



16 DAYS OF ACTIVISM

AGAINST GENDER-BASED VIOLENCE
CAMPAIGN PARTICIPATION GUIDE

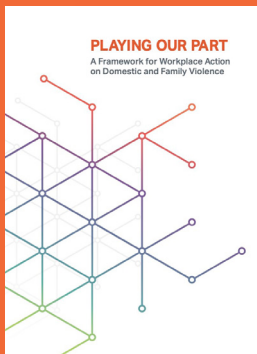


Contents

Playing Our Part and Disrupting the System	3
About the 16 Days of Activism against Gender-based Violence Campaign	4
How gender-based violence impacts our community	5
Ideas for practical action during the 16 Days of Activism Campaign	6
Mobilise your organisation	6
Illustrate how your organisation supports those impacted	6
Amplify the work of others	7
Organisations that can help	22
Referrals for those needing support	24
Data on gender-based violence	32
Terminology	34

Playing Our Part and Disrupting the System

As Members of Champions of Change Coalition, our goal is to advance more and diverse women into leadership by shifting the systems of gender inequality in the workplace. A key feature of this work is to create safe, respectful and inclusive workplaces.



Our framework for workplace action on domestic and family violence, *Playing Our Part: A Framework for Workplace Action on Domestic and Family Violence* ('Playing Our Part'), enables organisations to commence or refine their programs, and amplify their impact through engagement with customers, clients, suppliers and the communities in which we work.



Our leadership framework for action to prevent and respond to sexual harassment is outlined in *Disrupting the System: Preventing and responding to sexual harassment in the workplace* ('Disrupting the System').

The 16 Days of Activism against Gender-based Violence Campaign is an opportunity for Members to generate conversations about gender equality and respect. This guide draws together past examples of Members taking action, raising awareness of gender-based violence and participating in the campaign. It offers ideas that others may adapt or adopt.

About the 16 Days of Activism against Gender-based Violence Campaign



The worldwide 16 Days of Activism against Gender-based Violence Campaign ('16 Days of Activism Campaign') originated from the first Women's Global Leadership Institute, coordinated by the Center for Women's Global Leadership, in the United States 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 gender-based violence around the globe.

Each year, the 16 Days of Activism Campaign runs from the International Day for the Elimination of Violence against Women on 25 November to Human Rights Day on 10 December. The dates for the campaign were chosen to link violence against women and human rights, and emphasise that gender-based violence against women is a violation of human rights.

During the campaign, organisations across the globe – from international human rights agencies to grassroots community organisations – unite to strengthen the activism of campaigners worldwide. In more recent years, workplaces have increasingly become involved to show their support and help raise awareness and stimulate conversation about the prevalence and impact of gendered violence.

How gender-based violence impacts our community

'Gender-based violence' includes all forms of violence against people based on their gender, and violence that disproportionately affects people of a particular gender.

It is most frequently used to describe men's violence against women. Gender-based violence is rooted in gender inequality, the abuse of power, and harmful gender-based norms. The term is primarily used to underscore the fact that structural, gender-based power differentials place women and girls at risk of multiple forms of violence, including family, domestic and sexual violence (including sexual harassment); femicide; female genital mutilation; child marriage; and online and digital violence.

While women and girls suffer disproportionately from gender-based violence, men and boys can also be targeted. The term is also sometimes used to describe targeted violence against LGBTIQ+ populations, when referencing violence related to gender norms of masculinity and femininity.

For a full list of terms, please see the 'Terminology' section on page 34.

Gender-based violence remains one of the most persistent and prevalent human rights violations globally and in Australia, as outlined below.

85%



of women in Australia aged over 15 have experienced sexual harassment at some point in their lives.¹

39%



of women in Australia have experienced sexual harassment in their workplace in the last five years.¹

1 in 3



women globally experience physical or sexual violence in their lifetime.²

10%



of women and girls over the age of 15 globally (nearly 4 million women) have experienced intimate partner violence in the last 12 months.³

1 in 3



women experienced online abuse in a work context, according to a 2022 survey in Australia. Online and technology-facilitated abuse is on the rise globally.⁴

40%



of perpetrators are professional contacts. Rates of abuse are even higher for women with a public online or media profile, women with disability, those who identify as LGBTIQ+, and younger women.⁴

¹ Australian Human Rights Commission (2018), *Everyone's business: Fourth national survey on sexual harassment in Australian workplaces*.

² UN Women, Women Count Data Hub, 'Violence against women', data.unwomen.org/data-portal

³ UN Women, Facts and figures: Ending violence against women, <https://www.unwomen.org/en/what-we-do/ending-violence-against-women/facts-and-figures>

⁴ eSafety Commissioner (2022), *Women in the spotlight: Women's experiences with online abuse in their working lives*.

Ideas for practical action during the 16 Days of Activism Campaign

Here are some suggestions for ways leaders can engage and show support during the 16 Days of Activism Campaign.



Mobilise your organisation

- 1 Communicate with staff on gender-based violence via an all-staff email or video communication, or by convening a town hall meeting.
- 2 Share what you are doing to prevent and respond to sexual harassment.
- 3 Take five minutes to talk about gender-based violence at the start of every meeting.
- 4 Begin each speech, interview or external-facing engagement with a statement of support for the 16 Days of Activism Campaign and a message on ending gender-based violence.
- 5 Agree to be interviewed, participate in a panel discussion or write an opinion piece on gender-based violence.
- 6 Build the capacity of employees, especially people managers, to respond to gender-based violence.
- 7 Take the time to listen to and learn from experts and survivors to deepen your understanding of gender-based violence.
- 8 Meet with your team to review progress in implementing the Disrupting the System and Playing Our Part frameworks.
- 9 Add an email banner for the 16 Days of Activism Campaign to every email.



