Unite Against Racism – Call to Action
Stakeholder toolkit

JUNE 2020

Copy deck – workplace conversation starters

Victim message

REPORT IT

If you are a victim of or a witness to racial vilification or discrimination you can report it. If the vilification you've witnessed or experienced includes a threat of physical harm to a person or their property, it's classified as serious vilification. This is a criminal offence and can be reported to police. As always, to contact the Queensland Police Service for urgent matters please call Triple Zero (000). For non-urgent matters visit attend www.police.qld.gov.au/reporting, attend your local police station in person.

You can also contact the Queensland Human Rights Commission to report incidents of public vilification or discrimination, including comments or posts made online. Formal complaints about discrimination and vilification may only be lodged by the person being harassed. If you see an incident you feel is discrimination or vilification – like a facebook post for example – you can report it to the Commission; no further action can be taken by them but recording these incidents is important in helping build a picture of issues the community are experiencing.

- To report an incident but not lodge a formal complaint: letusknow@qhrc.qld.gov.au
- To talk about whether an incident may be unlawful vilification or discrimination: call the enquiry line during business hours on 1300 130 670, or email enquiries@qhrc.qld.gov.au
- If you wish to report on cyber bullying or harassment you should do this via the Australian Cybercrime Online Reporting Network (ACORN) at https://www.cyber.gov.au/report

Perpetrator message

CARE BEFORE YOU SHARE

Sharing is easy, but caring isn't hard either. Care about people, and care about what it is you're posting. Would it hurt, humiliate, ridicule or vilify someone because of their cultural background? Caring means not sharing it. What about the post itself? Is it factual? Have you Googled the claims it's making? Caring means taking a minute or two to validate the information you're about to share.

Bystander message

SAY SOMETHING

If you see something online that you think is discriminatory, vilifying or generally offensive, say something. You might want to engage with the person posting the content, in a way that makes it clear you don't agree. Social media platforms have policies about the publication of material that bullies, intimidates, harasses, is hateful, threatening, unlawful or discriminatory. You can report posts that contain this sort of material to the platform. You might also want to screenshot the offensive content in case you need to report it elsewhere or lodge a complaint with the Queensland Human Rights Commission. You can't always stop people from acting poorly, but you can do something about it when they do.