



Speak-Up Policy



**Racing
Victoria**

Issued 22 November 2023

1. WHAT IS RACING VICTORIA'S SPEAK UP POLICY?

Participants in the industry can assist in championing great horse racing in Victoria by sharing a responsibility to Speak Up and disclose serious misconduct by others involved in the industry and ensure that those who do speak with good intentions and for a proper purpose can do so without being personally disadvantaged because of speaking up.

Racing Victoria's (RV) Speak Up Policy is to encourage disclosure of wrongdoing by providing convenient and safe disclosure mechanisms and protection for people who make disclosures regarding serious misconduct.

2. WHAT IS RACING VICTORIA'S SPEAK UP PROGRAM?

The RV Speak Up Program is for Industry Contacts to make disclosures relating to allegations of serious misconduct, that include:

- Safeguarding Concerns, which may involve illegal conduct (e.g. abuse/sexual abuse).
- Breaches of the Rules of Racing of Racing Victoria.
- Breaches of RV's Betting Policy.
- Matters relating to equine welfare.
- Matters in respect of a Racing Organisation, that are subject to the *Corporations Act 2001* (Cth), contravention of a provision of that Act.
- Corruption, which is dishonest activity whereby a person acts contrary to the interests of a Racing Organisation.

3. HOW DO I REPORT MISCONDUCT AND HOW IS IT HANDLED?

Disclosures relating to misconduct should be done so as soon as reasonably practicable and can be done through the below avenues. The Industry Contact should share whatever information they have available to them.

RV's Integrity Services Department (RV ISD) via post, phone, email or online, via the Safeguarding Concern Form.

- Disclosures are evaluated and delegated to an appropriate person within ISD. In this evaluation, RV ISD may, if appropriate, contact the person/s who made the disclosure in order to seek further clarification or information.
- Where appropriate, a Steward will be appointed to investigate the substance of the complaint to determine whether there is evidence in support of the matters raised and will determine the process of the investigation.
- If appropriate, the matter may be referred to the Victorian Police and/or other external bodies for investigation.

ORIC via post, phone or email.

- Disclosures are evaluated and may be referred to RV's ISD (where appropriate).

Racing Integrity Hotline via post, phone, email. This is managed and operated by Stopline Pty Ltd and subcontracted by the Office of the Racing Integrity Commissioner.

- Disclosures are referred to ORIC, then an information report is sent to RV ISD.

Contact details have been provided at the bottom of this document.

4. HOW WILL I BE PROTECTED IF I SPEAK UP?

RV ISD assesses and considers the following forms of protective mechanisms:

- **Anonymous Disclosures:** where a matter is disclosed anonymously, RV is unable to implement any additional protective mechanisms.



- **Confidentiality:** the identity will only be released to others within the industry, with their consent or otherwise required by law.
- **Industry Contact Protection Officer:** will oversee the protection and welfare of the Industry Contact to ensure they are not personally disadvantaged by making the disclosure.
- **Other Forms of Support:** if the Industry Contact is an RV employee, confidential support and counselling is available via the Employee Assistance Program (EAP - Assure Programs). If the Industry Contact is a Stable Employee, support and counselling is available via STABLELINE.
- **Other factors:** if required, Stewards will consider whether any immunity with respect to charges under the Rules of Racing can and/or should be provided by RV. When a Safeguarding Concern is assessed, consideration will be given as to whether the person has been adversely affected by the decision of another organisation, and if so, if there are other legitimate reasons why the relevant decision was made.

5. HOW ARE FALSE AND MALICIOUS REPORTS TREATED?

A disclosure must be made in 'good faith', must be honest, genuine and motivated by wanting to disclose serious misconduct. Allegations which are considered: vexatious, malicious, motivated by revenge, motivated by personal (or business) gain, or motivated by a desire to harm the reputation of another, will not result in Speak Up protections. These may be considered a breach of the Rules of Racing, for example AR 229(1)(h) – Make a false or misleading statement or declaration in relation to a matter in connection with the administration or control of racing.

6. CONTACT DETAILS

RV ISD:

Phone: 0428 413 935

Email: participantprotection@racingvictoria.net.au

Online via Safeguarding Concern Form: <http://www.racingvictoria.com.au/the-sport/participant-protection-and-wellbeing/safeguarding-concern-form>

Post: 400 Epsom Road, Flemington, Victoria 3031

Racing Integrity Hotline:

Phone: 1300 227 225 (8am to 8pm Monday to Friday)

Email: racingintegrity@stoline.com.au

Post: Racing Integrity c/o Stoline, Locked Bag 8, Hawthorn VIC 3122

ORIC:

Phone: (03) 8684 7776

Email: enquiries@racingintegrity.vic.gov.au

Post: PO Box 24034 Bourke Street, Melbourne VIC 3001

STABLELINE: 1300 520 122

Assure Programs (EAP): 1800 808 374

7. REVIEW AND APPROVAL/VERSION

The Speak Up Program will be reviewed as the need arises, including but not limited to accord with changes to the legislative and sports governance requirements in Australia.

Version	Nature of Change	Reviewing Party	Approval date
1.1	Original Document	EGM-ISD	20 Jun 2019
1.2	Change of Entire Document to be significantly shortened in length	EGM-ISD	13 Dec 2022
1.3	Annual review. Grammatical amendments	RV Board	22 Nov 2023





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Victoria**

Racing Victoria Limited

400 Epsom Road, Flemington, Victoria 3031
RACINGVICTORIA.COM.AU