Illustrate how your organisation supports those impacted

- 10 Demonstrate your personal and leadership team commitment to fostering safety and respect by sharing your company's policies on preventing and responding to gender-based violence in the workplace.
- 11 Communicate how your teams can support those impacted by gender-based violence, including by offering referral pathways to external specialist support.
- 12 Share practical actions that everyone can take every day to foster safety and respect.



Amplify the work of others

- 13 Use social media to support and amplify the advocates and not-for-profits working to prevent and respond to gender-based violence.
- 14 Engage your customers, clients and suppliers, and the communities with whom you work, on gender-based violence.
- 15 Support community-based organisations that work with survivors of gender-based violence or that seek to prevent such violence.
- 16 Partner with another member organisation to discuss and share learnings on preventing and responding to gender-based violence.

It is good practice to include a warning before sharing information about gender-based violence, and to always include information about expert support services for anyone distressed by the content. Here's an example:

*"If you or someone you know needs support, please call **1800RESPECT** on **1800 737 732** or visit www.1800RESPECT.org.au."*



Mobilise your organisation

Demonstrate your commitment to preventing and responding to all forms of gender-based violence by being personally involved and speaking about the initiatives taking place during the 16 Days of Activism Campaign.

1 Communicate with staff on gender-based violence via an all-staff email or video communication, or by convening a town hall meeting.

The most powerful communication is through personal reflections and an open dialogue. The examples below are intended as suggestions of the kind of messages you could share. You may choose to communicate about all forms of gender-based violence or focus on one type, such as domestic and family violence or sexual harassment, and the steps your organisation is taking to prevent and respond to it.

To get you started, here are a few examples from Members that might assist. Attaching a video can also be effective.

➔ Example: Domestic and family violence focus

I want to start by acknowledging those impacted by domestic and family violence. Domestic and family violence is a significant issue in our nation, one that we cannot ignore. So far this year, there have been more than 34 women murdered, most of whom have been murdered by an intimate partner or someone known to them. More than 800,000 women in paid work have been impacted by family violence. We also have perpetrators in paid work. I believe that domestic and family violence is a workplace issue, and that we need to do something about it. That's why I decided to participate in what's called the 16 Days of Activism Campaign. It's a way for me to learn about the topic and to start a conversation with you about what we might do together to ensure our workplace supports those impacted.

Today, I want to talk about domestic and family violence, which impacts more than 800,000 women in the workforce.

I want to acknowledge the strength and courage of those who bear that violence, who are disproportionately women. The prevalence of violence across our nation means that in our company, there are people impacted. We know that violence is a gender equality issue, and that's where many of the solutions to this complex challenge lie. That's why it's so important for us to work together to ensure that our workplaces are inclusive, promote gender equality and can support those impacted by violence.



Example: Domestic and family violence focus

Today marks the start of the 16 Days of Activism Campaign – a global campaign to end violence against women. I am proud to support this campaign, which runs from 25 November (International Day for the Elimination of Violence against Women) to 10 December (Human Rights Day).

Domestic and family violence is one of the most prevalent human rights abuses in our region. One in three women globally will experience physical or sexual violence in their lifetime. Most of the women who suffer this violence are in paid employment. This impacts our communities, individuals and the workplace.






I am still early in my own learning about domestic and family violence. However, one thing I know is that it will take every single one of us to create a more equal world that is free from such violence. Over the next few weeks you may notice that I will be sharing information in meetings about what I am learning about domestic and family violence. I hope you might take the opportunity to do the same.

I have a few recent learnings that I would like to share with you:

-  *Economic factors are one of the most significant predictors of whether a person experiencing domestic violence remains, escapes from or returns to an abusive relationship. Being in paid employment is critical to escaping the cycle of violence.*
-  *When speaking with a survivor of intimate partner violence recently, I asked her what business leaders could do. Her answer was to encourage conversations in the workplace to create awareness and an environment where employees feel safe to share their experiences. Nearly half of all people who have experienced violence and abuse will share their story with someone at work, and the workplace may be the only place they feel safe.*

We all have a role to play in challenging gender stereotypes and championing gender equality.

Following are some practical everyday actions:

-  *Speak out if you witness any behaviour that is disrespectful to women.*
-  *Never let anyone blame the victim.*
-  *Never let anyone make excuses for a perpetrator.*
-  *Check in with the colleague and ask if they are okay, if you suspect they are experiencing violence or abuse.*
-  *Consider your own attitudes and whether you might be unintentionally reinforcing gender stereotypes and disrespectful attitudes towards women.*

Domestic, family and intimate partner violence is a workplace issue. There can be physical injury, or continuation of the harassment at work through phone calls and emails, and increased absences from work. It may surprise you, but we have had situations in our region this year where [name of organisation] has supported a number of our employees who were the victims of domestic and family violence. We want [name of organisation] to be a workplace where all our employees feel safe, supported and able to bring their whole selves to work. We are committed to supporting employees impacted by domestic and family violence, and preventing the workplace being utilised by people using violence and abuse in their relationships to perpetuate that abuse.



Example: Domestic and family violence focus

Colleagues,

Today marks the start of the 16 Days of Activism Campaign – a global campaign to end violence against women. I am proud to support this campaign, which runs from 25 November (International Day for the Elimination of Violence against Women) to 10 December (Human Rights Day).

Domestic and family violence is one of the most prevalent human rights abuses in our nation. There are 1.4 million Australian women living in an abusive relationship or who have done so in the past. Most of these women are in paid employment. This impacts on our community, individuals and the workplace.

