



Dealing with threats to LGBTIQ+ events in Local Government

The following resource has been developed to support library and council staff, and performers, when dealing with abuse related to LGBTIQ+ events. This is not an exhaustive list, nor is this document intended to replace regular OHS procedures in workplaces. Comprehensive safety plans and risk assessments should always be created in consultation with staff.

E-Safety

The E-Safety Commissioner has resources on protecting your identity online, you can also report online harassment and abuse: <https://www.esafety.gov.au/report>

Councils and library corporations that are concerned about threats and harassment should consider removing any public information that contains individual staff or Councillor phone numbers and email addresses.

Any individual can become a silent elector on the Federal and Victorian Electoral Roll. This will suppress your address from any candidate or political party that accesses the electoral roll for campaigning purposes. This is an easy step to protect your identity, and will usually be finalised within a day.

AEC Silent Elector register:

https://www.aec.gov.au/Enrolling_to_vote/Special_Category/silent-electors.htm

Workplace OHS

For abuse experienced at work, local Health and Safety Representatives have the right to consult with management about managing risks to psychological health. Managing risks could involve diverting phones, increasing staffing levels at high risk times, and altering workload management around email and social media.

Health and Safety Representatives can seek support from the Australian Services Union, and may find the Worksafe resource on identifying gendered violence useful:

<https://www.worksafe.vic.gov.au/resources/work-related-gendered-violence-including-sexual-harassment-pdf-version>

There have been instances of Worksafe Inspectors attending sites before events take place. Worksafe Inspectors should work in conjunction with workplace HSRs to understand the safety needs of the workplace. If you are concerned about the conduct of a Worksafe Inspector, you can make a complaint here:

<https://www1.worksafe.vic.gov.au/vwa/vwa029-005.nsf/xpOnlineComplaint.xsp>



Victorian Pride Lobby

Community Support

The Victorian Pride Lobby stands by the principle that community led protest and 'welcome parties' are an integral part of the safety response where an event is under threat. The following groups may be able to assist with organising a community presence at your event:

Rainbow Community Angels: rainbowcommunityangels@gmail.com

Dykes on bikes: <https://dykesonbikesmelbourne.org.au/pages/contact>

Union Pride: <https://www.facebook.com/WAUPride>

The Victorian Pride Lobby: info@vicpridelobby.org

Campaign against Racism and Fascism: <https://www.facebook.com/campaignarf>

Australian Services Union: info@asuvictas.com.au

This is not an exhaustive list. Local LGBTIQA+ groups, LGBTIQA+ groups you have a previous connection with, and less formalised networks of activists are also great resources for an organised community response.

Aside from providing people on the ground to protect your event, you may want to consider asking these groups to call out for messages of support. Supportive emails from the community can be an important way to keep morale high when things are getting tough.

Police Accountability

It is not a formal position of Victoria Police to cancel events as a first option. However, there have been concerns raised of local Police Stations advising Councils in the first instance to cancel events, as well as claiming that they will not provide support on the day if counter-protesters threaten the event, and behaving inappropriately with peaceful LGBTIQA+ community activists.

If you have concerns about police behaviour towards your event, you can contact the LGBTIQ Liaison Officers for assistance at: LLO-Coordinator-MGR@police.vic.gov.au

Where the LGBTIQA+ community has organised a protest to protect your event, it's a good idea to alert Melbourne Activist Legal Support. MALS provide legal observers of police behaviour on the day: <https://www.facebook.com/melbactivistlegal>

The Pride Lobby is currently gathering information about poor police behaviour in regards to these events. While we cannot provide legal advice, this information will be extremely useful in future advocacy. Please let us know about your experiences at: info@vicpridelobby.org



Victorian Pride Lobby

Event Logistics and Avoiding Cancellations

Library workers are currently sharing information about how to best run these events, and avoid cancellations, through the Australian Services Union Library Liaison Network. To access this information, contact your local ASU library delegate, and ask if they're a member of the network. If not, contact info@asuvictas.com.au to be added.

It's also advisable to contact your local ASU Organiser to assist with any campaigns that may need to be run to ensure the event goes ahead.

If you feel that political pressure is needed on Council management from outside your workplace, get in touch with the Pride Lobby at info@vicpridelobby.org, and Rainbow Local Government at rainbowlocalgov@gmail.com.

Mental Health support

QLife

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

1800 184 527

Switchboard

<https://www.switchboard.org.au/>

Queerspace

<https://www.queerspace.org.au/>

03 9663 6733