.60	5	4.60	1	1.00
	Female	29.63	28.53	19.63	18.53	10	10.00
	Self-described	1	1.00	0	0.00	1	1.00
	<b>Age</b>						
	Under 25	0	0.00	0	0.00	0	0.00
	25 – 34	8	7.80	5	4.80	3	3.00
	35 – 44	14	12.70	10	8.70	4	4.00
	45 – 54	8.63	8.63	5.63	5.63	3	3.00
	55 – 64	5	5.00	3	3.00	2	2.00
	Over 64	1	1.00	1	1.00	0	0.00
Classification data	<b>VPS Grade</b>						
	Executive Officers	3	3.00	0	0.00	3	3.00
	Principal Solicitor	0	0.00	0	0.00	0	0.00
	Senior Solicitor	0	0.00	0	0.00	0	0.00
	Solicitor 4	0.63	0.63	0.63	0.63	0	0.00
	VPS 1	0	0.00	0	0.00	0	0.00
	VPS 2	0	0.00	0	0.00	0	0.00
	VPS 3	3	3.00	2	2.00	1	1.00
	VPS 4	8	7.80	8	7.80	0	0.00
	VPS 5	13	11.80	9	7.80	4	4.00
	VPS 6	9	8.90	5	4.90	4	4.00

\*Fixed term includes staff on secondment to the Commission.

# Other disclosures

## Local Jobs First

The Local Jobs First Act 2003 introduced in August 2018 brings together the Victorian Industry Participation Policy (VIPP) and Major Project Skills Guarantee (MPSG) policy, which were previously administered separately. Victorian Government departments and public sector bodies are required to apply the Local Jobs First policy in all projects valued at \$3 million or more in metropolitan Melbourne and in state-wide projects valued at \$1 million or more for projects in regional Victoria. The MPSG applies to all construction projects valued at \$20 million or more. The MPSG guidelines and VIPP guidelines will continue to apply to MPSG-applicable and VIPP-applicable projects respectively where contracts were entered into prior to 15 August 2018. In 2024–25 the Commission did not have any projects of a scale that required the application of these policies.

## Government advertising expenditure

In 2024–25, the Commission had no government advertising campaigns with total media spends of \$100,000 or greater (exclusive of GST).

## Consultancy expenditure

In 2024–25, there were 10 consultancies where the total fees payable to the consultants were \$10,000 or greater. The total expenditure incurred over 2024–25 in relation to these consultancies was \$426,969.

Consultant	Purpose of consultancy	Start date	End date	Total approved project fee (excl. GST)	Expenditure 2024–25 (excl. GST)	Future expenditure (excl. GST)
List G Barristers	Litigation, intervention, counsel advice and coronial inquest	01/10/24	30/06/25	85,125	85,125	0
VALS	Provide advice on the rights of First Peoples	01/01/25	30/06/25	79,161	79,161	90,244
Orima Research Pty Ltd	Provide expert data analysis on the Ambulance Victoria Phase 3 Audit	1/07/24	30/02/25	54,042	54,042	0
Knuckles Animation Studio	Provide expert design & animation services on the CSP parenting project	1/07/24	30/06/25	44,600	44,600	0
Education for Equality and Human Rights	Design advice and delivery of sexual harassment prevention and response program	1/07/24	30/06/25	36,234	36,234	0
KPMG	Undertake Internal Audit reviews	01/05/25	30/6/25	31,125	31,125	0
Meaningful Social Club Pty Ltd	Provided advice on the Pay Equality Toolkit dissemination campaign for Social media	1/07/24	30/06/25	25,000	25,000	0
Victorian Chamber of Commerce and Industry	Provided advice on the Pay Equality Toolkit dissemination campaign for industry leaders	1/07/24	30/06/25	27,400	27,400	0
Fiona Collis Research & Consulting	Provided advice on the Change or Suppression (Conversion) Practices Prohibition Act parenting booklet	1/07/24	30/06/25	23,100	23,100	0
Youngs List Pty Ltd	Legal advisory	1/07/24	30/06/25	21,182	21,182	0



## Information and communication technology expenditure

All operational ICT expenditure business as usual ICT expenditure (excl. GST)	ICT expenditure related to projects to create or enhance ICT capabilities		
	Non-business as usual ICT expenditure (excl. GST)	Operational expenditure (excl. GST)	Capital expenditure (excl. GST)
\$110,164.00	\$59,399.00	\$7,421.00	0

## Disclosure of major contracts

The Commission had no major contracts valued at over \$10 million during the financial year ended 30 June 2025.