I am still early in my own journey of learning about domestic and family violence. However, one thing I know is that it will take every single one of us to create a more gender-equal world that is free from such violence. Over the next few weeks, you may notice that I will be sharing information at key forums and in meetings about what I am learning about domestic and family violence. I hope you might take the opportunity to do the same.

We want [name of organisation] to be a workplace where all our employees feel safe, supported and able to bring their whole selves to work. We are committed to supporting employees impacted by domestic and family violence.

If you or someone you know needs support, please call 1800RESPECT on 1800 737 732 or visit www.1800RESPECT.org.au. Our Employee Assistance Program (EAP) is also available.

Together, we can make a real difference. I welcome your thoughts and feedback.



Videos reinforce written messages

Videos can be a useful addition to written comments.

- ▶ Let's change the story: Violence against women in Australia, Our Watch www.youtube.com/watch?v=fLUVWZvVZXw
- ▶ Doing nothing does harm, Our Watch www.doingnothingdoesharm.org.au
- ▶ Attitudes to gender equality and violence against women, VicHealth www.youtube.com/watch?v=8E7RGjk69T4
- ▶ #DearDaddy, CARE Norge www.youtube.com/watch?v=dP7OXDWof30





Example: Sexual harassment focus

The following leadership statement is adapted from a version shared by one of our members and replicated in *Disrupting the System*. It is provided as an example that leaders could adapt or customise for their organisation.

Dear colleagues,

It is important that we create a workplace environment that is safe, respectful and inclusive for all who work here.

This is personally important to our Board members and my leadership team. It is consistent with the values of our organisation. It is also fundamental to our purpose as an organisation. As an emergency service organisation, we are charged with protecting the communities we serve. It is essential that the same commitment to health, safety and wellbeing extends to all our staff.

I have learned recently that for many of our colleagues, to varying degrees, this is not a physically or psychologically safe organisation. Specifically, this has been the situation for many of our women colleagues, which I have learned about from individual reports; from a series of 'listen and learn' sessions with women members of staff; and from a preliminary assessment report conducted by an independent consultant.

From these sources a consistent picture emerged, and it is evident that for many women, working here can be both confronting and disturbing. We were provided with examples of unprofessional and inappropriate behaviours, where important professional boundaries were crossed. These ranged from jokes of a sexual nature through to incidents that could easily be interpreted as constituting serious workplace misconduct.

Context around these issues is really important. While these incidents were perpetrated predominantly by men, this is not representative of all men in our organisation. There was a consistent backstory of how women valued their male colleagues and enjoyed working with them.

We need to be mindful of others' feelings and to be prepared to speak up, not only when we may be offended ourselves, but also when we feel that someone else may be uncomfortable. For those of us who have worked here for a long time, it is too easy to overlook how difficult it may be for a newer member of staff to feel that they can speak up themselves.

I believe that all of us know inherently what constitutes professional and appropriate conversation and behaviour. It is an integral, critical component of being competent in our roles, including knowing how to speak respectfully and courteously to a wide variety of people, in many diverse situations. We do this every day representing our organisation. It is not difficult to translate this to interactions with our colleagues.

It is important to remember that this is a good place to work, and is an organisation that has much to be proud of. However, these issues demonstrate that we have a way to go and that there is scope for improvement. And there needs to be a clear understanding that inappropriate workplace behaviours will not be tolerated into the future. I acknowledge there are sensitivities around these issues for many people. We have our Contact Officers, Employee Assistance Program, line managers and network to provide guidance and support as necessary.

And as always, I am happy to discuss this further with any of you, in whatever manner you feel most comfortable with.



2 Share what you are doing to prevent and respond to sexual harassment.

Being transparent about sexual harassment, and the actions you are taking to address it, sends a powerful message to employees, clients, customers and investors. For those impacted, organisational transparency will foster confidence in the leadership's response and encourage people to come forward and seek support or make a report. For those employees who may be engaging in unacceptable behaviour, it will send a clear message about your leadership's zero tolerance approach.

Transparency on a range of organisational performance metrics, including business and ethical conduct, is increasingly becoming a feature of organisation annual reporting. An example is PwC's transparency report:

www.pwc.com.au/about-us/firmwide-transparency-report.html

3 Take five minutes to talk about gender-based violence at the start of every meeting.

During the 16 Days of Activism Campaign, commencing every meeting with a short message on gender-based violence sends a strong message of support and provides the opportunity to highlight the work underway in your organisation to prevent and respond to gender-based violence in the workplace.

Today, I want to start our meeting by asking you what you know about domestic and family violence. I am keen to understand what we can be doing to support those impacted and to address employees who may be using domestic and family violence at home. I've got a factsheet here, which I thought might be worth discussing. I would like to know what you know about the topic and your ideas about how we might take action together. If this topic is upsetting or you would like some support, please consider using the supports that we have available [list these].

Today, on the first day of the 16 Days of Activism against Gender-based Violence Campaign, I would like to start our meeting by talking about this issue and reiterating my commitment to ensuring our workplace is safe, respectful and inclusive for everyone.



Rio Tinto: Safety Shares

Rio Tinto committed in 2014 to start using the topic of violence against women, and family and domestic violence as a 'safety share' globally to mark the International Day for the Elimination of Violence against Women. A safety share is a brief safety talk about a specific subject or incident at the beginning of a meeting or shift.

In Rio Tinto, it is a business-wide practice that reaches all employees. By embedding it within the existing system of safety shares, Rio Tinto has had significant impact in raising awareness and helping to embed cultural change. Since commencing this practice in 2014, this has been extended and used widely throughout the year to embed cultural change through multiple existing channels.

