

Independent Review into Victorian Racing Industry Victim Support and Complaint Processes

Terms of Reference

1. Background

The Racing Integrity Commissioner has established an independent review into Victorian racing industry processes (**Review**) following a joint referral made by the three Victorian racing controlling bodies – Racing Victoria Limited, Harness Racing Victoria and Greyhound Racing Victoria (the **Controlling Bodies**, each a **Controlling Body**).

2. Objectives of the Review

The aim of the Review is to ensure that worker wellbeing is at the forefront of the Victorian racing industry (**VRI**) through effective and appropriate processes and systems to prevent and respond to physical and sexual abuse, physical and sexual assault and sexual harassment.

The Review will consider recommendations to ensure that people who work in the VRI are treated with dignity and respect, and have access to clear and effective complaint mechanisms, referral pathways and appropriate supports.

The objectives of the Review are to:

- understand the experiences and expectations of victims of physical and sexual abuse, physical and sexual assault and sexual harassment who currently work, or have previously worked, in the VRI with respect to ensuring their wellbeing;
- examine the adequacy, effectiveness and awareness of current VRI complaint and reporting processes and systems, supports and referral pathways to prevent and respond to physical and sexual abuse, physical and sexual assault and sexual harassment, and protect and promote the wellbeing of all who work in the industry;
- assess the capacity and capability of the Controlling Bodies, and structural, cultural or other characteristics of racing workplaces, to prevent and respond to complaints about physical and sexual abuse, physical and sexual assault and sexual harassment in the VRI, including barriers to reporting, and options to drive cultural change and promote appropriate behaviour; and
- prepare a report setting out findings and recommendations on the matters within this Terms of Reference, with a focus on constructive measures that entities within the VRI can implement to ensure appropriate and effective processes and systems are in place that prevent and respond to physical and sexual abuse, physical and sexual assault and sexual harassment and prioritise the wellbeing of all who work in the industry.

3. Scope of the Review

The Review will inquire into any potential systemic issues identified and will therefore not investigate or make findings about individual allegations.

Existing complaints will not form part of the Review and will be dealt with through existing processes. The Review will provide clear pathways to refer new complaints to the appropriate body, including Victoria Police, the Victorian Equal Opportunity and Human Right Commission, or relevant Controlling Body.

The Review will also offer clear referral pathways to support services, including specialist trauma counselling, to victims of physical and sexual abuse, physical and sexual assault and sexual harassment in the VRI. The Review will provide individuals with the ability to participate with full confidence that they will be supported, and their privacy protected.

Where applicable, the conduct of the Review will have regard to the *Public Administration Act 2004* (Vic), Victorian Public Sector values of responsiveness, integrity, impartiality, accountability, respect, leadership and human rights, the Victorian Charter of Human Rights, and the Victorian Public Sector Commission's Codes of Conduct.

4. Review Process

The Review will be conducted by the Racing Integrity Commissioner who will appoint a team of suitably experienced and qualified experts to ensure it is conducted with the required sensitivity, confidentiality and independence.

The Review team may conduct the Review at their discretion, provided that at all times:

- the Review is undertaken in a manner respectful of the wellbeing of participants and those who otherwise work in the industry; and
- the Review team shall afford participants in the Review, including any person or entity whose rights may be adversely affected, procedural fairness and natural justice.

5. Interim and Final Report

After conducting an initial assessment, the Review team will provide an interim report to the Commissioner. The interim report will outline the Review team's progress to date and may include priority recommendations to address any immediate needs arising from the assessment.

A copy of the interim report will be provided to the Controlling Bodies as appropriate on a strictly confidential basis.

Following the interim report, the Commissioner shall then complete his final report. The final report will set out the steps taken by the Review team during the Review, the Review team's findings on the matters within the Terms of Reference and any recommendations the Commissioner deems necessary and appropriate.

A copy of the final report will also be provided to the Controlling Bodies as appropriate on a confidential basis at least 21 days prior to the public release of the final report. After at least 21 days has lapsed, the final report may be made publicly available.

6. Timing

The Review will formally commence in July 2022.

The interim report will be provided in December 2022.

The final report will be due on or before end June 2023.