## Freedom of Information

Victoria's Freedom of Information Act 1982 gives members of the public the right to apply for access to information we hold and is an important part of promoting transparency and accountability. The Commission holds documents relating to procedures and policies, projects, litigation, dispute resolution, staff, operational and administrative responsibilities, and general correspondence.

The Commission also proactively publishes information about its activities and decision-making on its website, where this information can be accessed without a freedom of information request.

Before making a freedom of information request, we encourage you to just ask us for the information you want. If it is straightforward to access and not private or confidential, we will give it to you. If we consider that more work or consideration will be involved, we will help you to make a formal freedom of information request.

### How to make a request

Section 17 of the Freedom of Information Act requires requests to be:

- in writing
- clear enough to identify which documents are sought and accompanied by the appropriate application fee or a request to have the fee waived on hardship grounds.

Request to the Commission can be made by:

- email to: [foi@veohrc.vic.gov.au](mailto:foi@veohrc.vic.gov.au)
- post to: Freedom of Information Officer,  
Level 12, 222 Exhibition Street, Melbourne

The Commission will charge an access fee in some cases (for example, for photocopying and search and retrieval). Applicants can contact the Commission's Legal Unit on 1300 292 153 for assistance in making a freedom of information request.

You can access more information about how to make a freedom of information request by reading the Commission's hyperlinked [Freedom of Information Policy](#) and [Freedom of information statement](#).

## **Received freedom of information requests**

The Commission received 3 formal freedom of information requests during 2024–25.

## **Office of the Victorian Information Commissioner**

If a requester is unhappy about the Commission's handling of a freedom of information request, they can complain to or seek review of our decision by the Office of the Victorian Information Commissioner (OVIC). The Commission is committed to accountability for its actions and cooperates fully with all OVIC reviews.

In 2024–25, the OVIC did not notify the Commission of any completed reviews of freedom of information decisions.

## **Further information on freedom of information requests**

Further information on making a freedom of information request to the Commission can be found on our website: [www.humanrights.vic.gov.au/about-us/policies/freedomof-information-policy](https://www.humanrights.vic.gov.au/about-us/policies/freedomof-information-policy)

## **Compliance with the Building Act**

The Commission does not own or control any government buildings and consequently is exempt from notifying its compliance with the building and maintenance provisions of the Building Act 1993.

## **Compliance with the Competitive Neutrality Policy**

Competitive neutrality requires Victorian Government businesses to ensure that, where services compete or potentially compete with the private sector, any advantage arising solely from their government ownership are removed if it is not in the public interest. Government businesses are required to cost and price these services as if they were privately owned. The competitive neutrality policy supports fair competition between public and private businesses, and provides government businesses with a tool to enhance decisions on resource allocation. This policy does not override other government policy objectives and focuses on efficiency in the provision of service. The Commission works to ensure it fulfils its obligations on competitive neutrality reporting as required under the Competition Principles Agreement and the Competition and Infrastructure Reform Agreement.

## **Compliance with the Public Interest Disclosures Act**

The Public Interest Disclosures Act 2012 encourages and assists people in making disclosures of improper conduct by public officers and public bodies. The Act provides protection to people who make disclosures in accordance with the Act and establishes a system for the matters disclosed to be investigated and for rectifying action to be taken. The Commission does not tolerate improper conduct by employees, nor the taking of reprisal against those who come forward to disclose such conduct. We are committed to ensuring transparency and accountability in administrative and management practices. We support the making of disclosures that reveal:

- corrupt conduct
- conduct involving substantial mismanagement of public resources
- conduct involving substantial risk to public health and safety or the environment.

We will take all reasonable steps to protect people who make such disclosures from any detrimental action in reprisal for making the disclosure. We will also afford natural justice to the person or people who are the subject of the disclosure to the extent it is legally possible.

## Reporting procedures

Disclosures about the Commission or any of its employees can be made to the Independent Broad-based Anti-corruption Commission.

Address: Level 1, North Tower, 459 Collins Street, Melbourne VIC 3000  
Phone: 1300 735 135

Internet: [www.ibac.vic.gov.au](http://www.ibac.vic.gov.au)  
Email: [info@ibac.vic.gov.au](mailto:info@ibac.vic.gov.au)

## Compliance with the Carers Recognition Act

The Commission has taken all practical measures to comply with its obligations under the Carers Recognition Act 2012.

