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## Application for Redress Scheme

Use this form to apply for redress under the Restorative Engagement and Redress Scheme for Victoria Police employees.

### Important information

The scheme is administered by the Department of Justice and Community Safety. It is independent of Victoria Police and at no time will any of the information you provide to us be shared with Victoria Police.

Your privacy is important and will be respected. We will only ask for information that is needed to confirm your eligibility for the scheme and assess your application. The scheme will keep your personal information safe.

As part of your application, you will need to provide personal information, including contact details. You will be asked to provide details about your experiences of workplace sex discrimination and/or sexual harassment and provide a statutory declaration which you can submit at the end of the application process.

**Our support team is available to answer any questions. Please contact us for a free and confidential discussion.**

**Call:** 1300 389 521, Monday to Friday 9 am to 4.30 pm (excluding public holidays)

**Email:** [thescheme@justice.vic.gov.au](mailto:thescheme@justice.vic.gov.au)

**Participant Contact Information**

If you need any assistance, please contact the scheme on **1300 389 521** Monday to Friday 9 am - 4.30 pm (excluding public holidays) or email **thescheme@justice.vic.gov.au**

**Application ID**

*(leave this blank if you have not yet been given an Application ID)*

**Employee Number**

*(starts with a V followed by six digits)*

V \_ \_ \_ \_ \_ \_

**First Name**

**Middle Name**

**Surname**

**Date of Birth**

\_ \_ / \_ \_ / \_ \_ \_ \_

**What is your postal address?**

**What is your email address?**

**What is your telephone number?**

**Participant Contact Information**

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**What name would you like us to use?**

**How would you like us to contact you?**

Telephone

Email

Letter

Other:

**Can we leave voice messages for you?**

Yes

No

**What is your preferred spoken language?**

**Would you like to appoint a nominee or support person to act for you or assist you with making an application?**

No

Yes- *(Please specify your Nominee below and complete the Nominee form included with this application)*

**Participant Contact Information**

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**What is your gender?**

*If you choose not to answer this question, we may not be able to assess your application. If you have any questions about how we would use this information, please contact us.*

Female

Male

Self-described  
*(please specify)*

Prefer not to say

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### Information for participants for the following questions

In the following sections you will be asked to describe the specific behaviour/s or incident/s of sexual harassment and/or sex discrimination you have experienced.

If you have experienced multiple incidents of sexual harassment or sex discrimination you will be asked to provide information and describe each incident.

You will be asked:

- For your rank / position at the time of the incident
- For the rank / position of the alleged perpetrator at the time of the incident
- Was the alleged perpetrator also a Victoria Police employee at the time?
- Did the behaviour or incident occur in a Victoria Police workplace or during the performance of your work?

### Sexual Harassment

Sexual Harassment is any unwelcome sexual behaviour which could reasonably be expected to make a person feel offended, humiliated or intimidated, including physical, verbal and written behaviours.

### Sex Discrimination

Discrimination is where a person treats, or proposes to treat, a person with a protected attribute unfavourably because of that attribute.

Sex Discrimination relates to attributes that are based on the person's sex, gender identity and sexual orientation. These include sex, gender, sexual orientation, parental and carer status, pregnancy, breastfeeding, marital status and personal association with a person with one of these attributes.

Unfavourable treatment and disadvantage are broad terms. In the workplace, they can range from being overlooked for a promotion to different treatment in the workplace and unreasonable denial of requests for flexible work.

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## **Sexual Harassment**

Sexual Harassment is any unwelcome sexual behaviour which could reasonably be expected to make a person feel offended, humiliated or intimidated, including physical, verbal and written behaviours.

### **Do you believe you were a victim of Sexual Harassment?**

- Yes       No – if No, you can go to page 16

If Yes, please specify:

- Rape or sexual assault
- Attempted rape or sexual assault
- Unwelcome physical contact
- Sexual gestures, indecent exposure or display of the body
- Requests or pressure for sex or other sexual acts
- Unwelcome touching, hugging, cornering or kissing
- Repeated or inappropriate invitations to go out on dates
- Unwelcome questions or comments about your private life (including relationships) or body (including your physical appearance or features)
- Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)
- Repeated or inappropriate advances on email, social networking websites or internet chatrooms by a colleague
- Sexually explicit pictures, posters or gifts
- Sexually explicit emails or text messages
- Sexually explicit posts or messages on social media (including Facebook, Instagram, Snapchat and Twitter)
- Staring or leering
- Predatory behaviour (for example, someone misusing their authority or position to manipulate circumstances or people to gain sexual or other personal gratification for themselves or others)
- Any other unwelcome conduct of a sexual nature. Please specify:

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**If you specified an incident of Sexual Harassment, please provide further information.**

**Incident 1** *(if applicable)*

**Rank / position of you at time of the incident**

**Was the alleged perpetrator/s also an employee of Victoria Police?**

Yes

No

**Rank / position of the alleged perpetrator at time of the incident**

**Workplace context – how was it related to Victoria Police** *(e.g. during work hours, on duty, work function, training, academy, social function attended by Victoria Police employees)*

