



**Racing
Victoria**

SPEAK-UP POLICY



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1. Purpose

Racing Victoria's vision is "Racing for All." To achieve this vision, it is integral to attract new people to engage in horse racing in Victoria. It also is important that all Participants engaged in the Industry value and maintain the highest level of integrity.

Participants in the Industry can assist in championing great horse racing in Victoria and do share a responsibility to:

- a) speak up and disclose serious misconduct by others involved in the Industry;
and
- b) 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.

The objective of this Speak Up Policy (**Policy**) is to encourage disclosure of wrongdoing by providing convenient and safe disclosure mechanisms and protection, for people who make Disclosures regarding Serious Misconduct.

RV's Speak Up Program incorporates this Policy and RV's Participant Protection Policy. The RV ISD has oversight of the Speak Up Program.

If anything in this Policy is inconsistent with any Federal or State law, the relevant Federal or State law prevails to the extent of the inconsistency.

2. Definitions

Unless defined in this Policy, all terms are defined as per the Rules of Racing and the RV Participant Protection Policy.

Disclosure means providing information about actual or suspected Serious Misconduct via the Disclosure mechanisms in clause 4.

Industry means the Victorian thoroughbred racing industry.

Industry Contact means a person or persons who discloses actual or suspect Serious Misconduct in accordance with this Policy.

Industry Contact Protection Officer (ICPO) means a person who will provide mentoring and other support deemed necessary. The ICPO is responsible for keeping the Industry Contact up to date with the progress and outcomes of the inquiry/investigation subject to considerations of privacy of those against whom a Disclosure has been made.

Licensed Trainer means a person licensed or granted a permit by RV under the Rules of Racing to train horses.

ORIC means the Office of the Racing Integrity Commissioner.

Racing Organisation means any corporate entity engaged in the Industry. This includes but is not limited to Licensed Trainers, a Club and Racing Victoria.

RV means Racing Victoria Limited.

RV ISD means the RV Integrity Services Department.

Rules of Racing means the Rules of Racing Victoria which includes the Australia Rules of Racing made by the Australian Racing Board and the Local Rules and Rules of Race Betting of Racing Victoria.



Serious Misconduct means illegal conduct or serious racing integrity breaches as defined in clause 6.

Speak Up means a Disclosure by (or for) a witness of actual or suspected Serious Misconduct.

Speak Up Program means the RV Participant Protection Policy and the RV Speak Up Policy.

3. Who is covered by the Speak Up Program?

Anyone who makes a Disclosure that meets the requirements outlined in clause 6.

4. Avenues for making a Disclosure

If you have a concern that another person in the Industry has engaged in Serious Misconduct, there are several avenues in which a Disclosure can be made.

4.1. RV ISD

You can make a Disclosure by contacting the RV ISD directly by:

- a) post to 400 Epsom Road, Flemington, Victoria 3031, or
- b) phone on 0428 413 935 or
- c) email to participantprotection@racingvictoria.net.au, or
- d) by completing a Safeguarding Concern Form: <http://www.racingvictoria.com.au/the-sport/participant-protection-and-wellbeing/safeguarding-concern-form>.

4.2. Office of the Racing Integrity Commissioner

You can make a Disclosure by contacting the ORIC by:

- a) post to PO Box 24034 Bourke Street Melbourne VIC 3001;
- b) phone on (03) 8684 7776, or
- c) email to enquiries@racingintegrity.vic.gov.au.

4.3. Racing Integrity Hotline

The Racing Integrity Hotline is managed and operated by Stoplevel Pty Ltd who have been sub-contracted by the ORIC.

You can make a Disclosure by contacting the Racing Integrity Hotline by:

- a) phone on 1300 227 225, from 8am-8pm Monday to Friday,
- b) email to racingintegrity@stopline.com.au, or
- c) post to Racing Integrity c/o Stoplevel, Locked Bag 8 Hawthorn VIC 3122.

Regardless of the reporting avenue, you can choose to remain anonymous when making a Disclosure. To do so, remove your personal details and/or make clear that you wish to remain anonymous.

5. How will Disclosures be handled?

The handling of Disclosures will vary. It is dependent on the avenue used to make a Disclosure as per clause 4 of this Policy.



5.1. Racing Integrity Hotline

Disclosure received by the Racing Integrity Hotline regarding the Industry, will be referred to the ORIC. The ORIC will then evaluate the Disclosure and provide the RV ISD with an information report. The RV ISD will then further evaluate the Disclosure.

5.2. ORIC

Disclosures received by the ORIC regarding the Industry, will be evaluated by the ORIC. It will then be referred to the RV ISD for further evaluation.

5.3. RV ISD

Disclosures received directly by the RV ISD will be evaluated by a delegated person within the department.

When the RV ISD receive a Disclosure, either directly or by referral from the ORIC, it will evaluate whether the Disclosure may potentially fall within the scope of this Policy.

Where the RV ISD considers it 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. Alternatively, the RV ISD in accordance with clause 6.2 of this Policy, may refute the Disclosure if it is not made in good faith.

If appropriate, the matter may be referred to the police and/or other external bodies for investigation.

