



# CLEAN UP AV!

## Together we can stop bullying and harassment

The Clean Up AV campaign aims to deal with Ambulance Victoria's problems with bullying and sexual harassment, discrimination, cronyism and low staff morale. The Victorian Equal Opportunity and Human Rights Commission (VEOHRC) and WorkSafe are reviewing and conducting investigations into culture, behaviours and investigation processes at AV. Solutions need to focus on the culture that both allows and encourages this to happen.

### Our campaign aims to:

- Ensure that while the review is occurring, workers are protected and have access to external investigators to review their claims
- In the longer term, we aim to ensure that there is an effective and timely process for investigation, using an external investigator that is agreed by the parties.
- The rationale and decision from the investigation are provided to the subjects of the complaint.
- Communication to be a key part of any investigation, and that both the victim and the perpetrator are kept informed about progress
- Decisions to be impartial, and to be made without Executive influence
- Support mechanisms are put in place to assist staff when putting in complaints.
- The introduction of bullying and harassment contact officers, specifically trained to undertake support work
- A review to be conducted annually of bullying and harassment claims to look for patterns
- Trained external mediators to be appointed to assist with resolution

We need to work together to change our culture. To create a culture change across the state, we need everyone communicating with and supporting each other!

Join the campaign

**Complete the survey!**



[bit.ly/AEAV\\_BHsurvey](https://bit.ly/AEAV_BHsurvey)