Rio Tinto prepared materials and talking points with references to company policy, support and leadership actions to ensure consistent information sharing discussion across geographies. This initiative reached a large proportion of Rio Tinto's workforce – over 46,000 people across 36 countries. The safety shares have led to some employees candidly sharing their experiences and insights, and others expressing pride in a workplace that is openly tackling complex social issues.

The **safety shares** have led to some employees candidly sharing their experiences and insights, and others expressing pride in a workplace that is openly tackling complex social issues.





4 Begin each speech, interview or external-facing engagement with a statement of support for the 16 Days of Activism Campaign and a message on ending gender-based violence.

Starting every external engagement in this way will enable you to promote awareness to a wider audience, and highlight the actions you are taking to prevent and respond to gender-based violence in your organisation.

➔ Victoria Police: Launching a Gender Equality Action Plan

This example is from the launch of Victoria Police's Gender Equality Action Plan and has been replicated on the Victoria Police website. It is included here as a thought starter for how you might communicate with your stakeholders.

Message from Chief Commissioner Shane Patton (July 2022)

In over 40 years of policing, I have never been asked how I would balance my parenting responsibilities with my policing duties. I have never been told I was promoted solely because of my gender. Nor have I ever been made to feel unsafe because of persistent and unwanted attention by my manager.

Throughout my career I have had the benefit of working with many outstanding women in Victoria Police. Since becoming Chief Commissioner, I have been able to reflect on how very different our experiences have been.

While I have long recognised that gender inequality exists in our organisation, I acknowledge that I did not fully appreciate the extent of harm experienced by women in Victoria Police. I am grateful to the many women who have shared their stories and challenged my understanding of the state of gender inequality in our organisation.

As a member of the Champions of Change Coalition, I am acutely aware that gender inequality persists across the private and public sectors. While organisations need to address this issue for the benefit of their employees, for Victoria Police, gender equality is critical to our service to victims of crimes such as family violence.

In December 2020, I was proud to launch Equal, Safe & Strong, the Victoria Police 10-year gender equality strategy that set the ambitious goal of achieving sustainable gender equality by 2030.

This first gender equality action plan 2022–2024 reflects an organisation-wide collaboration to drive this transformative change. The action plan prioritises building the capability of our leaders to create safe, respectful and inclusive workplaces and to strengthen our response to gendered workplace harm.

This work will shape the way gender equality becomes part of our culture and identity. Being a modern police force means being an employer of choice for women. We must provide a working environment where all our people can thrive at any rank and level and where their career success is not limited by gender.

There is much work to be done.

My executive team and I are committed to achieving material progress towards gender equality for the benefit of all our people and the Victorian community.

Shane Patton APM
Chief Commissioner, Victoria Police

www.police.vic.gov.au/equal-safe-and-strong-victoria-police-gender-equality-action-plan-2022-2024



5 Agree to be interviewed, participate in a panel discussion or write an opinion piece on gender-based violence.

Ending gender-based violence requires everyone in the community to play their part. Leaders of organisations can play a key role in using their profile to raise awareness on the prevalence and impact of gender-based violence, and the practical actions organisations can take to prevent and respond to it. Some of the messaging in the sections above may be useful in shaping your remarks.

6 Build the capacity of employees, especially people managers, to respond to gender-based violence.

The 16 Days of Activism Campaign provides an opportune moment to invest in raising the awareness of employees about the prevalence and impact of gender-based violence, and building their capacity to act. This means building their capacity to recognise, respond and refer someone who may be experiencing domestic and family violence, or to be an active bystander when they see or hear of inappropriate behaviour, including sexual harassment, in the workplace. Hosting an event, especially one including experts with lived experience, can increase understanding of the issue and the role everyone can play in preventing and responding to gender-based violence.

Consider recording the event or workshop and posting it on the intranet so employees can watch it later, if they are unavailable or it is difficult for them to engage with the content at that time.

For a list of organisations and experts you could engage to support this work, see page 22–23 'Organisations that can help'. Many of these expert organisations hold free events and online forums during the 16 Days of Activism Campaign. Refer to their websites for details.

7 Take the time to listen to and learn from experts and survivors to deepen your understanding of gender-based violence.

Listening to someone share their lived experience of domestic and family violence or sexual harassment can have a profound impact on people's understanding of the issue and their commitment to play their part to prevent and respond. This needs to be done in a safe and supported way, both for the person sharing their experience and for employees listening to the accounts.

To engage an expert with experience, contact Full Stop Australia's National Survivor Advocate Program by emailing info@fullstop.org.au.

➔ Examples from Champions of Change organisations:

- ➔ 'Experts with experience' have been invited to share their story with employees to build understanding. This could be in the form of a video presentation.
- ➔ Champions of Change, and other leaders and employees in our organisations, have shared their personal experience of gender-based violence to build awareness and start normalising a conversation on the issue.
- ➔ In a safe and supported process, seeking advice from expert organisations, CSIRO shared the de-identified stories of employees with lived experience of domestic and family violence and abuse with 80 senior leaders, to raise awareness of domestic and family violence as a workplace issue.

