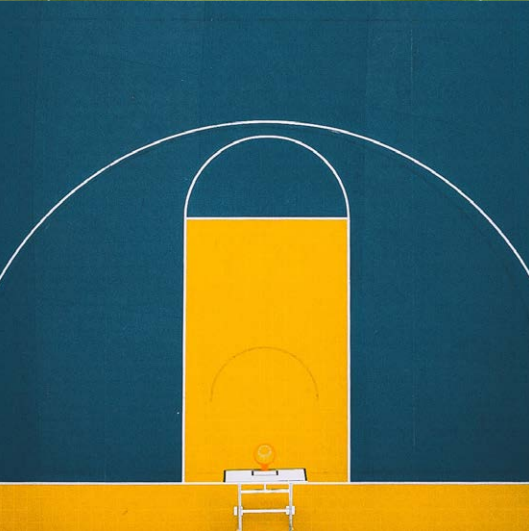
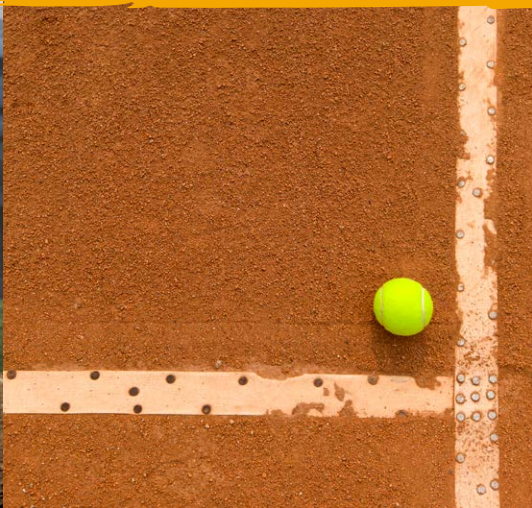
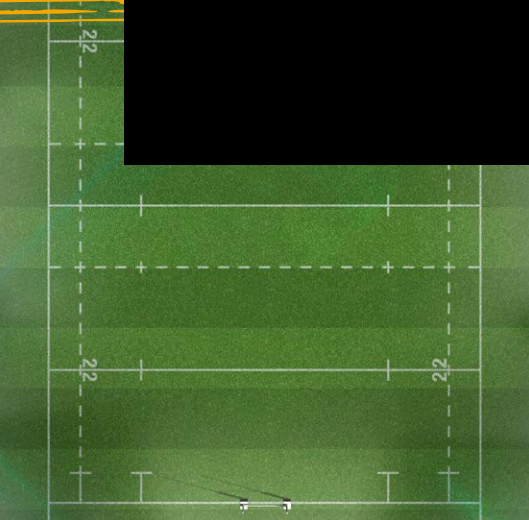


**RACISM.  
IT STOPS  
WITH ME**

**RACISM.  
NOBODY WINS.**

**INFORMATION ON SUPPORT  
SERVICES AVAILABLE FOR  
TARGETS OF RACISM**



**Australian  
Human Rights  
Commission**

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## FOREWORD

This resource includes information on:

- responding to racism
- where to report
- where to access support.

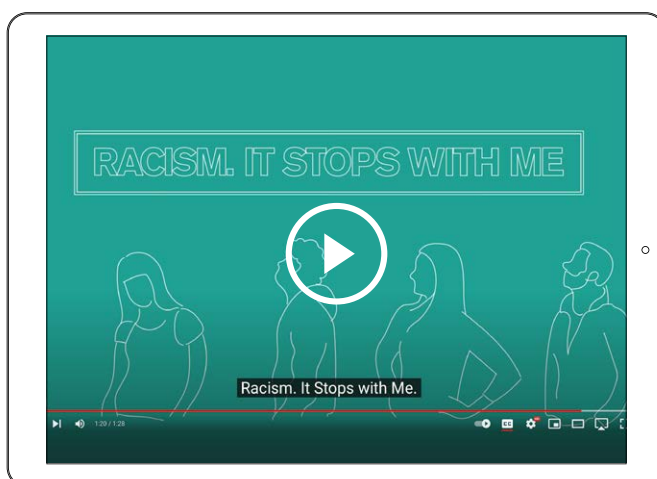
## RESPONDING TO RACISM

**Racism comes in many forms, and is not limited to racist incidents, vilification, harassment or abuse. However, the following video provides information on responding to racist incidents that happen in public and online. It may be a useful resource for spectators.**

If you see or experience racism in a sporting context, such as other spectators shouting racist abuse, there are actions you can take. These actions should never put you or others in any danger. Situations may be quite volatile and emotional so always keep in mind your own and others' personal safety.

Information on reporting is below but an important action that will help authorities appropriately address incidents of racism is to make a record of what you experience or see. You can video an incident, take pictures and write down what occurred, when it occurred and who was involved. It's important to do this at the time or shortly after the incident/s occur to help ensure your records are as accurate as possible. These simple actions can go a long way in helping authorities address racism.

### What should you do if you see or experience racism?<sup>1</sup>



## WHERE TO MAKE A REPORT

There are many places you can make a report. Depending on the nature of the incident, some may be more appropriate than others.

