



Playing our part

Workplace Responses to
Domestic and Family Violence

16 DAYS OF ACTIVISM TOOLKIT

November 2018

Contents

The purpose of these materials is to support leaders' participation in the 16 Days of Activism from 25 November to 10 December.

Purpose of this toolkit	3
Why is domestic and family violence a workplace issue?	4
What is the '16 Days of Activism to End Gender-Based Violence' campaign?	5
How can leaders join the campaign?	5
Case studies	6
What are practical everyday actions everyone can take?	12
Frequently asked questions	13
Resources	16
Organisations who can help	17
References	20

Purpose of this toolkit

Male Champions of Change (MCC) aim to achieve gender equality and accelerate the advancement of more women into leadership positions.

Domestic and family violence is a pervasive issue in our community and it impacts our workplace. Inspired by courageous advocates such as Rosie Batty and Kristy McKellar, the MCC have taken a leadership position on domestic and family violence. They recognised that they could not champion gender-balanced leadership without addressing domestic and family violence, whose victims are overwhelmingly women.

In November 2015, MCC released *Playing Our Part* – a report that set out a three-phase model for addressing domestic and family violence as a workplace issue.

At that time, MCC also decided to engage in the 16 Days of Activism to End Gender-Based Violence Campaign by:

- 1 Integrating 25 November, International Day for the Elimination of Violence against Women, into our corporate calendar.
- 2 Taking part in the 16 Days of Activism by integrating messages about domestic and family violence into our meetings, speeches and communications.

Importantly, underpinning all of this work is an acceleration of efforts to ensure our workplace's culture, policies and processes support those impacted by violence, deal with perpetrators of violence, and address the underlying cause of domestic and family violence – gender inequality.

Since MCC began working on this issue, workplace momentum has developed. There is growing recognition that every single Australian, and workplace, can act to reduce the prevalence and impact of domestic and family violence. MCC has learnt from, and collaborated closely with, the many organisations leading and championing change, including Our Watch.

MCC remain committed and persistent in their efforts and invite others to join them. We look forward to your feedback and suggestions.

Why is domestic and family violence a workplace issue?

The global picture

- Violence against women is one of the world's most prevalent human rights abuses.
 - One in three women globally will experience physical or sexual violence in their lifetime.¹
 - Gender-based violence is both a cause and consequence of gender inequality.²
-

The Australian story

- On average, one woman a week is killed by her intimate partner.³
 - It is estimated that 53 women were murdered in 2017. As of October 2018, 55 women have been murdered by men. Most of these women were killed by an intimate partner or someone known to them. 4 These murders account for one-quarter of homicide incidents in Australia.⁵
 - More than 1 in 50 women have experienced violence by a current partner.⁶ One in six women (1.4 million) have experienced physical violence from a partner in their lifetime.⁷ One in four women have experienced emotional abuse by a partner in their lifetime.⁸
 - Australian women are nearly three times more likely than men to experience violence from an intimate partner.⁹
 - On average, eight women are hospitalised a day, after being assaulted by a spouse or partner. Australian women are almost four times more likely than men to be hospitalised after being assaulted by their spouse or partner.¹⁰
 - Women are more than twice as likely as men to have experienced fear or anxiety due to violence from a former partner.¹¹
-

The workplace

- In Australia, between 55% and 70% of women who have experienced or are currently experiencing family and domestic violence are in the paid workforce.¹²
 - Nearly 50% of women who disclosed that they had experienced domestic violence reported that it affected their capacity to get to work. Of these women:
 - most of them (67%) indicated that they couldn't get to work because of a physical injury or because they had been restrained.¹³
 - nearly one in five reported that the domestic violence followed them into the workplace with, for example, abusive calls or emails or the partner physically coming to work.¹⁴
 - Between 25% and 50% of Australian women subjected to domestic and family violence report having lost a job, at least in part due to the violence.¹⁵
-

Costs of violence

- In 2016, the cost of violence against women and their children to the Australian economy was estimated at \$22 billion.¹⁶
- Victims and survivors bear 52% of the total costs (\$11.3 billion); costs are attributable to all cost categories, including the impacts of pain/suffering and premature mortality.¹⁷
- It is estimated that domestic and family violence will cost Australian businesses \$609 million annually by 2021.¹⁸

What is the '16 Days of Activism to End Gender-Based Violence' campaign?

- The worldwide '16 Days of Activism Against Gender-Based Violence' campaign originated from the first Women's Global Leadership Institute, coordinated by the Center for Women's Global Leadership in 1991.
- The campaign was established to build awareness about gender-based violence and facilitate networking and information sharing among individuals and organisations working on this issue around the globe.
- Symbolically, the 16 Days of Activism runs from International Day for the Elimination of Violence against Women on 25 November to International Human Rights Day on 10 December.
- For more information, visit <https://16dayscwgl.rutgers.edu>

How can leaders join the campaign?