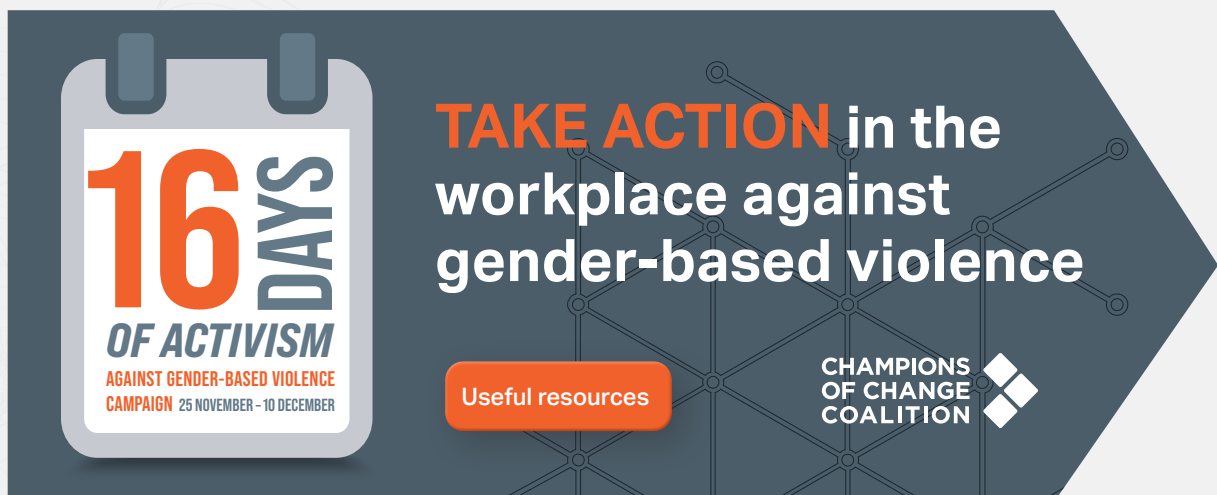


8 Meet with your team to review progress in implementing the *Disrupting the System and Playing Our Part* frameworks.

Use the 16 Days of Activism Campaign as an opportunity to convene your leadership team to review progress implementing the recommendations for action in *Disrupting the System: Preventing and responding to sexual harassment in the workplace* and *Playing Our Part: A Framework for Workplace Action on Domestic and Family Violence*.

9 Add an email banner for the 16 Days of Activism Campaign to every email.

An email banner is a simple and powerful way to promote awareness about the campaign within and outside your organisation. Consider asking all your employees to do the same, and use this as an opportunity to communicate about the actions your organisation is taking to prevent and respond to gender-based violence.



- ➔ You can download an email banner from the Champions of Change website: www.championsofchangecoalition.org/16-days-activism-ebanner/
- ➔ You can hyperlink the email banner to send people to useful resources including the Champions of Change website: www.championsofchangecoalition.org/take-practical-action/



Illustrate the ways your organisation supports those impacted

10 Demonstrate your personal and leadership team commitment to fostering safety and respect by sharing your policies.

The 16 Days of Activism Campaign, and in particular, the International Day for the Elimination of Violence Against Women, provides an opportune occasion for leaders to publicly and visibly commit to playing their part to prevent and respond to gender-based violence. This may take the form of launching or re-launching specific policies and initiatives aimed at tackling the issues such as:

- (re-launching a domestic and family violence policy modelled on leading practice (see *Playing Our Part: A Framework for Workplace Action on Domestic and Family Violence*)
- (re-launching a workplace policy on sexual harassment (see *Disrupting the System: Preventing and responding to sexual harassment in the workplace*)
- commencing an initiative aimed at preventing or responding to gender-based violence such as first responder training or bystander training.

➔ Stockland: Updating domestic and family violence policy

In 2019, Stockland updated its domestic and family violence policy to include uncapped leave for employees who are experiencing domestic and family violence or who are supporting a family member impacted by domestic and family violence. Stockland also trained a group of employees from across the country as first responders to domestic and family violence.

Stockland used the 16 Days of Activism Campaign in 2019 to raise awareness of the impact of domestic and family violence, and the new policy to support employees and their family members, as well as how employees can support people impacted by domestic and family violence. During the campaign, Stockland asked employees to stand together against domestic and family violence. The leadership team led a communications program across the 16 days, including range of employee communications as well as external communications on social media channels sharing their personal commitment to this important issue. The communications program also included a personal story of an employee who was impacted by domestic and family violence and shared how the policy and support provided by Stockland assisted her.

These efforts increased awareness of the impact of domestic and family violence on the workplace and policy and resources available. The leadership-led approach was critical to ensuring the right response was provided, given that research shows a victim may only ask for help once or not at all. Further, personal stories from those impacted created an increased understanding among employees that this is a workplace issue.



➔ QBE: Developing first responder training

The QBE Family Domestic Violence First Responders Network was launched to coincide with 25 November 2019, International Day for the Elimination of Violence against Women. The network was viewed as a foundation of QBE's workplace response to domestic and family violence across Australia and New Zealand. QBE recognised that a policy in isolation would have limited impact, and its credibility relied on demonstrating the organisation understood the complexity of domestic and family violence and how it is experienced by our diverse community.

QBE partnered with the UNSW Gendered Violence Research Network to deliver a two-day training program, which commenced with a keynote from Kristy McKellar OAM, advocate against family violence. The program included essential information on domestic and family violence, why it is a workplace issue, the workplace response, and the positive impact workplaces can play in supporting behaviour change.

As with all networks, regular connection and refreshing the network is important. Since 2019, the network continues to meet on a quarterly basis, to hear from subject matter experts and engage in the role they play in acknowledging key dates and campaigns. In 2021, QBE refreshed its network and partnered with Challenge DV to deliver six Family Domestic Violence First Response training sessions. Similar to the approach in 2019, the program focused on the complexity of family and domestic violence, and the QBE workplace response.

The network continues to play a key role as a visible demonstration of QBE's commitment to addressing family domestic violence, active advocacy support through education and awareness campaigns, and checking in during or supporting disclosures directly.

11 Communicate how your teams can support those impacted by gender-based violence, including referral pathways to external specialist support.