### POLICE

If you think you or somebody else may be threatened or in danger, call the police on 000. You can also report behaviour that you think might be a criminal offense after an incident by phoning the police on 131 444.

### AUSTRALIAN HUMAN RIGHTS COMMISSION

Federal anti-discrimination law says that people can make complaints to the Australian Human Rights Commission about unlawful race discrimination. There is no cost in making a complaint.<sup>2</sup>

The Commission is an independent agency whose role is to get both sides of the story and where appropriate, help those involved to resolve the complaint. The Commission is not a court and does not have the power to decide if what you are complaining about is unlawful discrimination. However, in some cases, for example, where your complaint is not resolved, you may be able to take your complaint to court. The court can decide if what you are complaining about is unlawful discrimination.

#### **The types of behaviour that can be dealt with by the Commission include:**

- racial discrimination in areas including employment, education, accommodation, getting or using services or accessing public places
- racially abusive comments at sporting events by players, spectators, coaches or officials
- racially offensive material on the internet, in the media or any other publications
- racially abusive comments in a public place, such as a shop, workplace, park, on public transport or at school.

You can make a complaint about racism or discrimination via email at [complaintsinfo@humanrights.gov.au](mailto:complaintsinfo@humanrights.gov.au) or via an online form <https://humanrights.gov.au/complaints/make-complaint>.

You can also phone the Commission for advice on 1300 656 419 or 02 9284 9888.

More information about the complaints process can be found at <https://humanrights.gov.au/our-work/complaint-information-service/complaints-under-racial-discrimination-act-0>

### OFFICE OF THE eSAFETY COMMISSIONER

If the incident happens online, you can report it to the Office of the eSafety Commissioner. You can help to collect and preserve evidence by taking a screenshot of the offensive post or content. It can help authorities identify the perpetrator and ensure appropriate action can be taken in response to their behaviour. You can make the report online at <https://www.esafety.gov.au/report>

### STATE AND TERRITORY ANTI-DISCRIMINATION COMMISSIONS

You can also make a complaint with your local state or territory-based commission. What is unlawful varies across jurisdictions, therefore more information about the reporting process can be found at the below websites.

**Anti-discrimination NSW:**

<https://antidiscrimination.nsw.gov.au/anti-discrimination-nsw/complaints/how-to-make-a-complaint.html>

**Queensland Human Rights Commission:**

<https://www.qhrc.qld.gov.au/complaints/making-a-complaint>

**Victorian Equal Opportunity and Human Rights Commission:**

<https://www.humanrights.vic.gov.au/dispute-resolution/what-happens-when-you-make-a-complaint/>

**South Australia Equal Opportunity Commission:**

<https://www.eoc.sa.gov.au/complaints/making-a-complaint>

**Northern Territory Anti-Discrimination Commission:**

<https://adc.nt.gov.au/complaints>

**Western Australia Equal Opportunity Commission:**

<https://www.wa.gov.au/service/community-services/social-justice-and-equity/make-discrimination-and-harassment-complaint>

**Equal Opportunity Tasmania:**

<https://equalopportunity.tas.gov.au/complaints>

**ACT Human Rights Commission:**

<https://hrc.act.gov.au/complaints/>

### SPORTS REPORTING MECHANISMS

Your club, state organisation and national body will have complaint handling policies and processes in place. They should also have designated contacts for complaints within the organisation, such as a Member Protection Information Officer (MPIO) or a Complaints Manager. Reports should be made to the appropriate contact within the organisation – this will help ensure that the proper actions are taken to address incidents of racism.

The National Sports Tribunal also offer dispute resolution services for harassment and discrimination. Note that there is a fee for this service. More details about the process can be found at <https://www.nationalsportstribunal.gov.au/dispute-resolution-services>

### OTHER REPORTING MECHANISMS

**Islamophobia Register:** Making a report to the Islamophobia Register does not involve a formal investigation, however it is a secure reporting mechanism to build knowledge around incidents of Islamophobia and anti-Muslim sentiments that are occurring across Australia. There is also access to victim support through the organisation. You can make a report online and access support at <https://www.islamophobia.com.au/report/>

**Asian Australian Alliance Register:** You can make a report to the COVID-19 Racism Incident Report to help collect data around incidents of racism for Australians who are of Asian background. You can make a report online at <https://asianaustalianalliance.net/covid-19-coronavirus-racism-incident-report/>

#### **Victorian Equal Opportunity and Human Rights Commission Community**

**Reporting Tool:** If you want to share your experience but do not want to make a formal complaint, the community reporting tool can be useful to understand the nature of racism and discrimination happening within communities. You can report online at <https://www.humanrights.vic.gov.au/get-help/community-reporting-tool/>

You may also be aware of other community-based reporting mechanisms that provide culturally appropriate avenues for reporting racism.

## WHERE TO SEEK SUPPORT

Being the target of racism can be distressing and traumatising. Targets of racism might need to talk to someone after an incident of racism occurs. Support may come from family, friends or people within the target's community, but more formal support services are also available.

