

INDEPENDENT REVIEW

into sex discrimination
and sexual harassment,
including predatory behaviour,
in Victoria Police

Phase 3 audit and review

Audit framework

RECOMMENDATION 1 Acknowledging harm and establishing a redress and restorative engagement scheme	RECOMMENDATION 2 Establishing governance structures and independent advisory structures	RECOMMENDATION 3 Embedding a gender equality strategy, data collection and local strategies	RECOMMENDATION 4 Developing a comprehensive communications and engagement strategy	RECOMMENDATION 5 Reviewing and updating policies and procedures to achieve gender equality and diversity
Acknowledging harm	Leading organisational reform	Embedding a gender equality strategy	Communicating a vision of workplace gender equality	Modernising organisational policies
Redress and restorative engagement	Maximising external expertise	Using data and reporting to drive gender equality	Supporting managers to lead change	Supporting employees to put policies into practice
		Elevating women's voices	Understanding attitudinal change	
RECOMMENDATION 6 Improving recruitment practices and understanding attrition	RECOMMENDATION 7 Embedding flexible work and supporting pregnant employees, and parents and carers	RECOMMENDATION 8 Strengthening promotional processes and career development for women	RECOMMENDATION 9 Promoting gender equality through training	RECOMMENDATION 10 Strengthening risk management in the learning environment
Improving recruitment practices	Embedding a culture of flexibility	Using data to support women's progression	Improving training content and accessibility	Reducing the risk of harm in the learning environment
Understanding attrition	Supporting pregnant employees, parents and carers	Ensuring fairness in progression for constables	Delivering workplace harm training	Ensuring a safe and respectful learning environment
		Supporting women's career development		
RECOMMENDATION 11 Reviewing the genuine requirements of roles	RECOMMENDATION 12 Improving responses to workplace harm through performance management	RECOMMENDATION 13 Implementing systems to respond to workplace harm	RECOMMENDATION 14 Ensuring cohesive and comprehensive wellbeing and support services are available to employees	RECOMMENDATION 15 Making use of people management expertise
Ensuring all roles reflect contemporary requirements	Improving employee management capability	Structures to respond to workplace harm	Creating a cohesive employee support system	Providing specialist human resources to support local workplaces
	Modelling expected behaviours at executive level	Using data to improve individual and systemic responses to harm		
	Establishing consistent responses to workplace harm	Supporting wellbeing in the workplace		
RECOMMENDATION 16 Embedding Victoria Police's values and expectations and resolving legislative and process issues in the complaints and discipline framework	RECOMMENDATION 17 Reducing the superannuation gap for women	RECOMMENDATION 18 Implementing protected disclosure changes	RECOMMENDATION 19 The Police Registration and Services Board reviews disciplinary decisions in line with best practice	RECOMMENDATION 20 Remodelling the complaint-handling and discipline system
Continuing protected disclosure and disciplinary reforms	Reducing gendered economic inequality in the workforce	Continuing protected disclosure and disciplinary reforms	Ensuring best practice disciplinary review decision-making	Embedding the new discipline system
Embedding Victoria Police values and behavioural expectations				