

Media Release

Ingrid Stitt MP

Minister for Mental Health

Minister for Ageing

Minister for Multicultural Affairs



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CREATING WORKPLACES FREE FROM DISCRIMINATION

The Allan Labor Government and the Victorian Equal Opportunity and Human Rights Commission recently launched the *Race discrimination in the workplace guideline*, to ensure Victoria remains an inclusive state where everyone can fully participate in all aspects of Victorian life.

Minister for Multicultural Affairs Ingrid Stitt launched the guidelines this week, which will assist employers to build racial literacy and better understand their legal obligations to prevent and respond to race discrimination under the *Equal Opportunity Act 2010*.

It will help identify and address racism in workplaces and support First Peoples and multicultural Victorians to fully participate in the workforce and to understand their rights.

The Guideline was developed in consultation with the broader Victorian community, including multicultural and First Peoples communities and advocacy organisations, community legal centres and workplace discrimination experts.

Alongside the Guideline, additional resources including policy guides, employee guides and fact sheets were developed to support employers to create workplaces free from racism.

The fact sheets, active bystander guide and racial literacy guide will be translated into 12 languages: Arabic, Simplified Chinese, Traditional Chinese, Farsi, Hazaragi, Karen, Khmer, Korean, Punjabi, Somali, Turkish and Vietnamese.

The Guideline is just one part of a suite of actions the Labor Government is taking to address and prevent racism and discrimination, which includes the development of Victoria's first statewide Anti-Racism Strategy.

To access the guideline and additional resources visit humanrights.vic.gov.au/resources/guideline-workplace-race-discrimination.

Quotes attributable to Minister for Multicultural Affairs Ingrid Stitt

"Victoria's diversity is one of our greatest strengths but we know that our multicultural communities face racism and discrimination at work – that's why we are providing practical supports to ensure both our employees and employers know their rights and responsibilities."

Quote attributable to Minister for Treaty and First Peoples Natalie Hutchins

"We know that creating workplaces free from discrimination is essential if we want to close the gap on employment outcomes for our First Peoples, and that's why guidelines like these are so important for creating genuine change."

Quote attributable to Victorian Equal Opportunity and Human Rights Commissioner, Ro Allen

"There is an urgent need for meaningful change to address racism in Victorian workplaces. The Commission is dedicated to supporting employers to do this with the release of this guideline and essential tools to tackle workplace racism and ensure workplaces are safe for all."

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