Participating in the 16 Days of Activism can act as a powerful statement of support for those experiencing violence. There are a number of suggestions for how leaders can participate in the campaign from 25 November to 10 December.

These include:

- Beginning speeches by sharing information about domestic and family violence as a workplace and women's human rights issue.
- Adding the topic to the beginning of each meeting's agenda – with 5 to 10 minutes dedicated to the topic.
- Leveraging external and internal communications to raise awareness (e.g. enterprise-wide newsletters and social media).
- Holding workshops and events to raise awareness and build capacity to respond to domestic and family violence.
- Supporting community-based organisations that support survivors of domestic and family violence or that seek to prevent violence or change perpetrators' behaviours.
- CEOs and others publicly committing or recommitting to their visible role in this work, as well as launching or expanding relevant policies.
- Leaders sharing stories of impact of their organisations' work, for example, in implementing additional paid leave for those affected by domestic and family violence.

Please note, publicly shared materials should include information about referrals, for example, *"If you or someone you know needs support, please call 1800RESPECT on 1800 737 732 or visit www.1800RESPECT.org.au."*

CASE STUDIES

The Founding Male Champions of Change

CONTEXT

- Senior leaders rarely discuss domestic and family violence, or seek to shape a culture that reduces the prevalence and impact of it
- The Founding MCCs agreed to deepen their understanding of the issue. In November 2014, the group met with the courageous advocates Rosie Batty and Kristy McKellar
- From this dialogue, the men learned that domestic and family violence is a hidden issue that attracts significant stigma

ACTION TAKEN

The Founding MCCs integrated International Day for the Elimination of Violence Against Women into their corporate calendars including:

- Personal messages about their lessons from the meeting
- Acknowledgement that domestic and family violence is a workplace issue
- Confirmation of support available and referral pathways

IMPACT

- In its first year, the Founding MCCs reached more than 400,000 employees across 17 organisations, with further reach to suppliers and customers
- Responses received indicated support for the MCCs' engagement with the issue – many experiences were shared

LESSONS LEARNED

- Hearing the lived experiences of survivors can shape and influence change
- A first step to active engagement with the issue is leadership communication
- There is interest from employees in hearing from leaders on this topic

CASE STUDIES

Rio Tinto

CONTEXT

- Rio Tinto committed in 2014 to globally start using the topic of violence against women and family and domestic violence as a 'safety share' to mark the International Day for the Elimination of Violence against Women. A safety share is a brief safety talk about a specific subject at the beginning of a meeting or shift. In Rio Tinto, it is a business-wide practice which reaches all employees.
- Since then, this has been extended and used widely throughout the year to embed cultural change through multiple existing channels.

ACTION TAKEN

- Secured buy-in with senior leaders across the business and endorsement of the safety share message and approach
- Employed the existing system of safety shares to raise awareness
- Prepared materials on the facts, talking points and a reference to the company policy, support and leadership actions to ensure consistent discussion across geographies

IMPACT

- Reached a large proportion of Rio Tinto's workforce of over 50,000 people across 40 countries
- Led to some employees candidly sharing their experiences and insights and others expressing pride in a workplace that is openly tackling complex social issues

LESSONS LEARNED

- Communication about domestic and family violence will have the most impact when it follows organisational and cultural norms, led from the top and tailored to the geography
- It is critical that those leading communication activities:
 - Care and are authentic with the content
 - Are equipped with facts
 - Understand the issues and impacts
 - Most importantly, are aware of support from the company and referral pathways

Stockland

CONTEXT

- In 2017, Stockland looked at how it could better support employees impacted by domestic and family violence through a formalised approach around resources, training and policy

ACTION TAKEN

- Launched a Domestic and Family Violence Policy including an outline of resources available internally (including the Employee Assistance Program, IT and telephone options to reduce avenues of harassment, and 10 days of paid leave) and externally (key contacts, State and Federal Government hotlines, and more – all in one spot)
- Leveraged the new policy as an opportunity to communicate with employees on domestic and family violence on White Ribbon Day, including the commitment of the Managing Director/CEO along with his personal reflections on the issue
- Continued an awareness campaign with a briefing to the Stockland Leadership Team (Executive Committee and General Managers) with an expert speaker who provided more clarity on what domestic and family violence is and is not. Leadership expectations were also articulated.