If you need any assistance, please contact the scheme on **1300 389 521** Monday to Friday 9 am - 4.30 pm (excluding public holidays) or email **thescheme@justice.vic.gov.au**

**Can you tell us about the incident?** *(Please provide specific information as to the behaviour/s or action/s you experienced from the alleged perpetrator)*



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**Please describe the impact of your experience**

**Comments**

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**If you specified another incident of Sexual Harassment, please provide further information.**

**Incident 2** *(if applicable)*

**Rank / position of you at time of the incident**

**Was the alleged perpetrator/s also an employee of Victoria Police?**

Yes

No

**Rank / position of the alleged perpetrator at time of the incident**

**Workplace context – how was it related to Victoria Police** *(e.g. during work hours, on duty, work function, training, academy, social function attended by Victoria Police employees)*

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**If you specified another incident of Sexual Harassment, please provide further information.**

**Incident 3** *(if applicable)*

**Rank / position of you at time of the incident**

**Was the alleged perpetrator/s also an employee of Victoria Police?**

Yes

No

**Rank / position of the alleged perpetrator at time of the incident**

**Workplace context – how was it related to Victoria Police** *(e.g. during work hours, on duty, work function, training, academy, social function attended by Victoria Police employees)*

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**Can you tell us about the incident?** *(Please provide specific information as to the behaviour/s or action/s you experienced from the alleged perpetrator)*

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## **Sex Discrimination**

**Do you believe you were a victim of Sex Discrimination?**

Yes       No

If Yes, please specify:

**Have you experienced unfavourable treatment because of your sex or gender?**

Yes       No

**Have you experienced unfavourable treatment because of your sexual orientation/LGBTIQ+ status?**

Yes       No

**Have you experienced unfavourable treatment because of your transgender status?**

Yes       No

**Have you experienced unfavourable treatment because on your intersex characteristics?**

Yes       No

**Have you experienced unfavourable treatment because you were/are a parent and/or carer?**

Yes       No

**Have you experienced unfavourable treatment because you were/are pregnant and/or breastfeeding?**

Yes       No

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If you selected Yes to one or more of the questions on the previous page, please specify:

**What was the unfavourable treatment you experienced?**

- Not receiving a promotion
- Not receiving progression
- Not receiving a transfer
- Not being considered for training or educational opportunities
- Receiving a different rate of pay for performing the same role (e.g., two Analysts at the same classification)
- Receiving a different rate of pay for performing a role with the same job functions (e.g., two employees who have different job titles but do similar or the same work)
- Receiving different job benefits for performing the same role
- Receiving different job benefits for performing a role with the same job functions
- Being given different tasks to other employees who perform the same role
- Being given different tasks to other employees who have the same job functions
- Other. Please specify:

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**If you specified an incident of Sex Discrimination, please provide further information.**

**Incident 1** *(if applicable)*

**Rank / position of you at time of the incident**

**Was the alleged perpetrator/s also an employee of Victoria Police?**

Yes

No

**Rank / position of the alleged perpetrator at time of the incident**

**Workplace context – how was it related to Victoria Police** *(e.g. during work hours, on duty, work function, training, academy, social function attended by Victoria Police employees)*

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**Please describe the impact of your experience**

**Comments**

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**Incident 2** *(if applicable)*

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**Was the alleged perpetrator/s also an employee of Victoria Police?**

Yes

No

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### Preparing your statutory declaration

A statutory declaration is a legally recognised written statement that the person making the statutory declaration (the declarant) promises is truthful. It is witnessed by a person who is authorised by legislation to witness statutory declarations. It includes an acknowledgement that the declarant knows that it is an offence to make a statement they know to be untrue.

It is a criminal offence to make a false statutory declaration. The penalty for making a false statutory declaration may be a fine or imprisonment. A person must treat the making of a statutory declaration seriously.

There is a wide variety of people who are able to witness a statutory declaration. A full list of authorised statutory declaration witnesses can be found at [www.justice.vic.gov.au](http://www.justice.vic.gov.au)

They include:

- Those who can administer an affidavit, including judicial officers, such as judges and magistrates, honorary justices, public notaries, court registrars, Victorian Civil and Administrative Tribunal members, members and former members of both Houses of Parliament, Australian legal practitioners and others;
- A person authorised to take a Commonwealth statutory declaration, such as a chiropractor, nurse, optometrist, physiotherapist, certain Australia Post officers and numerous others; and
- Those who are prescribed in regulations made under legislation, such as a school principal, a protective services officer, and some public servants.

A statutory declaration template has been included with this application form. You can also download a statutory declaration template at [www.justice.vic.gov.au/statdecs](http://www.justice.vic.gov.au/statdecs)

You should complete the statutory declaration template - this is a requirement of the *Oaths and Affirmations Act 2018* (Vic), and submit it as part of your application to the Scheme.

**I declare that the information provided for the preparation of this application is true and correct.**

Yes