It is important to regularly communicate about the support available to employees who have experienced gender-based violence.

Be aware that communications on the topic of gender-based violence may be distressing for some people, including those who have experienced it, and ensure you include a referral for employees should they need any support.

➔ Example: Focus on support available

[Name of organisation] has a range of policies and actions that support employees:

- *Confidential disclosure via our HR personnel allows individual workplace responses and support to be formulated. This includes consideration of flexible work hours, increased workplace security, change of workplace location, and additional leave options.*
- *Our Employee Assistance Program (EAP) is available to help employees and their immediate family and is strictly private and confidential. Specialist domestic and family violence services are also available to support the safety and wellbeing of people experiencing violence, and to support behaviour change for people using violence.*

The progress we have made in creating a more diverse and inclusive workplace is a great start; however, we don't want to stop there. Together we can make a real difference in our communities. Thank you for all that you do to ensure that [name of organisation] is a great place to work, where every employee can feel safe and supported.

As always, I welcome your thoughts and feedback.



12 Share practical actions that everyone can take, every day to foster safety and respect.

Sometimes it is the smallest things that can make the biggest difference in creating a more gender-equal workplace. We know that at the heart of gender-based violence is gender inequality. Everyone can play a role in eliminating gender-based violence from our workplaces and our community by modelling respectful and inclusive behaviours and language, and calling out inappropriate behaviour and language when they see it. Leaders can use the 16 Days of Activism Campaign as an opportunity to equip employees to champion gender equality through their everyday actions.

➔ Our Watch, Doing Nothing Does Harm

Show it's not OK



Next time, use body language to show your disapproval:

- Roll your eyes
- Shake your head
- Don't laugh along
- Walk away
- Stand between the person being disrespectful and the woman.

Support women



Next time, support women and other people doing something:

- Ask if she's OK – in person or in a message
- Acknowledge what happened: *'Hey, I'm sorry. That wasn't cool'*
- Back up people doing something
- Support women who report sexism and disrespect
- Learn how disrespect limits women's lives – and help others learn, too.

Speak up



Next time, speak up about disrespectful behaviour:

- Question sexist jokes: *'I don't get what's funny?'*
- Focus on the behaviour: *'That comment was out of line'*
- Purposely change the topic: *'Seriously? Let's move on'*
- Make a joke: *'C'mon, aren't we better than that?'*
- Ask them to stop: *'Alright, that's enough'.*

See: www.doingnothingdoesharm.org.au

➔ Aurecon: Launching active bystander campaign

To increase responses to everyday sexism and sexual harassment, and reduce the tolerance of inappropriate behaviour and language, Aurecon launched a six-week active bystander email campaign in 2021. Drawing on behavioural science and social norms, the campaign was designed to raise awareness of what constitutes sexism and sexual harassment, and offer different ways to respond, including specific scenarios. The campaign actively encouraged bystanders to join colleagues in tackling inappropriate behaviours. Aurecon's CEO personally chaired the subcommittee responsible for the overarching action to prevent and respond to sexual harassment, sent the emails directly to all staff, shared information with the Board, Group Executive and all employees, and shared outcomes with staff.

Post-campaign evaluation showed that 72% of respondents agreed or strongly agreed that they felt safe to raise issues of sexual harassment without fear of victimisation or negative career implications. And 80% felt personally responsible to intervene and assist in resolving sexism or sexual harassment. Aurecon supplemented this work by rolling out a new code of conduct, the Aurecon Ethos, which drives Aurecon's inclusive behaviours.

Aurecon will mark the 2022 16 Days of Activism Campaign with internal communication to refresh employees on the content of the campaign and raise awareness of the organisation's Intimate Partner, Domestic and Family Violence Guidelines.



Amplify the work of others

13 Use social media to support and amplify the advocates and not-for-profits working to prevent and respond to gender-based violence.

The 16 Days of Activism Campaign is used by experts, advocates and not-for-profit organisations working to prevent and respond to gender-based violence to raise awareness of the prevalence and harm caused by gender-based violence, and advocate for different and better responses. Leaders can help amplify their efforts by reposting their social media posts or by making their own posts to draw attention to this work and advocacy.

14 Engage your customers, clients and suppliers, and the communities with whom you work, on gender-based violence.

Our capacity to raise awareness and create change extends beyond our workplaces, through our support to customers, clients, suppliers and the communities in which we operate.

➔ WEHI: Illuminating building with messaging

During the 16 Days of Activism campaign, WEHI lit in orange the Illuminarium installation that extends seven storeys from top to bottom of its building and is visible from Royal Parade in Melbourne. This was to raise visibility of the UN Secretary-General's 'Orange the World' theme for the 16 Days of Activism Campaign. Strong internal communication and action on the issue provided a platform for WEHI to take a public stance and continue to grow its voice on this issue.

➔ CommBank: Supporting customers impacted by financial abuse

CommBank partnered with Good Shepherd to establish the Financial Independence Hub. An Australian first, it offers free specialist one-on-one financial coaching and support to help people impacted by financial abuse build confidence and capability in managing their own finances. It provides referrals to support services and, in some cases, access to solutions such as interest-free loans.

In developing this initiative, CommBank and Good Shepherd worked in close consultation with people with lived experience of financial abuse, and had support from a reference group of sector leaders and academic experts.

Contact Good Shepherd on 1300 050 150 (weekdays 7am to 7pm AEST) or visit the Good Shepherd website to find out more.



15 Support community-based organisations that work with survivors of gender-based violence or that seek to prevent such violence.