Externally, these obligations include:

- promoting the principles of the Act to people in care relationships who receive our services and to the wider community
- continuing to educate the community about the rights of carers under the Equal Opportunity Act through social media channels, project initiatives and training workshops
- providing a publicly available Enquiry Line for members of the public to make complaints about discrimination, including based on their status as carer, as well as the opportunity to participate in our complaint-resolution process.

Internally, the Commission meets its obligations through flexible work and personal carer leave policies to support staff with carer obligations.

## Compliance with the Disability Act

The Disability Act 2006 reaffirms and strengthens the rights of people with disability and recognises that this requires support across the government sector and within the community. The Act requires public sector bodies to prepare disability action plans and to report on their implementation in their annual reports.

The Commission's Disability Action Plan (DAP) actions have been incorporated into the Commission's 2024–26 People and Culture Plan for implementation.

Key activities undertaken in 2024–25 that continue to fulfil our commitments under the DAP include:

- working with the Commission's internal Disability Enablers Network
- maintaining Scope accreditation for Communication Access
- progressing on our journey to becoming an inclusive employer of choice for people with disability.

## Office-based environmental impact

We are committed to minimising our environmental impact. The Commission occupies 1,406 square metres of office floorspace, which is managed by the department, and any consumption-reduction targets and infrastructure initiatives to achieve these targets are reported in the department's annual report. The facility-management system for the building occupied by the Commission cannot isolate the Commission's floorspace. Therefore, no separate electricity or water consumption performance can be reported here, although it is captured in the overall departmental statistics.

When offices are open, we assist in power-consumption reduction by requiring staff to turn off lights when meetings are finished and turn off desktop computers, monitors and air filters at the end of the day. All Commission computer monitors also have timed screensavers.

To minimise waste and consumables, we:

- require all staff to use office landfill and recycle bins (and provide compost bins for biodegradable waste)
- collect mobile phones, corks and batteries for e-waste recycling
- encourage all staff to use the option of double-sided printing wherever possible
- encourage paperless meetings and virtual information sharing as an alternative to printing.

We use updated energy-efficient printers and recycled paper. To reduce fuel consumption and transport costs, our 2 vehicles have hybrid electric/petrol motors and staff are encouraged to use public transport for work travel where possible.

## Additional Commission information available on request

In compliance with the requirements of the Standing Directions of the Minister for Finance, details in respect of the items listed below have been retained by the Commission and are available on request subject to the provisions of the Freedom of Information Act.

1. Declarations of pecuniary interests that have been duly completed by all relevant officers of the Commission
2. Details of shares held by senior officers of the Commission as nominees or held beneficially in a statutory authority or subsidiary
3. Details of all consultancies and contractors including: consultants/contractors engaged; services provided; and expenditure committed to for each engagement

The information is available on request from: [foi@veohrc.vic.gov.au](mailto:foi@veohrc.vic.gov.au)



# **Attestation of financial management compliance with Standing Direction 5.1.4**

I, Tass Mousaferiadis, on behalf of the Board, certify that the Victorian Equal Opportunity and Human Rights Commission has no Material Compliance Deficiency with respect to the applicable Standing Directions under the Financial Management Act 1994 and Instructions.

Signed

A handwritten signature in black ink, appearing to read 'Tass Mousaferiadis', written in a cursive style.

Tass Mousaferiadis  
Board Chair  
Victorian Equal Opportunity and Human Rights Commission



# **Appendix: Issues raised in enquiries and complaints**





# Issues raised in enquiries 2022–23 to 2024–25

Issue	2022–23	2023–24	2024–25
Disability	1,982	1,414	1,457
Information on the Equal Opportunity Act	1,638	1,198	1,008
Sexual harassment	1,235	709	911
No jurisdiction	1,023	738	899
Information provided	780	737	840
Race	477	510	470
Victimisation	300	205	351
Employment activity	322	226	253
Sex	212	229	232
Age	194	212	188
Racial vilification	44	107	166
Gender identity	110	118	138
Police	91	61	132
Parental status	110	123	131
Courts	51	30	102
Religious belief or activity	127	91	99
Carer status	99	127	97
Physical features	95	100	90
Information on the Charter of Human Rights and Responsibilities	190	129	89
Pregnancy	94	74	84
Education	52	31	82
Federal government	52	31	76
Tenancy	60	36	75
Sexual orientation	78	74	69
Religious vilification	23	36	62
Information on the Racial and Religious Tolerance Act	19	30	59
State government	151	53	56
Discriminatory information request	321	230	53
Child protection	31	22	49
Employment law	122	37	41