IMPACT

- Increased number of enquiries from employees to the HR Help Desk regarding the policy and resources and two employees took formal Domestic and Family Violence leave

LESSONS LEARNED

- Awareness across the leadership and manager cohort was critical to ensure the right response is provided, given that research shows a victim may only ask once for help or not at all

CASE STUDIES

Medibank

CONTEXT

- As the provider of 1800RESPECT – a confidential online and telephone counselling, information and referral service available 24 hours, 7 days a week, Medibank has unique insight into the extent and impact of domestic and family violence. Medibank has seen a 133% increase in contacts to 1800RESPECT from 2014 to 2018 and has recognised the importance of awareness-raising to ensure survivors are accessing support.
- International Day for the Elimination of Violence against Women is used to promote Medibank's Domestic and Family Violence Support Policy as well as highlight the broader inequality issues facing women in the community

ACTION TAKEN

- At the beginning of the 16 Days, Craig Drummond, CEO of Medibank, posted to all employees on Yammer about:
 - His involvement in the Male Champions of Change Action Group on Domestic and Family Violence
 - Medibank's domestic and family violence policy that includes uncapped leave
- In addition, Craig hosted a panel session for employees with the head of 1800RESPECT and Kristy McKellar, a survivor advocate of domestic and family violence
- Medibank engaged experts to train and build capacity of key frontline personnel to respond to victims of domestic and family violence, and review its employee policies and internal systems that support members who are victims of violence

IMPACT

- Increased awareness and understanding within Medibank of the prevalence of domestic and family violence, and the issues faced by victims of this violence
- Received very positive and grateful responses from employees who have used the uncapped domestic violence leave policy, as well as taken advantage of Medibank's FlexBetter arrangements
- Better ability by frontline employees to identify and assist victims of domestic and family violence, as well as use appropriate referral pathways

LESSONS LEARNED

- Even with increased media coverage and corporate involvement, there is still relatively poor awareness and understanding in the community around the issues victims of Domestic and Family Violence face
- An increase in calls to 1800RESPECT was both alarming and encouraging: it reflected an unacceptable rate of violence experienced but conversely a positive trend towards an increase in disclosure and seeking help
- Internal experience at Medibank matches what is happening in the community – people are reaching out for support. Victims are most at risk when they are seeking support and trying to leave a violent relationship, so the organisational response is critical

CASE STUDIES

NAB

CONTEXT

- NAB launched its 'Join Together' campaign in the lead up to International Day for the Elimination of Violence against Women and the 16 Days of Activism in 2017 to increase awareness of support available for employees and customers at risk of domestic and family violence and make clear NAB's approach to the issue with the community

ACTION TAKEN

- The campaign was developed in partnership with family violence expert and survivor Kristy McKellar
It included:
 - Extending the bank's Domestic and Family Violence Support policy (which includes special leave with pay that is uncapped and determined on a case-by-case basis) to also include reasonable paid leave to any employee supporting a family or immediate household member experiencing domestic or family violence
 - Including messages of support for action on domestic and family violence on over 1,700 NAB and Redi ATM screens around Australia, digital screens in NAB branches and on media and social media platforms. This included Chief People Officer, Lorraine Murphy, sharing a personal anecdote/story on LinkedIn to launch the campaign
 - Coordinating interactive employee events nationally, including fundraising morning teas and pop-up stores with social enterprise Two Good Co.
 - Running an internal Intranet article featuring Kristy McKellar (survivor-advocate), and highlighting the support services NAB offers to its employees and customers
 - Recognising the incredible work of the direct service hardship team (NAB Assist) with a thank-you morning tea

IMPACT

- Increased awareness of the support NAB can provide to its 9.4 million customers, and approximately 33,000 employees and the broader community
- Created a space where employees and customers felt they could share their personal stories, or share information about NAB's support with their family, friends and community

LESSONS LEARNED

- Engaging with domestic and family violence experts and the broader community was critical in getting NAB's approach and messaging right
- Using multiple communications channels, including methods that are different to the norm, helped capture the attention of a significant proportion of employees and customers
- Internal activities were an effective way to re-energise a longer and more in-depth internal conversation about the issue of domestic and family violence

CASE STUDIES

Our Watch in partnership with AFL, NRL, Rugby Australia and Netball Australia

#MoreThanASpectator
16 Days of Activism campaign

CONTEXT

- In 2017, Our Watch partnered with four of the country's major sporting codes (AFL, NRL, Rugby Australia and Netball Australia) to reach out to Australians to be #MoreThanASpectator when they witness behaviours that drive violence against women
- Through the Our Watch initiative, the sporting codes assisted in the development and delivery of the content for the campaign implemented during the global 16 Days of Activism Against Gender-Based Violence
- The campaign aimed to increase public awareness of the role of sport in preventing violence against women and empower leaders, parents, role models and the sporting community to call out sexist and disrespectful attitudes and behaviour towards women
- The four codes and Our Watch shared key messages across their digital channels throughout the 16 Days of Activism against Gender-Based Violence Campaign

ACTION TAKEN

- Our Watch supported each code in developing social media content tailored for their audience as well as shared content. This was posted at various times throughout the 16 Days of Activism #MoreThanASpectator campaign. Posts included a link to the campaign page and various #MoreThanASpectator videos and campaign images.
- A digital clip titled #MoreThanASpectator was released to coincide with the beginning of the 16 days. The sports stars involved called on bystanders to challenge sexist attitudes and behaviours, wherever and whenever they see them – whether they occur in public, venues, workplaces or at home – and encourage audiences to 'join the team' and be 'more than a spectator'.
- The content took six months to develop in partnership with each of the sporting codes. The AFL media team led the production and management of the clip with considerable in-kind support
- The clip features an all-star cast with Australian Football League's (AFL) Jarryn Geary, Rugby Australia's Chloe Dalton, National Rugby League's (NRL) Sione Mata'utia and Netball Australia's Caitlin Thwaites. See <https://www.ourwatch.org.au/morethanaspectator>.
- Prior to the campaign launch, each code reached out to various elite players, leaders, clubs and key stakeholders to commit to share the social media content to their audiences and ask them to take action

IMPACT

- In 2017, content from the #MoreThanASpectator campaign reached 2,145,798 people
- Collectively, content generated through Facebook, Instagram and Twitter resulted in 32,999 user interactions (engagement), up by 30% from 2016
- The engagement rate for this campaign stands at 1.5%, 50% higher than the industry average for brand engagement of 1%
- Through sporting codes including a link to the website, followers were provided with the information and support they may need when calling out behaviours and attitudes. As a result, the campaign webpage was viewed a total of 1,954 times throughout the campaign with almost 500 hits in the first three days following its launch. This is a 55% increase in page views from 2016

LESSONS LEARNED

- These results demonstrate the power of working collaboratively to increase the reach of messaging on prevention of violence, as well as increasing awareness of the role of sport in challenging attitudes and beliefs towards building respectful relationships
- Greater reach was evident when the key messages were accompanied with images of high profile players and coaches or when posts were used that embedded short clips

CASE STUDIES

Walter and Eliza Hall Institute of Medical Research

CONTEXT

- After launching the Institute's Workplace Response to Family Violence Policy and Procedure in 2016, the 16 Days of Activism to End Gender-Based Violence presented an opportunity to increase awareness among staff and students of the policy, and of domestic and family violence in the community more broadly

ACTION TAKEN

- International Day to Eliminate Violence against Women was added to the Institute's calendar
- A range of communication activities were carried out including internal staff messages, social media and lighting orange the Illuminarium light installation (extends seven storeys from top to bottom of building visible from Royal Parade) for the duration of the 16 days of activism campaign
 - Held an all staff and student launch event for the Workplace Response to Family Violence Policy and Procedure to raise awareness of the issue and highlight support available to staff and students. Kristy McKellar (survivor advocate) was invited to share her story

IMPACT

- The solid foundation built internally through policy and communication activities has helped the Institute to develop a maturing external presence on the issue. A strong internal position has provided a platform to take a public stance and continue to grow this voice. For example, the symbolic action of turning the Illuminarium light installation orange for the duration of the campaign will be amplified by exploring joint activities with other health and medical research partners in the local area in future


LESSONS LEARNED


- Experts and advocates play a vital role in setting the scene when raising awareness of societal issues. Following Kristy McKellar's powerful speech at the launch event, advocates in other areas (such as experiences and issues faced by the LGBTIQ+ community) have been invited to the Institute to share their stories to provide staff and students with their personal perspectives of the issues
- It is important to ensure activities are not seen as tokenistic. Actions must be consistent and be aligned to internal messaging, and grow as the organisation gains greater awareness and sophistication on the issue


What are practical everyday actions everyone can take?


Provided by OurWatch (www.ourwatch.org.au)


We all have a major role to play in challenging gender stereotypes and championing gender equality. Practical everyday actions that anyone (particularly men) can take include:

 **Never letting anyone blame a victim** because of what they were wearing, how much they'd had to drink, were behaving in a 'suggestive' manner, or for any other reason

 **Checking in** with a woman and asking her if she's OK if you think she is being treated in a controlling manner.

 **Considering whether your own attitudes** and behaviours towards women and men, girls and boys, might be reinforcing gender stereotypes or unconsciously condoning disrespect for women.

 **Never letting anyone make excuses for a perpetrator** (because he was angry, drunk or has money problems, for example) because this contributes to a society that excuses violence against women.

 **Speaking out** if someone makes a sexist joke or catcalls at women on the street. These things might seem unimportant, but they are based in disrespect for women, and chances are you're not the only one who thinks this kind of behaviour is wrong.

Frequently asked questions

This section draws on material produced by Our Watch. For more information see *Change the Story* and the various resources on the Our Watch website: www.ourwatch.org.au

1 What causes violence against women?

There is no single cause of violence against women. But current international evidence tells us that it is more likely to happen where gender inequality is ingrained in social, cultural and organisational structures and practices.

According to this evidence, the particular expressions of gender inequality associated with higher levels of violence against women are:

- Social norms (attitudes and beliefs) and institutional practices that excuse, justify or tolerate violence against women
- Men's control of decision-making in relationships and public life, and limits to women's economic and social independence
- Rigid and stereotypical gender roles and identities
- Male peer relations that emphasise aggression and disrespect towards women

Gender inequality is always influential as a driver of violence against women, but is not experienced in the same way by every woman. Other forms of social, political and economic inequalities can affect how gender inequality is expressed.

In some cases, the severity or frequency of violence can be increased by other factors that reinforce gender inequality, although none of these factors predict or drive violence against women on their own.

2 What is the evidence that gender inequality drives violence against women?

There is a strong and consistent association in the international evidence between gender inequality and levels of violence against women.

Most recently, a 2015 study in medical journal *The Lancet* found factors relating to gender inequality predict the prevalence of intimate partner violence across 44 countries.¹⁹ A United Nations review found significantly and consistently higher rates of violence against women in countries where women's economic, social and political rights are poorly protected, and where power and resources are unequally distributed between men and women.²⁰ This is true on the broad social scale, but also within intimate relationships, where male dominance and control of wealth is a significant predictor of higher levels of violence against women.²¹

Gender inequality isn't only expressed through imbalances in economic or political power and rights – it's also found in individual and community beliefs about what men and women are like, and how they are 'supposed' to behave. World Health Organization research has found individuals, both men and women, who don't believe that men and women are equal, and/or see them as having specific roles or characteristics, were also more likely to condone, tolerate or excuse violence against women.

Australian research has confirmed the most consistent predictor for support of violence against women by men is a person's agreement with sexist, patriarchal and/or sexually hostile attitudes.²²

Frequently asked questions

3 What role does alcohol, socio-economic status, mental health and drugs play?

These are a number of **reinforcing factors** that **don't predict or drive violence on their own**; however, they **may increase the likelihood of violence against women** among people who already have low support for gender equality and have violence-supportive attitudes.

The harmful use of alcohol is one reinforcing factor for violence against women, but it does not drive violence against women on its own. Not all people who drink are violent, and many people who do not drink are violent. However, in conjunction with social and cultural norms based on harmful gender stereotypes – such as male conquest and aggression – alcohol can contribute to the increased occurrence or severity of violence against women.

Research is limited on the impact of other drugs on violence against women, however it's possible certain drugs could have a similar effect to alcohol.

Socio-economic factors themselves do not drive violence against women. However, if these factors reinforce or worsen existing gender inequalities, they can increase the probability of violence against women. For example, women who are particularly limited in access to wealth and resources may find themselves financially dependent on their partner and therefore restricted when making choices about if or when to leave an abusive partner.

4 What about violence against men?

All violence is wrong, regardless of the sex of the victim or perpetrator.

However, both sexes are more likely to experience violence at the hands of men.²³ Men are more likely to experience violence by other men in public places; women are more likely to experience violence from men they know, often in the home.²⁴

Women are far more likely than men to experience sexual violence and violence from an intimate partner, and with more severe impacts. Women are more likely to be afraid of, hospitalised by, or killed by an intimate partner than men.²⁵ This doesn't negate the experiences of male victims. But it means that the different approaches to preventing violence must take into account the different ways that men and women experience it.

Frequently asked questions

5 What role can men play in this change?

Men have a major role to play in challenging gender stereotypes and championing gender equality to prevent violence against women. As individuals, our everyday words and actions matter – they are what help to build a society where women are respected as equals and violence against women is not tolerated.

As discussed above under 'What are practical everyday actions that everyone can take?', men in particular can act in the following positive and proactive ways:

- Never letting anyone blame a victim because of what they were wearing, how much they'd had to drink, were behaving in a 'suggestive' manner, or for any other reason.
- Never letting anyone make excuses for a perpetrator (because he was angry, drunk or had money problems, for example) because this contributes to a society that excuses violence against women.
- Speaking out if someone makes a sexist joke or catcalls a woman on the street. These things might seem unimportant, but they are based in disrespect for women, and chances are you're not the only one who thinks this kind of behaviour is wrong.
- Checking in with a woman and asking her if she's OK if you think she is being treated in a controlling manner.
- Considering whether your own attitudes and behaviours towards women and men, girls and boys, might be reinforcing gender stereotypes or unconsciously condoning disrespect for women.

Men in positions of leadership can also use their role and influence to drive change by:

- Role modelling respect for women.
- Ensuring that women are part of decision-making processes.
- Implementing initiatives, policies and practices that promote gender equality.

RESOURCES

General resources on violence against women

Our Watch, Understanding Violence Against Women: Facts and Figures

www.ourwatch.org.au/Understanding-Violence/Facts-and-figures

Our Watch, Understanding Violence Against Women: Myths about violence

www.ourwatch.org.au/Understanding-Violence/Myths-about-violence

White Ribbon Australia, Myths and Realities About Violence Against Women

www.whiteribbon.org.au/wp-content/uploads/2017/05/WR_MythsAndReality.pdf

Our Watch, Understanding Violence Against Women: FAQs about the issue

www.ourwatch.org.au/Understanding-Violence/FAQs-about-the-issue

Our Watch, Preventing Violence: Men

www.ourwatch.org.au/Preventing-Violence/Men

White Ribbon Australia's 'What Can Men Do' Fact Sheet

www.whiteribbon.org.au/wp-content/uploads/2016/10/WR_WhatMenCanDoFactSheet_HR.pdf

Australian Human Rights Commission, Factsheet on 'Domestic and Family Violence: a workplace issue, a

Resources on domestic and family violence as a workplace issue

discrimination issue'

www.humanrights.gov.au/our-work/family-and-domestic-violence/publications/fact-sheet-domestic-and-family-violence-workplace

Our Watch, Workplace Equality and Respect Project

<https://www.ourwatch.org.au/What-We-Do/%E2%80%8BVictorian-Workplace-Equality-and-Respect-Project>

University of New South Wales, the Gendered Violence & Organisations project

www.arts.unsw.edu.au/gvandwork

The VicHealth Violence against Women Equal Footing toolkit

www.vichealth.vic.gov.au/search/equal-footing-toolkit

White Ribbon

<https://www.whiteribbon.org.au/understand-domestic-violence/facts-violence-women/domestic-violence-statistics/>

Organisations who can help

Male Champions of Change has learnt from and collaborated with excellent organisations focused on ending domestic violence against women. A number of these are detailed below.

ORGANISATION	ABOUT	CAN HELP WITH
<p>OUR WATCH www.ourwatch.org.au</p>	<ul style="list-style-type: none"> • A national, independent organisation dedicated to the prevention of violence against women and children • Developed Change the Story: the national framework for the prevention of violence against women and their children in Australia using a framework for shared understanding and collaborative action • Creating a series of resources to support the implementation of Change the Story, with a focus on diverse kinds of practitioners working in a range of settings around the country • Engages and liaises with government and policymakers to encourage and support specific action on prevention, and provides policy advice, analysis and input into public inquiries and policy and legislative reform processes • Undertakes campaigns and social marketing to encourage attitude and behaviour change, challenge damaging social norms and attitudes, and promote gender equality 	<ul style="list-style-type: none"> • Resources, including reports, videos and Q&As to understand violence against women, its underlying drivers and what actions are needed to prevent it • Workplace Equality and Respect Standards; Resources and tools to support organisations to prevent violence against women through creating gender equitable structures, norms and practices in the workplace. These include: <ul style="list-style-type: none"> – self-assessment tools – implementation guide – employee surveys resources including templates, best practice examples and guidance on communications, engaging leaders and dealing with backlash.
<p>FULL STOP FOUNDATION www.fullstopfoundation.org.au</p>	<ul style="list-style-type: none"> • An initiative of Rape & Domestic Violence Services Australia, the Full Stop Foundation leads in the prevention of sexual, domestic and family violence in Australia through innovative and results-driven programs. • The Full Stop Foundation offers several programs, including: <ul style="list-style-type: none"> – The Ethical Leadership Initiative, which aims to foster workplace cultures where gender-based violence, including sexual harassment and homophobia, are not tolerated. – The program works with organisations to embed an ethical decision-making framework targeting gender-based violence in the workplace. This is done through the provision of confidential, tailored, customised, evidence-based, tools and training for building ethical leadership, culture and practices. – The Responding with Compassion course, which helps participants understand the societal and individual impact of sexual assault and how to support someone who has experienced sexual violence. – The Men's Behaviour Change Program, which makes counselling available for any man who fears he may use, or who has used, violence in his relationships. 	<ul style="list-style-type: none"> • Creating an environment where employees feel comfortable disclosing violence (the Ethical Leadership Initiative) • Referrals to 1800RESPECT and the Men's Behaviour Change Program • Equipping managers to implement policies (such as Responding with Compassion)

Organisations who can help

ORGANISATION	ABOUT	CAN HELP WITH
<p>UNIVERSITY OF NEW SOUTH WALES www.arts.unsw.edu.au/gvandwork</p>	<ul style="list-style-type: none"> Through its Gendered Violence & Organisations program, the University of New South Wales (UNSW) continues to play a pioneering role in Australia and internationally in efforts to address the effects of domestic, family and sexual violence on the workplace The program provides research, advisory and training services to support the development and implementation of effective gender-neutral workplace 	<ul style="list-style-type: none"> 'Good practice' reviews of policies and procedures Tailored skills-development training for first responders and key staff Customised general awareness training and e-learning Monitoring and evaluation
<p>VICHEALTH www.vichealth.vic.gov.au/search/equal-footing-toolkit https://www.vichealth.vic.gov.au/courses-and-events</p>	<ul style="list-style-type: none"> VicHealth has developed and implements workplace programs to promote non-violent, equitable and respectful relationships between men and women These programs are designed to help organisations to create workplace environments that promote non-violent, equitable and respectful relationships between men and women 	<ul style="list-style-type: none"> Workplace training and resources to equip organisations to prevent violence against women Leadership training that equips managers to plan the implementation of a whole-of-organisation strategy including policies, gender audits and training
<p>WHITE RIBBON FOUNDATION www.whiteribbon.org.au</p>	<ul style="list-style-type: none"> White Ribbon Australia is a national organisation working to change attitudes and behaviours that perpetuate men's violence against women by engaging men and boys to lead social change In May 2011, White Ribbon initiated the White Ribbon Australia Workplace Accreditation Program The objectives of the Workplace Accreditation Program are to: <ul style="list-style-type: none"> Increase the knowledge and skills of managers and staff to address issues of men's violence against women Enhance the capacity of workplaces to respond to the issue of men's violence against women Change the attitudes and behaviours that allow men's violence against women to happen The foundation accredits workplaces that take active and effective steps to stop men's violence against women 	<ul style="list-style-type: none"> Initial design of workplace responses to domestic and family violence External review and evaluation of policies and initiatives

Organisations who can help

ORGANISATION	ABOUT	CAN HELP WITH
<p>AUSTRALIA'S CEO CHALLENGE www.australiasceochallenge.org</p>	<ul style="list-style-type: none"> • Australia's CEO Challenge is a charity that supports the business sector to help break the silence surrounding domestic violence • Its aim is to make sure workplaces are aware and responsive to domestic violence and have in place a strategy to raise awareness and support their staff who may be living with violence, abuse and control at home. 	<ul style="list-style-type: none"> • The Workplace Domestic Violence Prevention Program provides education, policy, training and staff engagement
<p>LIFELINE www.lifeline.org.au</p>	<ul style="list-style-type: none"> • Lifeline is a national charity providing all Australians experiencing a personal crisis with access to 24-hour crisis support and suicide prevention services. Lifeline is also a Registered Training Organisation with nationally accredited training, including: <ul style="list-style-type: none"> – The Accidental Counsellor, which aims to equip individuals with the ability to recognise a crisis, respond in an appropriate manner and refer someone in crisis to a suitable service – DV Aware where participants learn how to recognise domestic and family violence and engage with someone who may be experiencing this in their life – DV Alert where participants gain the knowledge and skills to recognise signs of domestic and family violence, respond with appropriate care, and refer people to appropriate support services. 	<ul style="list-style-type: none"> • Referrals to 13 11 14 • Equipping managers to implement policies

