



# White Ribbon Workplace Accreditation

## Information for Staff about Domestic & Family Violence in the Workplace



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Australia's campaign to stop violence against women



## Content Outline

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- Short clip from Our Watch
- The extent of Violence against women in Australia
- MNC D&FV Policy
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- Workplace support options
- What does a Healthy Relationship look like?
- Online training available
- Other considerations
- How to be an active bystander
- Short clip from Our Watch

**1800RESPECT**  
NATIONAL SEXUAL ASSAULT, DOMESTIC  
FAMILY VIOLENCE COUNSELLING SERVICE

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## Safety Statement

Discussion around domestic & family violence (D&FV) can be confronting and distressing. It may trigger memories around personal or professional experiences relating to abuse or violence. Take a break if you need one. If you would like further support, you can access EAP or call the National D&FV counselling service 1800Respect (1800 737 732). A full list of D&FV support services are available on the White Ribbon Intranet page.

Remember...  
Nothing is as important  
as you are...  
Take care  
of yourself!

EAP Link: [http://int.mnclhd.health.nsw.gov.au/workforce-health-safety/ Health & Safety](http://int.mnclhd.health.nsw.gov.au/workforce-health-safety/Health%20&%20Safety)

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# What is Domestic & Family Violence?



The term domestic and family violence refers to a personal violence offence committed by one person against another with whom the person who commits the offence has or has had a domestic relationship. It includes all forms of violence, physical, emotional, psychological, sexual, sociological, economical and spiritual in intimate, family and other relationships of mutual obligation and support.

Image to left – Duluth wheel power and control.

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# Let's change the story: Violence against women in Australia

A Short Clip

Link: <https://www.youtube.com/watch?v=b62CU28ArPo>

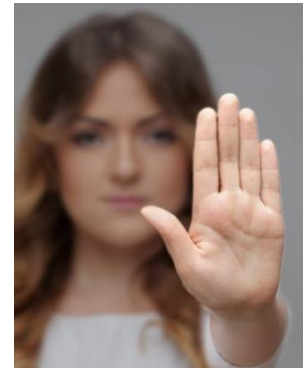
from <http://www.ourwatch.org.au/>

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## Did you know?

- More than one woman is killed every week by her partner or ex partner
- A woman is most likely to be killed by her partner/ex partner in her home
- Domestic & Family Violence is the principle cause of homelessness for women and their children
- One in four children are exposed to domestic violence, which is a recognised form of child abuse
- Two thirds of women experiencing D&FV are employed



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## MNCLHD Domestic & Family Violence Workplace Policy

This policy aims to guide managers to provide a workplace response that is confidential, flexible, supportive, safe and caring of all staff who experience domestic and family violence. It provides information to staff about their entitlements, and promote a workplace culture that supports respectful relationships between all staff, that is safe, gender equitable and practices inclusive language.

Link to D& FV Policy: <http://int.mnclhd.health.nsw.gov.au/white-ribbon/policies/>



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## Confidentiality

Managers will maintain strict confidentiality with any disclosures of Domestic & Family Violence, unless safety is an immediate issue. Any notes will be shown to the employee prior to being placed on the personnel file in a sealed envelope (ask for a copy if you wish to).

Mandatory reporting requirements must still be met.

Link to Child Protection: <http://int.mnclhd.health.nsw.gov.au/chief-executive/child-protection-services/mandatory-reporter-guidance-tool/>



Look after your colleagues, don't discuss their personal business to anyone who does not need to know.

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## What help is available?



### Community Services

1800RESPECT (1800 737 732) Domestic & Family Violence (D&FV) Counselling Service.

1800RESPECT webpage has resources to assist someone experiencing D&FV and information is inclusive of resources for women from CALD communities, people who identify as Lesbian, Gay, Bisexual, Transgender and Inter-sex and Aboriginal and Torres Strait Islanders.

Link: <https://www.1800respect.org.au/>

Extensive list of local & national services available – link: <http://int.mnclhd.health.nsw.gov.au/white-ribbon/support-services-local-state-national/>

### MNCLHD Workplace Support

- Your Manager – training for managers to assist staff commenced in August 2016
- Human Resource Team
- Subject Matter Consultants (SMC) –  
Link: <http://int.mnclhd.health.nsw.gov.au/white-ribbon/>
- Person of cultural support

#### Please Note:

*Your manager or HR can provide workplace assistance for you. SMC and personal or cultural support may be able to support you to enable you to approach your manager.*

*Your manager, HR, and the SMC can provide you options if you would like to attend counselling or seek the assistance of an available service.*

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## Workplace support options

Managers have indicated a strong wish to support staff experiencing Domestic & Family Violence. Here are some of the ways they may show support:

- ✓ Ensure a safe and confidential place for the discussion (turn phones off)
- ✓ Listen without judgment
- ✓ Maintain confidentiality (within mandatory reporting requirements)
- ✓ Do a risk assessment and safety plan to see if there are ways to keep staff safer at work e.g. review staff member's work location, days, times, communication, travel, FWP
- ✓ Advise referral services available
- ✓ Advise leave available for Domestic & Family Violence
- ✓ Offer Employee Assistance Program