Community-based organisations that support survivors of domestic, family or sexual violence play a critical role, often with very limited resources. Leaders can use the 16 Days of Activism Campaign as a platform to support these organisations, including by:

- contributing to fundraising efforts organised by community organisations through the 16 Days of Activism Campaign
- amplifying the visibility and voice of the organisations and leaders, including through inviting sector leaders to speak at events and amplify their messages on social media
- supporting staff to volunteer at community-based organisations working to prevent and respond to gender-based violence.

➔ Carlton Football Club: Supporting community organisation fundraising and awareness-raising efforts

Throughout the 16 Days of Activism Campaign in 2021, Carlton Football Club participated in activities including the Walk Against Family Violence, organised by Safe Steps to coincide with the first day of the campaign. To show the club's support, players and staff members completed walks against family violence, and the club posted on social media to encourage members of the community to carry out their own walks. Following the walk, players and staff were also engaged in educational opportunities across the 16 Days of Activism, and numerous themed social media posts and website articles were published to educate club members and supporters on the theme of the campaign.

➔ Brookfield Properties: Supporting community organisation fundraising and awareness-raising efforts

During the development of 405 Bourke, Brookfield Properties fundraised for Safe Steps, and in 2022, it lit up 405 Bourke purple as part of Safe Step's annual vigil event. This include a ceremonial event and the illumination of buildings, bridges and city icons in purple as a reminder of those who have lost their lives. In addition to lighting up the building, Brookfield Properties also used its tenant app to share the cause, providing a virtual link to the vigil and offering tenants the opportunity to donate to the cause. Brookfield Properties made a donation to contribute towards supporting Safe Steps' daily efforts in helping take over 85,000 calls a year for help.

16 Partner with another member organisation to discuss and share learnings on preventing and responding to gender-based violence.

Partnering with another Champions of Change organisation can amplify your impact and increase your understanding of effective actions to prevent and respond to gender-based violence.

Organisations that can help

CHALLENGE DV

challengedv.org

Challenge DV Workplace Prevention Program empowers and educates businesses to recognise the signs of domestic violence, respond appropriately and refer employees affected to professionals who can help.

The workplace training programs have been designed on best practices, developed over two decades of delivering gender-based violence prevention and education sessions to diverse populations across Australia. Challenge DV has developed its training methodology based on a trauma-informed approach and believes this approach is most suitable to reduce the likelihood of re-traumatisation.

DV WORK AWARE

dvworkaware.org

DV Work Aware, a program of the National Working Women's Centres, has been developed to raise awareness and promote best practice responses to issues of domestic and family violence in the workplace. It has a range of resources and information for workplaces available on its website.

It also provides training services to support management and employees to take actions towards the prevention of domestic and family violence.

Full Stop Australia

fullstop.org.au

Full Stop Australia is a national accredited not-for-profit organisation that has been preventing and responding to sexual, domestic and family violence since 1971. Full Stop Australia's services are evidence-based and underpinned by adult learning principles. All training and clinical staff are tertiary qualified and experienced psychologists, social workers and counsellors.

Full Stop Australia can assist with:

- policy development and review: sexual assault, sexual harassment and domestic violence
- training: workplace responses to sexual assault, sexual harassment and domestic violence; responding with compassion; ethical leadership in action; and bystander intervention
- professional services: comprehensive wellbeing and vicarious trauma management solutions for employers (which received the WorkCover NSW Award for the 'Best solution to an identified occupational health and safety issue').

Training services are available through a range of modalities, including face to face, telephone, online, and self-paced modules with coaching support. All income from training and professional services directly supports the organisation's free 24/7 specialist counselling service for anyone in Australia impacted by sexual, domestic or family violence.

MATE (Motivating Action Through Empowerment)

matebystander.edu.au

MATE training programs challenge the root attitudes, beliefs and behaviours that normalise violence against women, inequality, racism, discrimination and bullying within our society. The programs aim to provide the ability to recognise when a problematic situation is taking place and feel empowered to effectively interrupt the behaviour as long as it is safe to do so.

NO TO VIOLENCE

ntv.org.au

No to Violence (NTV) is the peak body for organisations and individuals working with men to end family violence. NTV also provides telephone counselling, information and referrals for men.

OUR WATCH

ourwatch.org.au
workplace.ourwatch.org.au

Our Watch is a national leader in the primary prevention of violence against women and their children in Australia. The website contains tools and resources on how to take action to prevent violence against women in a host of settings.

UNSW Gendered Violence Research Network

unsw.edu.au/arts-design-architecture/our-research/research-centres-institutes/research-networks-clusters-labs/gendered-violence-research-network

The Gendered Violence Research Network (GVRN) is a joint initiative of UNSW Arts, Design & Architecture and Law & Justice. GVRN has been at the forefront of developing solutions to respond to and prevent gendered violence – one of the most prevalent human rights violations affecting our world today. Although studies clearly show that women and children are disproportionately affected, GVRN's research explores the impact of gendered violence – also known as 'gender-based violence' – on all population groups.

GVRN turns research-led insights into real-world impact by providing evidence-based and practical tailored training and advisory services to help organisations learn how to effectively respond to gendered violence in the lives of their employees and clients. It offers a suite of services including policy review, face-to-face and online training, webinars, monitoring and evaluation, and new online short courses.

WESNET

wesnet.org.au
techsafety.org.au

WESNET provides expert advice and training on working with customers experiencing gender-based violence. It specialises in training around domestic violence, other forms of gender-based violence and technology-facilitated abuse. WESNET collaborates with corporations and technology companies to assist with development of in-house training, customer service design and policy development. WESNET also regularly advises around application and product development.