### NATIONAL SUPPORT SERVICES

Emergency services	000
Lifeline	call 13 11 14 or text 0477 13 11 14
Suicide Call Back Service	1300 659 467
MensLine	1300 789 978
Beyond Blue	1300 22 4636
Kids Helpline	1800 55 1800
Q Life	1800 184 527
eHeadspace	<a href="https://headspace.org.au/eheadspace/">https://headspace.org.au/eheadspace/</a>

If you need an interpreter to help speak with any of the above services, please call the Translating and Interpreting Service (TIS National) on 131 450.

If you require hearing or speech assistance, please call the National Relay Service on 1300 555 727 (Speak and Listen) or via <https://internet-relay.nrscall.gov.au>

### ABORIGINAL AND TORRES STRAIT ISLANDER SERVICES

#### **Brother to Brother 24/7 Crisis Line for Aboriginal men.**

Call 1800 435 799. The line is staffed by Aboriginal men and Elders who have lived experience of various issues.<sup>3</sup>

#### **Well Mob is a social, emotional and cultural wellbeing online platform:**

<https://wellmob.org.au/>

#### **Find your nearest Aboriginal Community Controlled Health Organisation at**

<https://www.naccho.org.au/map>

#### **National Indigenous Postvention Service.**

Call 1800 805 801. The line is staffed by Aboriginal or Torres Strait Islander Advocates to support individuals, families, and communities affected by suicide or other significant trauma.<sup>4</sup>

#### **Yarning Safe'n'Strong 24/7 phone counselling.**

Call 1800 959 563 or visit <https://www.vaahs.org.au/yarning-safenstrong/>

### MULTICULTURAL SERVICES

**Transcultural Mental Health Service** provides translated mental health factsheets, and can be found online at <https://www.dhi.health.nsw.gov.au/transcultural-mental-health-centre-tmhc/resources/in-your-language>. Access to free bilingual counselling is only for people residing within NSW who are already connected to a NSW Mental Health Service.

**Health Translations Victoria** provides translated mental health factsheets, which can be found online at [https://healthtranslations.vic.gov.au/bhcv2/bhcht.nsf/PresentEnglishResource?Open&x=&s=Mental\\_health](https://healthtranslations.vic.gov.au/bhcv2/bhcht.nsf/PresentEnglishResource?Open&x=&s=Mental_health)

**Embrace Multicultural Mental Health** provides multilingual mental health information and community services. <https://embracementalhealth.org.au/community>

**SBS Settlement Guide** provides a state-based directory of culturally responsive mental health services. [https://www.sbs.com.au/language/english/mental-health-services-in-australia-in-your-language#toc-mod-article\\_module-1-0](https://www.sbs.com.au/language/english/mental-health-services-in-australia-in-your-language#toc-mod-article_module-1-0)

### SPORT-SPECIFIC SERVICES

Support may also be available within your sport or recreation organisation. Many national and state sports organisations now have athlete and member welfare support programs. Athlete Welfare Officers provide athletes and members with specific avenues for support and help, including supporting targets of racism in their sport. Check your own sports/recreation organisation to see what support they offer.

Nationally, there is the **Mental Health Referral Network** developed by the Australian Institute of Sport, which provides athletes, coaches or support members with free access to a range of confidential support services. For more information of how to access their services, visit <https://www.ais.gov.au/MHRN>

**Hey Sport, RU OK** is a campaign specifically developed to benefit all participants, officials, administrators, and supporters across the grass roots sporting community. There are resources to help sports organisations build a positive RU OK culture for their athletes and players. You can access the resources at <https://www.ruok.org.au/sport>



## ENDNOTES

<sup>1</sup>‘What should you do if you see or experience Racism?’, *Australian Human Rights Commission* (Video, 3 September 2020)  
<https://www.youtube.com/watch?v=TOOtOvv9i3c&t=11s>

<sup>2</sup>Australian Human Rights Commission, ‘Complaints under the Racial Discrimination Act’ (Fact Sheet) <https://humanrights.gov.au/our-work/complaint-information-service/complaints-under-racial-discrimination-act-0>

<sup>3</sup>‘Brother to Brother 24 Hour Crisis Line’, *Dardi Munwuhro* (Web Page)  
<https://www.dardimunwurro.com.au/brother-to-brother/>

<sup>4</sup>‘Postvention Services’, *Thirili* (Web Page)  
<https://thirili.com.au/nips/postvention-services>

**RACISM.**  
**NOBODY WINS.**

ABN 47 996 232 602  
GPO Box 5218,  
Sydney NSW 2001

General enquiries  
1300 369 711

National Info Service  
1300 656 419  
TTY 1800 620 241

Human Rights Commission  
[www.humanrights.gov.au](http://www.humanrights.gov.au)

This resource has been created by the Australian Human Rights Commission, in collaboration with national, state and territory-based sporting organisations and venues. For additional resources and information about the project, please visit <https://humanrights.gov.au/our-work/race-discrimination/publications/guide-addressing-spectator-racism-sports-2021>.