Nothing in this Policy prohibits Racing Victoria from sharing information with the police, law enforcement and regulatory bodies and any other external bodies, including without limitation other Principal Racing Authorities.

6. What kinds of matters are covered by the Speak Up Program?

The Speak Up Program relates to allegations of Serious Misconduct.

6.1. Serious Misconduct

Below is a list of the matters that are considered Serious Misconduct for the purposes of the Speak Up Program and who can make a Disclosure for the purposes of this Policy:

Serious Misconduct	Who can make a Disclosure under the Speak Up Program?
Reports of a Safeguarding Concern, of which may involve illegal conduct. E.g. Abuse or sexual abuse are examples.	Anyone
Potential breaches of the Rules of Racing.	Anyone
Breaches of Racing Victoria's Betting Policy.	Anyone
Matters relating to equine welfare.	Anyone
In respect of a Racing Organisation, that are subject to the Corporations Act 2001 (Cth), contravention of a provision of that Act.	As set out in part 9.4AAA of the Corporations Act 2001 (Cth): 1. a current officer of the racing organisation; 2. a current employee of the racing organisation; 3. a contractor, or the employee of a contractor, who has a current contract to



	supply goods or services to the racing organisation.
Corruption which is dishonest activity whereby a person acts contrary to the interests of a racing organisation to which they have duties and abuses his/her position of trust in order to achieve some personal gain or advantage for him or herself or for another person or entity.	Anyone

6.2. What to consider before making a Disclosure?

This Policy is about disclosing and dealing with Serious Misconduct. It is not simply an avenue for airing a personal grievance with another person or recording your disagreement with a decision that has been validly made or the way something is done. Conventional grievance procedures should be used for those purposes, such as completing and submitting a Racing Victoria [Dispute Submission Form](#).

The person making a Disclosure for the purposes of this Policy should have reasonable grounds to suspect that a person involved in the Industry has engaged in Serious Misconduct. When making the Disclosure the Industry Contact should share whatever information they have available to them.

A Disclosure must be made in “good faith.” This means the Disclosure must be honest, genuine, and motivated by wanting to disclose Serious Misconduct. Allegations which are considered by RV ISD to be:

- a) vexatious;
- b) malicious;
- c) motivated by revenge;
- d) motivated by personal (or business) gain; or
- e) motivated by a desire to harm the reputation of another person,

will not result in Speak Up protections. This may be considered a breach of the Rules of Racing for example AR 229(1)(h).

Nothing in this Policy is intended to obstruct any person from reporting possible violations of law or regulation to any appropriate law enforcement, governmental agency or regulatory body.

7. Protections under the Speak Up Program

When a Disclosure is made, the RV ISD will assess and consider the following forms of protective mechanisms and support for the Industry Contact.

7.1. Anonymous Disclosures

The Speak Up Program provides protection by allowing for anonymous Disclosures. Where a matter is Disclosed anonymously, RV is unable to implement any additional protective mechanisms.

7.2. Confidentiality

In situations where the person making the Disclosure discloses his or her identity to RV, the RV ISD will assess and determine if any protection should be put in place and what those protective mechanisms should be.

Confidentiality will be the most common protective mechanism. The RV ISD will only release the identity of the Industry Contact to others within the Industry, with the consent of the Industry Contact or when otherwise required by law. The RV ISD liaises and co-operates with law enforcement, regulatory bodies and sports administrative bodies and will share information with those external bodies as required.



7.3. Industry Contact Protection Officer

Where the Industry Contact is:

- a) a current RV employee; or
- b) an employee of a Racing Organisation; or
- c) an employee of a Licensed Trainer,

and the Industry Contact has disclosed his or her identity to the RV ISD, the department will assess the situation and determine whether it is appropriate to appoint an Industry Contact Protection Officer for the employee.

If an Industry Contact Protection Officer is appointed, they will oversee protection and welfare of the Industry Contact, to ensure that he or she is not personally disadvantaged due to making the Disclosure by:

- a) dismissal;
- b) demotion;
- c) any form of harassment;
- d) discrimination; or
- e) current or future bias.

7.4. Other Forms of Support

If the Industry Contact is a RV employee, a confidential support and counselling program (Employee Assistance Program) is available.

If an Industry Contact is a stable employee there is a confidential support and counselling program available. Industry Contacts can contact STABLELINE by telephone on 1300 520 122.

7.5. Other Factors

The RV Stewards, if the need arises, will consider whether any immunity with respect to charges under the Rules of Racing can and/or should be provided by RV Stewards to the Industry Contact. It should be noted that, inter alia, RV is not able to provide immunity from criminal prosecutions, and civil claims or matters adjudicated by other Principal Racing Authorities or sports bodies.

When an Industry Contact has made a report under this Policy, and RV reasonably believes that they have been adversely affected by a decision of a Racing Organisation, they can report a Safeguarding Concern in accordance with RV's Participant Protection Policy.

When a Safeguarding Concern is assessed, consideration will be given as to whether the person has been adversely affected by a decision of another organisation, and if so, if there are other legitimate reasons why the relevant decision was made.

8. Program Updates

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	Date reviewed	Date endorsed	Content reviewed/purpose
One	-	20 June 2019	





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