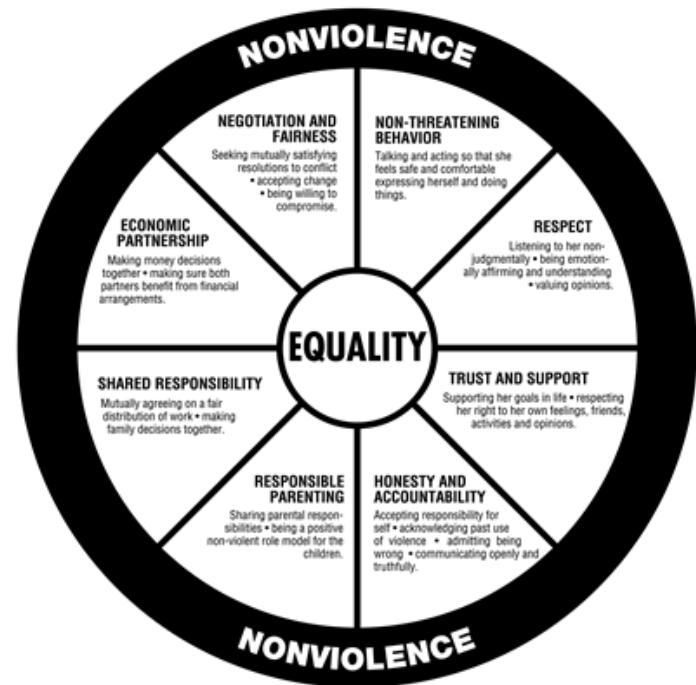


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## What does a Healthy Relationship look like?

- ✓ Negotiation and fairness
- ✓ Non-threatening behaviour
- ✓ Respect
- ✓ Economic partnership
- ✓ Shared responsibility
- ✓ Responsible parenting
- ✓ Honesty and accountability
- ✓ Trust and support

*Image to right – Duluth wheel equality.*



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## Online training available

- White Ribbon Australia – Understanding Men’s Violence Against Women

Link: <http://www.whiteribbon.org.au/elearning>

- Avert Family Violence Training

Link: <http://www.avertfamilyviolence.com.au/training/>





## Other considerations

- Relationships almost never start out abusive. It is important to remember that love and intimacy precede the abuse, which can make it difficult to leave. Abusive relationships are not violent all the time. There are periods when a person experiencing D&FV is reminded why they fell in love with the perpetrator. Abusers effectively weave together intimacy and abuse to control their victim
- Disclosing D&FV is often very difficult, it is a sensitive issue and requires trust. It is a very big step and if the person is not believed and supported, or if they don't get the help they need, they may be hesitant to seek help again
- Persons experiencing D&FV remain in control of their story
- Staff experiencing D&FV are professionals and should at all times be treated with respect and dignity with professional boundaries maintained. Refer any counselling to specialist services
- MNCLHD want to support staff experiencing D&FV and keep them employed.

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## What YOU can do



### Standing up to violence

*Always keep yourself and others safe. Call 000 in an emergency.*

We can all find ourselves in the presence of sexist insults and jokes, prejudice and stereotypical put-downs. To show you do not support this behaviour, you can:

#### 1. Make your concern known using 'I' statements

'I' statements involve three elements: stating your feelings, naming the behaviour and stating how you want the other person to respond. For example:

"Hey mate, that's sexist and I don't think it's funny."

Refrain from laughing when you're expected to.

"I think those words are really hurtful."

This focuses on your feelings rather than criticizing the other person.

#### 2. Personalise the violence or injustice:

Make the harms associated with violence more real by personalising them.

Bring it home by asking:

"What if that was your sister / daughter / mother?"

"I hope no one ever talks about you like that."

This prevents someone from distancing himself from the impact of his actions.

#### 3. Remind him that she has feelings and rights:

Sometimes a simple statement is a reminder that we are all human beings and deserve to live free of abuse:

"Just like your mum or your sister, she has the right to be treated with respect."

#### 5. Remind him of his "best self":

"Come on mate, you are better than that."

#### 6. Invite group pressure:

Often you will not be the only one who feels uncomfortable if someone is being disrespectful or abusive. When you're with friends, say:

"I don't feel good about this. Does anyone else feel uncomfortable too?"

#### 4. Use your friendship:

"Hey mate... as your friend I've gotta tell you that getting a girl drunk to have sex with her isn't cool, and could get you in a lot of trouble. Don't do it."

This reframes the intervention as caring and less critical.

This is best used when many examples can be presented as evidence.

This information is adapted from Dr Michael Flood's report, Men Speak Up: A toolkit for action in men's daily lives.

## The White Ribbon webpage also has fact sheets on:

- Family and Domestic Violence
- Responding to challenging or difficult statements
- Sexual Assault
- Primary prevention
- Offering support and taking action
- The positive roles men can play
- Myths and misconceptions
- Other forms of violence
- Sexual harassment
- Origins of the WR campaign
- What men can do
- What you can do (page 2)

Link: <http://www.whiteribbon.org.au/resources/facts>

Do you want to become a White Ribbon Advocate or Ambassador? Link:

<http://www.whiteribbon.org.au/advocates-and-ambassadors>

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# Preventing Violence: Get involved

A Short Clip

Link: <http://www.ourwatch.org.au/Preventing-Violence/Get-Involved>

from <http://www.ourwatch.org.au/>

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