



VEOHRC REVIEW - FAQ

The VEOHRC have outlined the scope of the review and the background law that governs it, saying that it is a review of the Ambulance Victoria environment – including the workplace culture, policies and procedures, training and so on. We've summarized the more common questions and answers below.

I'm not sure if my issue is relevant?

The scope of the review is very broad. If you have been subjected to inappropriate behaviour but you are not sure if it is relevant you should speak with VEOHRC or contact us at AEAU and we can assist. Historical issues are also relevant and are welcomed in the context of this review. Both current and former employees and volunteers are asked to tell their stories.

Is the review independent?

The VEOHRC was requested by Ambulance Victoria to conduct the review, they are an independent government body. Outside of the development of the Terms of Reference, Ambulance Victoria has no authority to direct the conduct of the review.

I'm concerned about confidentiality?/Will I be named in the final report?

Participants can take one of the avenues to make a submission and their information will only be identifiable to VEOHRC. Submissions and identifying details will not be released to AV. The published review may use de-identified examples of behaviour, but this will only be done with the express consent of the complainant.

How do I make a submission?

There will be multiple avenues for participants to make a submission, these range from filling in an online form, a written submission, completion of a survey or a face to face interview.

How do I stay involved in the review?

You can register your interest via by sending an email to AVreview@veohrc.vic.gov.au. Information is available on the VEOHRC website at <https://www.humanrights.vic.gov.au/>

What is the difference between the review and a complaint?

The review examines the workplace systems, culture and looks at examples of incidents to provide information about how Ambulance Victoria needs to change to ensure that discrimination, sexual harassment and victimisation does not occur. Participation can be confidential unless you agree to having a particular behaviour used as an example in the published review. A complaint is focused on resolution of a specific issue between two or more individuals or an organization and an individual. Participation is not confidential, and will be focused on an agreed resolution.

I still have questions!

The AEAU is here for support and advice for members who are contributing to the review process or are seeking help with a complaint. You can contact us on 03 9287 1713.

The VEOHRC is available at <https://www.humanrights.vic.gov.au/> or on 1300 395 726