

Minimum standards for preventing and responding to race discrimination

|  <p>Standard 1: Racial literacy</p> <p>Organisations understand both the subtle and obvious ways that racism occurs, as well as their obligations to eliminate race discrimination.</p> |  <p>Standard 2: Policies and procedures</p> <p>Organisations have systems, policies and procedures operating to eliminate race discrimination.</p> |  <p>Standard 3: Organisational culture</p> <p>Organisations have a culture of equality, respect and anti-racism.</p> |  <p>Standard 4: Reporting and response</p> <p>Organisations' responses are fair, timely, confidential, victim-centred and anti-racist.</p> |  <p>Standard 5: Continuous improvement</p> <p>Organisations' systems, culture and responses to race discrimination are continually improved, and staff are confident that race discrimination is being eliminated in the workplace.</p> |
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| <p>Organisations are appropriately trained in identifying racism and understand that racism is widespread and can be subtle.</p> | <p>Organisations undertake a risk assessment and take steps to prevent race discrimination and document these in relevant and tailored plans, policies and procedures.</p> | <p>Leaders model respectful workplace behaviour, set clear expectations and are held accountable for preventing and responding to race discrimination.</p> | <p>A reporting and complaints procedure is developed in consultation with employees and communicated effectively, with options to report anonymously where possible.</p> | <p>Organisations regularly collect reporting and complaints data and other relevant information and assess it for trends and risk factors.</p> |
| <p>Organisations understand the key drivers, risk factors and impacts of racism, and understand what constitutes race discrimination under the Equal Opportunity Act, including their positive duty obligations.</p> | <p>Employees are aware of, and can readily access, policies and procedures related to racism.</p> | <p>Leaders encourage and support bystanders to speak up if they witness or hear about racism.</p> | <p>Responses to reports and complaints about race discrimination are fair, timely, culturally safe, anti-racist, victim-centred and confidential.</p> | <p>Organisations regularly review and update policies and procedures that address race discrimination.</p> |
| <p>Leaders know how to prevent, identify, eliminate and respond to racism in their workplace.</p> | <p>Organisations consult with employees and employee representatives on appropriate measures to eliminate race discrimination including any gaps in current policies and procedures.</p> | <p>Organisations demonstrate and promote an anti-racist workplace culture.</p> | <p>Organisations record complaints of racism and race discrimination, and steps taken in response.</p> | <p>Organisations are transparent about trends, risk factors and lessons with employees, boards and key stakeholders to build staff confidence.</p> |