

Independent review into workplace equality in Ambulance Victoria

The Chair of the Board of Ambulance Victoria requests the Victorian Equal Opportunity and Human Rights Commission (Commission) to undertake an independent review into improving workplace equality under section 151 of the *Equal Opportunity Act 2010*.

1. The Commission is directed to examine the following matters and publish a public report by 30 November 2021, detailing the results of and any recommendations arising from the review concerning:
 - a. the nature, extent, drivers and impact of discrimination, sexual harassment and victimisation experienced by current and former staff and volunteers
 - b. the adequacy of measures to prevent and eliminate discrimination, sexual harassment and victimisation within Ambulance Victoria
 - c. leading practice strategies to ensure a safe, equal and inclusive organisation that supports and promotes positive workplace systems, values and behaviours, in accordance with the *Equal Opportunity Act 2010*
 - d. any other matters incidental to the Terms of Reference (Phase 1 of the review).
2. The Commission is further directed to audit the implementation of any recommendations made during Phase 1 of the review and publish a public report detailing the results of the audit, including any further recommendations, by 30 November 2024. The purpose of the audit is to determine the extent to which Ambulance Victoria has moved towards compliance with the *Equal Opportunity Act 2010*.

By agreement, the following matters are out of scope of the independent review:

- a. behaviour involving members of the public
- b. occupational health and safety, except to the extent that bullying and harassment are covered by the *Equal Opportunity Act 2010* or relevant to the context in which discrimination, sexual harassment and victimisation occurs.

The Commission will appoint an Expert Panel to provide advice throughout the review.

For the purpose of the review, the term:

discrimination refers to the definition of 'discrimination' in Part 2 of the Equal Opportunity Act 2010 and includes workplace bullying on the basis of one or more of the protected attributes.

staff refers to all Ambulance Victoria workers and volunteers, including but not limited to:

- a. on-road clinical staff
- b. operation support and managerial staff
- c. other managerial, professional and administrative staff
- d. MICA paramedics and trainees
- e. Community Emergency Response Team volunteers (CERTs)
- f. Ambulance Community Officers
- g. Community Support Officers.