



VETERINARY PRACTITIONERS BOARD
AUSTRALIAN CAPITAL TERRITORY

Diversity and inclusion policy

The ACT Veterinary Practitioners Board is committed to upholding appropriate conduct to ensure that the Board does not discriminate against a person based on their ethnicity, socio-economic background, gender, sexual orientation, physical or mental health, or religion.

During the complaints process, the Board will not tolerate from any complainants or veterinary practitioners any such forms of discrimination or harassment. This is further addressed by all complaints being jointly considered with the ACT Human Rights Commission.

The Board is committed to supporting diversity in the veterinary profession. The Board believes it is important that the veterinary profession reflects the wider society that it serves. This includes diversity in ethnicity, socio-economic background, gender, sexual orientation, physical or mental health, and religion.

The Board firmly believes people living with disability should be welcomed and valued for their contribution to the veterinary profession. Veterinarians, like all other individuals, can experience ill health or disability. This can occur at any stage in their career, or even prior to starting their degree. A diagnosis of any health condition or disability in itself does not prohibit an individual from practicing effectively as a veterinary practitioner. Having a health condition or disability does not necessarily mean a veterinarian's fitness to practise is impaired, or that there is an inherent risk to patient safety.

In the case where a veterinary practitioner does become impaired to the extent it affects their fitness to practice the Board has an emphasis is on the care, counselling, treatment and/or education of the impaired veterinarian. This is designed for the purposes of restoring the impaired veterinarian to a condition whereby they can practise with reasonable skill and safety.

It is a professional requirement for each veterinary practitioner to take reasonable steps to address adverse physical or mental health that could impair fitness to practise; or might result in harm, or a risk of harm, to animal health or welfare, public health or the public interest and to not practice where this is the case.