

STATEMENT OF AGREED PRINCIPLES ON A RESPECTFUL CULTURE IN MEDICINE

OUR ORGANISATIONS:

- A. Are committed to creating a respectful culture in the practice of medicine, fostering a profession that reflects the diversity of our community, and promoting a culturally safe workplace for Indigenous Australians;
- B. Agree that places of work, training and education are places where all participants should be treated with dignity and respect, and be free from unacceptable behaviour, including bullying, discrimination, harassment and racism;
- C. Recognise that past practices and behaviours have not always met the high standards required to provide a safe, inclusive and respectful environment; and
- D. Recognise that each party has a different, but valuable role to play in achieving this goal, as employer, educator, trainer, professional association or member organisation.

OUR ORGANISATIONS AGREE TO:

- 1. Take active steps to build and promote respect, equity, diversity, fairness and cultural safety within our organisation and in our dealings with students, trainees, supervisors, practitioners, employees, contractors, members and each other.
- 2. Implement policies that promote diversity and respectful behaviours and clearly describe what is unacceptable and unlawful behaviour.
- 3. Provide support, education and training to students, trainees, supervisors, practitioners, employees, contractors and members to prevent and eliminate unacceptable behaviours.
- 4. Ensure complaints about unacceptable or unlawful behaviour or other breaches of policy are dealt with quickly, fairly and transparently. Protect complainants from unwarranted retaliation or victimisation, and ensure that prompt and appropriate action, including sanctions, is taken where breaches are proven.
- 5. Actively cooperate on policies and initiatives designed to promote diversity and respectful behaviour and discourage unacceptable behaviour.
- 6. Ensure our leaders model appropriate behaviour and actively promote a respectful culture.
- 7. Demonstrate transparency and accountability in the organisation's progress towards a respectful culture by means such as feedback, reporting, research, publications and surveys.
- 8. Review the outcomes of policies, actions and other initiatives at regular intervals in order to assess and improve their effectiveness.

ENDORSED BY:

