

TOGETHER *we* CAN

Act now to end Family Violence in Cardinia Shire



TIP SHEET for workplaces

*Family violence incidents occurred approximately
once every 75 minutes
across Casey, Cardinia and Dandenong in 2014/15*

Family violence is not just physical abuse.

It includes sexual, emotional, verbal, financial, social, spiritual abuse - fear and intimidation. Essentially - it is when one person uses power and control over another person that removes their human right to feel safe at work, at home or in the community.



Why act now?

- Family violence cost the Australian economy \$21.7 billion in 2015
- 1 woman is killed each week by a current or former partner
- Employers are **legally responsible** for the health and wellbeing of their staff
- Violence always starts with disrespect
- When we **work together** our **children** will have a **better future**.



Who should act?

Everyone in a workplace, including:

- Business owners, **leaders**, managers, supervisors, advisors
- Sole traders, contractors, sub-contractors, union representatives, entrepreneurs
- Tradies, farmers, retailers, real estate agents, scientists, teachers, lawyers, restaurateurs
- Manufacturers, government agencies, service providers, carers.



What can I do?

Don't ignore attitudes, behaviour, practices or policies in the workplace that are discriminatory.

- **Speak up** - challenge sexist, racist, homophobic remarks and jokes
- **Get informed** - know the law, inform others, call the experts, build respect
- **Offer support** - check in with staff; protect their health and wellbeing



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Help lines

Emergency Services - Phone 000 Call if someone is in immediate danger.

1800 RESPECT - Phone 1800 737 732 Helpline, information and support 24/7.

Men's Referral Service - Phone 1300 766 491 Confidential, respectful service for men.

SAFE STEPS - Phone 1800 015 188 For women and children experiencing abuse.



Do it yourself

Fact Sheet - Domestic and family violence: A workplace issue, a discrimination issue

www.humanrights.gov.au/sites/default/files/document/publication/2015_DomesticViolence_workplace_issue_factsheet_o.pdf

Policies and Procedures - Safety Planning - Checklists

www.humanrights.gov.au/domestic-violence-and-workplace-employee-employer-and-union-resources-2012



Contact the experts

Australian Human Rights Commission

www.humanrights.gov.au/our-work/family-and-domestic-violence or **1300 656 419**

McAuley Community Services for Women - Workplace Training

www.mcauleycsw.org.au/our-services/engage-to-change

Workplace Gender Equality Agency www.wgea.gov.au or **1800 730 233**



Know the law

Fair Work Act - Flexible Working

www.fairwork.gov.au/employee-entitlements/flexibility-in-the-workplace/flexible-working-arrangements

Australian Human Rights Commission

www.humanrights.gov.au/our-work/employers

Victoria Legal Aid - Intervention Orders

www.legalaid.vic.gov.au/find-legal-answers/family-violence-intervention-orders

There is a wide range of resources available locally, state-wide and nationally. This is a brief selection to assist workplaces in the immediate future. Additional links and resources can be found at www.togetherwecan.org.au. Join the Facebook group for local updates.

Statistics have been sourced from Our Watch, the Australian Human Rights Commission and the Crime Statistics Agency.



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