Issue	2022-23	2023-24	2024-25
Family Court	25	4	37
Personal association	50	48	29
Marital status	26	30	25
Political belief or activity	413	47	23
Profession, trade or occupation	22	43	22
Prisons	33	17	21
Local government	19	15	20
Sex characteristics	15	17	19
Industrial activity	403	33	12
Involuntary patient	20	9	12
Spent criminal conviction	48	19	11
Training requests	5	7	11
WorkCover	5	0	11
Change or suppression (conversion) practices	9	12	10
Indigenous issues	13	10	9
Media	17	7	9
Lawful sexual activity	12	11	7
Commission publications and resources	9	1	7
Privacy	28	2	7
Breastfeeding	27	11	6
Authorising and assisting	20	15	5
Criminal record	16	8	5
Transport	6	1	5
Homelessness	22	6	4
Religious issues	2	1	3
Services	1	0	2
Expunged homosexual conviction	4	1	0
Discriminatory advertising	0	0	0
Medical/health issues	1	0	0
<b>Total issues raised</b>	<b>11,354</b>	<b>8,093</b>	<b>8,681</b>

# Issues raised in complaints 2022-23 to 2024-25

	Accommodation			Clubs			Education			Employment			
	22-23	23-24	24-25	22-23	23-24	24-25	22-23	23-24	24-25	22-23	23-24	24-25	
Age	7	7			1		5	1	3	46	53	75	
Authorising and assisting													
Breastfeeding									1	11	2	2	
Carer status	4	2	4					3	4	45	57	42	
Disability	93	57	93	1	2	2	54	55	75	685	254	231	
Discriminatory information request								2					
Employment activity										82	104	120	
Expunged homosexual conviction													
Gender identity	1	1	4				1	1	5	12	11	13	
Industrial activity										404	35	9	
Lawful sexual activity		2								8	4		
Marital status			2					1		10	13	7	
Parental status	4	1	3				1		2	45	53	43	
Personal association	2	3	1				2	1	2	4	9	8	
Physical features			1				5	6	7	26	27	17	
Political belief or activity										404	30		
Pregnancy								1	4	37	25	25	
Profession, trade or occupation		9								5	1	1	
Race	2	17	5		1		12	12	14	75	97	90	
Racial vilification													
Religious belief or activity	2	4	3				7	6	15	60	24	22	
Religious vilification													
Sex	6	1	1		1		2	3	9	57	93	70	
Sex characteristics	1								1		4	2	
Sexual harassment	3		1				1	2	7	53	65	50	
Sexual orientation	2	1					3	1	2	17	12	18	
Spent conviction				1		2				4	1	2	
Victimisation													
<b>Grand total</b>	<b>127</b>	<b>105</b>	<b>118</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>93</b>	<b>95</b>	<b>151</b>	<b>2090</b>	<b>974</b>	<b>847</b>	

	Goods and services			Local government			No area required			Sport			Change or suppression practices reports			Total		
	22-23	23-24	24-25	22-23	23-24	24-25	22-23	23-24	24-25	22-23	23-24	24-25	22-23	23-24	24-25	22-23	23-24	24-25
	22	39	34								2	5				80	103	117
							8	10	7							8	10	7
	1	2														12	4	3
	8	13	12								2					57	77	62
	220	200	223	1	1					5	4	8				1059	573	632
							24	15	20							24	17	20
																82	104	120
	12	31	23		1						2				4	26	47	49
																404	35	9
	2	3	1													10	9	1
	7	2	5								1					17	17	14
	8	10	11								2					58	66	59
	9	14	10								2					17	29	21
	24	25	27								4	3				55	62	55
	3	1	10													407	31	10
	3	3	1													40	29	30
	6	12	8													11	22	9
	67	74	59								1	1				156	202	199
							9	7	10							9	7	10
	7	13	12							2	1					78	48	52
							13	7	26							13	7	26
	38	34	44							2	2	6				105	134	130
	3	5	8													4	9	11
	12	4	17													69	71	75
	8	11	10										2	2	1	32	27	31
	1	1										1				6	2	5
							106	109	102							106	109	102
	461	497	545	1	2	0	160	148	165	9	23	24	2	2	5	2945	1851	1859







# Contact us

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