

Fostering Respect Action Plan 2022-25
Progress report 2023
Addressing Discrimination, Bullying,

Progress snapshot

Culture, leadership and governance

This is the largest section of the action plan, containing 48 (63%) of the 76 actions. Our focus for the first year of the action plan included:

- setting standards of behaviour
- collaborating with hospitals and other partners
- taking action to end cultural discrimination and racism
- fostering equity, diversity and inclusion.

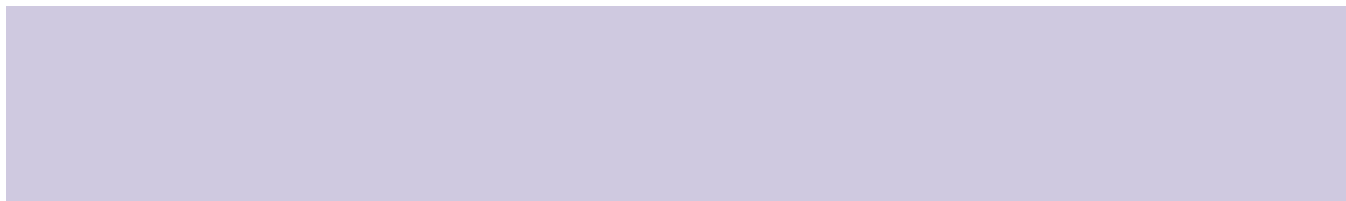
Please see highlights of our progress below.

Committing to change

- The RANZCOG Board and Chief Executive Officer (CEO) released an [apology and statement of commitment](#) on 28 Feb 2022, the date the College published BHD Advisory Working Group's report (action 1.1).
- On the same day, we emailed links to the 2021 Discrimination, Bullying, Sexual Harassment and Harassment (DBSH) survey results and the BHD Advisory Working Group report to members, including Fellows, Diplomates, Trainees and



Monitoring and evaluation



Recommendation	Action no.	Action	Complete by	Status
(cont.) RANZCOG enforces a zero-tolerance approach to discrimination of Aboriginal and Torres				

Recommendation	Action no.	Action	Complete by	Status
(cont.) RANZCOG advocates to employers to offer early intervention pathways for DBSH, such as the Vanderbilt model.	3.4.d	NZ - Promote via existing networks, such as the NZ Clinical Directors Network.	2022	Complete
	3.4.e	Australia - promote via existing networks, such as the RANZCOG Wellbeing Advocates	2022	Complete
	3.4.f	Recommend that a hospital adopt an early intervention pathway following an accreditation visit when indicated.	2022	Complete
RANZCOG strengthens links with and reporting to training sites and other hospitals. RANZCOG signs memoranda of understanding (MoU) with hospitals, which affirm a joint commitment to dealing with DBSH, sharing information and collecting data on complaints. RANZCOG reflects these provisions in its accreditation standards for training sites.	3.5.a	Consult with RACS on their memoranda of understanding and information sharing protocol.	2023	Started
	3.5.b	Roll out MoU and information sharing protocol	2024	Not started
	3.5.c	Update hospital accreditation standards.	2025	Not started

