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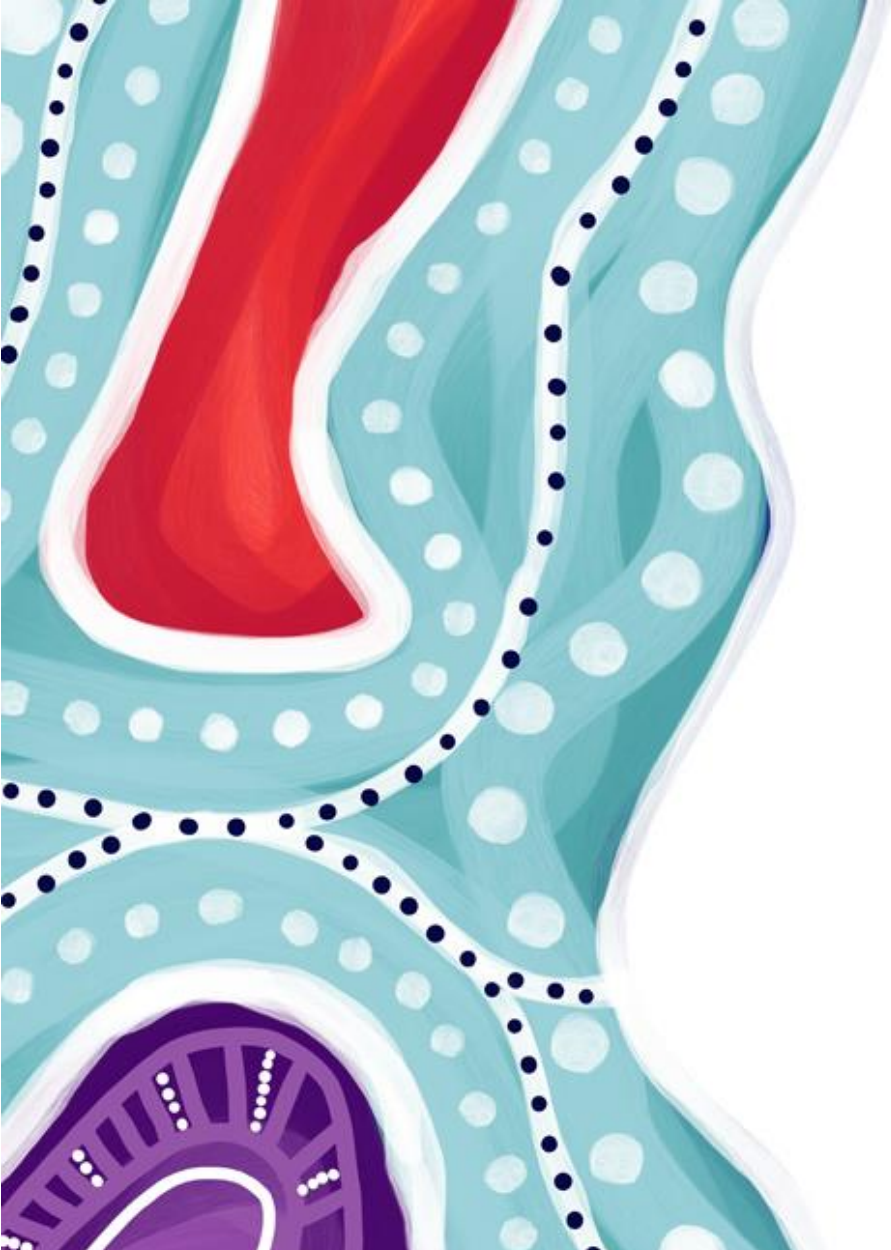
DIVERSITY & INCLUSION



Myth Busting Domestic Violence At Work

#DVatWork | Starts 12.00pm (AEDT)

Access captions at www.ai-live.com with ID: AUDCAG1803A



Welcome to Country

Donna Ingram

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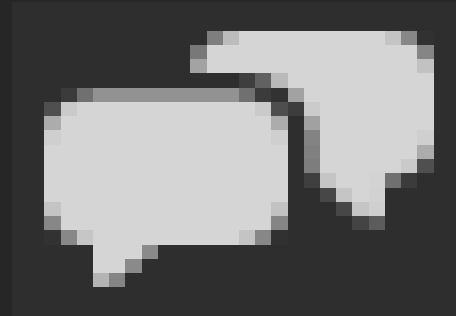
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TO ASK A QUESTION

Use the chat function to ask a question to 'Everyone'



Myth Busting Domestic & Family Violence at Work



USING EVIDENCE TO DEBUNK COMMON MYTHS AND ASSUMPTIONS



MYTH BUSTING DOMESTIC & FAMILY VIOLENCE AT WORK



- 1. Why this project?**
- 2. A note on language**
- 3. Addressing myths & providing workplace resources**

A NOTE ON LANGUAGE

This report uses the term DOMESTIC AND FAMILY VIOLENCE to describe violence that occurs between intimate partners and family members as it's the most accessible and relevant term for workplaces.

However, this resource recognises the importance of understanding the gendered nature of domestic and family violence. We note that domestic and family violence are overwhelmingly perpetrated by men against women and represents a large proportion of violence against women in Australia.

We apologise if this causes any offense – this is not our intention.



MYTH BUSTING DOMESTIC & FAMILY VIOLENCE AT WORK



“Domestic and family violence doesn’t have anything to do with the workplace.”



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MYTH BUSTING DOMESTIC & FAMILY VIOLENCE AT WORK



REALITY: Domestic and family violence is a workplace issue. If an employee is living with, or using, domestic and family violence, it will have an impact on the workplace.