References

1. World Health Organisation (2017). Fact Sheet – Violence Against Women. Available at <http://www.who.int/en/news-room/fact-sheets/detail/violence-against-women>
2. United Nations Convention on the Elimination of all Forms of Discrimination Against Women, opened for signature 1 March 1980, 1249 UNTS 13 (entered into force 3 September 1981). Available at <http://www.ohchr.org/EN/ProfessionalInterest/Pages/CEDAW.aspx>
3. Australian Institute of Criminology (2017). National Homicide Monitoring Program Report. The report showed that over a 2-year period from 2012/13 to 2013/14, there were 99 female victims of intimate partner homicide. Women continue to be over-represented as victims of intimate partner homicide, accounting for 79% of all intimate partner homicides.
4. Counting Dead Women Australia, researchers of Destroy The Joint; Impact for women, Australian death toll due to violence: 2018. Available at <http://www.impactforwomen.org.au/death-toll-of-violence-in-australia-2018.html>
5. Australia's National Research Organisation for Women's Safety (ANROWS) (2018). Fast Facts: Impacts of Family, Domestic and Sexual Violence 2018. Available at <https://www.anrows.org.au/node/1507>
6. Australian Bureau of Statistics (ABS) (2017). Personal Safety Survey, cat. no. 4906.0 (Canberra). Available at <http://www.abs.gov.au/ausstats/abs@.nsf/mf/4906.0>
7. Australian Bureau of Statistics (ABS) (2017), Personal Safety Survey, cat. no. 4906.0 (Canberra). Available at <http://www.abs.gov.au/ausstats/abs@.nsf/mf/4906.0>
8. Australian Bureau of Statistics (ABS) (2017), Personal Safety Survey, cat. no. 4906.0 (Canberra). Available at <http://www.abs.gov.au/ausstats/abs@.nsf/mf/4906.0>
9. Australian Bureau of Statistics (ABS) (2017), Personal Safety Survey, cat. no. 4906.0 (Canberra). Available at <http://www.abs.gov.au/ausstats/abs@.nsf/mf/4906.0>
10. Australian Institute of Health and Welfare (AIHW) (2018). Family, Domestic and Sexual Violence in Australia 2018, cat. no FDV 2 (Canberra). Available at <https://www.aihw.gov.au/getmedia/d1a8d479-a39a-48c1-bbe2-4b27c7a321e0/aihw-fdv-02.pdf.aspx?inline=true>
11. Australian Bureau of Statistics (ABS) (2017), Personal Safety Survey, cat. no. 4906.0 (Canberra). Available at <http://www.abs.gov.au/ausstats/abs@.nsf/mf/4906.0>
12. Australian Bureau of Statistics (ABS) (2005), Personal Safety, Australia 2005, cat. no. 4906.0 (Canberra). Available at [www.abs.gov.au/AUSSTATS/abs@.nsf/Lookup/4906.0Main+Features+12005%20\(Reissue\)?OpenDocument](http://www.abs.gov.au/AUSSTATS/abs@.nsf/Lookup/4906.0Main+Features+12005%20(Reissue)?OpenDocument)
13. GVRN – UNSW Sydney (2011). National Domestic Violence & the Workplace Survey 2011 (Sydney)
14. GVRN - UNSW Sydney (2011), National Domestic Violence & the Workplace Survey 2011 (Sydney)
15. Australian Human Rights Commission (2011). Domestic Violence and the Workplace: Employee, Employer and Union Resources. Available at https://www.humanrights.gov.au/sites/default/files/Annex%20A%20policies_and_procedures.pdf
16. KPMG, at the request of the Department of Social Services (2016). The Cost of Violence against Women and their Children report (Canberra). Available at https://www.dss.gov.au/sites/default/files/documents/08_2016/the_cost_of_violence_against_women_and_their_children_in_australia_-_summary_report_may_2016.pdf
17. KPMG, at the request of the Department of Social Services (2016), The Cost of Violence against Women and their Children report (Canberra). Available at https://www.dss.gov.au/sites/default/files/documents/08_2016/the_cost_of_violence_against_women_and_their_children_in_australia_-_summary_report_may_2016.pdf
18. The National Council to Reduce Violence against Women and their Children (2009).
19. Heise, L. and A. Kotsadam (2015). Cross-national and multi-level correlates of partner violence: An analysis of data from population-based surveys. *Lancet Global Health* vol. 3.
20. UN Women (2012). In Pursuit of Justice – Progress of the World's Women. Available at <http://www.unwomen.org/~media/headquarters/attachments/sections/library/publications/2011/progressoftheworldswomen-2011-en.pdf>
21. World Health Organization (2010). Preventing intimate partner and sexual violence against women: Taking action and generating evidence. Available at <http://www.who.int/reproductivehealth/publications/violence/9789241564007/en/>
22. VicHealth (2014). Australians' attitudes towards violence against women. Findings from the 2013 community attitudes towards violence against women survey. Available at <https://www.vichealth.vic.gov.au/media-and-resources/publications/2013-national-community-attitudes-towards-violence-against-women-survey>
23. Cox, P. (2015) Violence against women: Additional analysis of the Australian Bureau of Statistics' Personal Safety Survey, 2012, Horizons Research Report, Issue 1, Sydney: Australia's National Research Organisation for Women's Safety (ANROWS).
24. Cox, P. (2015) Violence against women: Additional analysis of the Australian Bureau of Statistics' Personal Safety Survey, 2012, Horizons Research Report, Issue 1, Australia's National Research Organisation for Women's Safety (ANROWS), (Sydney)
25. Cussen, T. and W. Bryant, W. (2015). Research in Practice No. 38: Domestic/Family Violence Homicide in Australia. The Australian Institute of Criminology.