MYTH BUSTING DOMESTIC & FAMILY VIOLENCE AT WORK



What can my workplace do?



Address domestic and family violence as part of your **D&I POLICIES AND STRATEGIES**



HOLD LEADERS ACCOUNTABLE for minimising or justifying sexism, violence or harassment



IMPLEMENT A SAFETY PLAN to address instances of assault, stalking or harassment



MYTH BUSTING DOMESTIC & FAMILY VIOLENCE AT WORK



**“There aren’t any
‘perpetrators’ or
‘victims’ at our
workplace.”**





MYTH BUSTING DOMESTIC & FAMILY VIOLENCE AT WORK



REALITY: There is no ‘typical’ or ‘standard’ person who uses or experiences domestic and family violence.



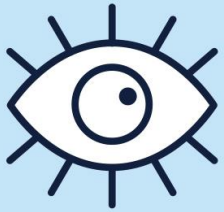


MYTH BUSTING DOMESTIC & FAMILY VIOLENCE AT WORK

**Our
WATCH**
End violence against
Women And Their Children



What can my workplace do?



RECOGNISE:
Identify and
raise awareness
of the signs of
domestic and
family violence



RESPOND:
Manage the
workplace
impacts of the
domestic and
family violence



**RECORD
INCIDENTS:** ensure
privacy, and the
record is kept
separate from
employment files



MYTH BUSTING DOMESTIC & FAMILY VIOLENCE AT WORK



**“It’s not that bad,
he doesn’t hit her.”**



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MYTH BUSTING DOMESTIC & FAMILY VIOLENCE AT WORK



REALITY: Violence can take many forms, and physical violence is only one of them.





MYTH BUSTING DOMESTIC & FAMILY VIOLENCE AT WORK



What can my workplace do?



Workplaces can be a setting to **SPEAK UP** against disrespectful relationships



Workplaces can set out **CLEAR POLICIES** that address violence in all its forms



Some workplaces can provide **SUPPORT TO THE COMMUNITY**



MYTH BUSTING DOMESTIC & FAMILY VIOLENCE AT WORK

**Our
WATCH**
End violence against
Women And Their Children



“I don’t want to get involved – its none of my business...”





MYTH BUSTING DOMESTIC & FAMILY VIOLENCE AT WORK



REALITY: Violence is everyone's business, including workplaces. If you see it, or hear about it, it becomes your business.



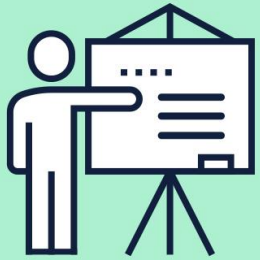
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MYTH BUSTING DOMESTIC & FAMILY VIOLENCE AT WORK



What can my workplace do?



Give staff
the skills to
**ADDRESS SEXIST
LANGUAGE** and
jokes



**ADDRESS
WORKPLACE
PRACTICES** and
policies that
DISCRIMINATE
against women



**QUESTION
STEREOTYPED
IDEAS** about
masculinity and
femininity



MYTH BUSTING DOMESTIC & FAMILY VIOLENCE AT WORK



**“We aren’t therapists
or lawyers, there’s
nothing we can do.”**



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MYTH BUSTING DOMESTIC & FAMILY VIOLENCE AT WORK



REALITY: HR or managers can often be first responders to disclosures or revelations of domestic and family violence.





MYTH BUSTING DOMESTIC & FAMILY VIOLENCE AT WORK

**Our
WATCH**
End violence against
Women And Their Children



What can my workplace do?



LISTEN TO THE PERSON, show you believe them and take the disclosure seriously



Establish whether there is an **IMMEDIATE RISK** to safety



Provide **ACCURATE INFORMATION** about where to get support or assistance



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MYTH BUSTING DOMESTIC & FAMILY VIOLENCE AT WORK



“Domestic and family violence only happens to [straight-cisgender] women.”



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MYTH BUSTING DOMESTIC & FAMILY VIOLENCE AT WORK



REALITY: Men can be victims of domestic and family violence. However, women and gender diverse people experience domestic and family violence at rates much higher than men.





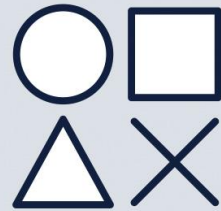
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What can my workplace do?



Take an **INTERSECTIONAL APPROACH** to developing responses to domestic and family violence



Ensure that a **DIVERSITY OF PEOPLE** contribute to the development of your workplace response



Develop a response that involves initiatives that will address the experiences of **DIFFERENT GROUPS**



MYTH BUSTING DOMESTIC & FAMILY VIOLENCE AT WORK



“If anyone at our organisation did that, we would just fire them...”





MYTH BUSTING DOMESTIC & FAMILY VIOLENCE AT WORK



REALITY: There is no
'one-size-fits-all' approach
to perpetrators.





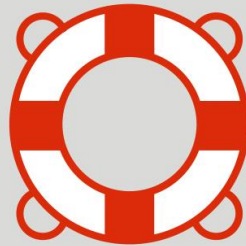
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What can my workplace do?



Maintain a **SAFE WORK ENVIRONMENT** for victim/survivors and staff who have witnessed violence



PRIORITISE the safety of the victim/survivor both within and outside the workplace



SUPPORT INITIATIVES to address the underlying drivers of violence against women

THANK YOU

Diversity Council Australia is proud to have partnered with Our Watch on this important resource. Thank you to and sincerely thank all of today's speakers.