Referrals for those needing support

Sexual harassment

Organisation	Contact details
AUSTRALIAN HUMAN RIGHTS COMMISSION	<p>www.humanrights.gov.au Email: complaintsinfo@humanrights.gov.au Info line: 1300 656 419 (local call) TTY: 1800 620 241 (toll free) Fax: (02) 9284 9611</p>
COMMUNITY LEGAL CENTRES AUSTRALIA	<p>clcs.org.au/findlegalhelp Phone: (02) 9160 9500</p>
ANTI-DISCRIMINATION NSW	<p>www.antidiscrimination.justice.nsw.gov.au Email: adbcontact@justice.nsw.gov.au Phone: (02) 9268 5544 Free call: 1800 670 812</p>
LEGAL AID NSW	<p>www.legalaid.nsw.gov.au LawAccess NSW: 1300 888 529</p>
VICTORIAN EQUAL OPPORTUNITY AND HUMAN RIGHTS COMMISSION	<p>www.humanrights.vic.gov.au/for-individuals/sexual-harassment/ Email: enquiries@veohrc.vic.gov.au Phone: 1300 292 153</p>
VICTORIA LEGAL AID	<p>www.legalaid.vic.gov.au Phone: 1300 792 387 Online chat: www.legalaid.vic.gov.au/speak-to-us</p>
QUEENSLAND HUMAN RIGHTS COMMISSION	<p>www.qhrc.qld.gov.au/your-rights/sexual-harassment Email: info@qhrc.qld.gov.au Phone: 1300 130 670 TTY: by phoning 133 677 then asking for 1300 130 670 Speak and Listen: by phoning 1300 555 727 and asking for 1300 130 670 Internet relay: by connecting to the National Relay Service and asking for 1300 130 670</p>
WA EQUAL OPPORTUNITY COMMISSION	<p>www.wa.gov.au/organisation/equal-opportunity-commission Email: eoc@eoc.wa.gov.au Phone: (08) 9216 3900</p>
SA EQUAL OPPORTUNITY COMMISSION	<p>equalopportunity.sa.gov.au Email: OCEO@sa.gov.au Phone: (08) 7322 7070 or 1800 188 163 If you are deaf, hard of hearing and/or have a speech impairment, contact us via: TTY: by phoning 133 677 then asking for AGD on 1800 177 076 Speak and Listen: by phoning 1300 555 727 and asking for AGD on 1800 177 076 Internet relay: by connecting to the National Relay Service and asking for AGD on 1800 177 076</p>
WORKING WOMEN'S CENTRE SA	<p>wwcsa.org.au Phone: (08) 8410 6499 Email: reception@wwc.org.au</p>

Organisation	Contact details
NORTHERN TERRITORY ANTI-DISCRIMINATION COMMISSION	adc.nt.gov.au Email: antidiscrimination@nt.gov.au Phone: (08) 8999 1444 or 1800 813 846
NT WORKING WOMEN'S CENTRE	www.ntwwc.com.au Email: admin@ntwwc.com.au Phone: (08) 8981 0655 or 1800 817 055
ACT HUMAN RIGHTS COMMISSION	hrc.act.gov.au/discrimination/sexual-harassment/ Email: human.rights@act.gov.au Phone: (02) 6205 2222 TTY: (02) 6205 1666 Fax: (02) 6207 1034 Victims Support ACT: 1800 822 272 (free call)
EQUAL OPPORTUNITY TASMANIA	equalopportunity.tas.gov.au Email: office@equalopportunity.tas.gov.au Phone: (03) 6165 7515 or 1300 305 062

SPECIALIST SERVICES	
Organisation	Contact details
DISABILITY DISCRIMINATION	<p>If you are deaf, or have a hearing or speech impairment, you can use the National Relay Service to access any of the services listed. For other services for people with a disability, contact AccessHub.</p> <p>People With Disability Australia pwd.org.au/get-help/discrimination/ For advocacy support: Phone: 1800 843 929 (toll free) or Fill out an online Advocacy Request Form</p> <p>Australia Centre for Disability Law (NSW) disabilitylaw.org.au Email: adviceline@disabilitylaw.org.au or info@disabilitylaw.org.au (for non-legal advice) Phone: 1800 800 708 (9:30am to 12:30pm, Mondays and Wednesdays, and 1:30pm to 4:30pm on Thursdays) National Relay Service: If you are deaf, or have a hearing or speech impairment, you can contact us through the National Relay Service. Ask for Australian Centre for Disability Law on 1800 800 708.</p> <p>Disability Discrimination Legal Service (Victoria) Email: info@ddls.org.au Phone: (03) 9654 8644</p>

Referrals for those needing support (cont.)

SPECIALIST SERVICES	
Organisation	Contact details
ABORIGINAL AND TORRES STRAIT ISLANDER LEGAL SERVICES	National Aboriginal and Torres Strait Islander Legal Services www.natsils.org.au Email: jmconnachie@vals.org.au Phone: 0490 534 572
MIGRANT EMPLOYMENT LEGAL SERVICE	Migrant Employment Legal Service (NSW) Phone: (02) 8002 1203 Text: 0475 360 241 Email: tlem@mels.org.au
LGBTIQA+ LEGAL SERVICES	Inner City Legal Centre (NSW) www.iclc.org.au LGBTIQ Legal Service (VIC) lgbtiqlegal.org.au LGBT Legal Service (QLD) lgbtilegalservice.org.au

Domestic and family violence

FOR PEOPLE EXPERIENCING DOMESTIC AND FAMILY VIOLENCE	
GLOBAL	
Organisation	Contact details
GLOBAL NETWORK OF WOMEN'S SHELTERS gnws.org lila.help Email: info@gnws.org	GNWS is a global voice for survivors and the shelters that serve them. It works to strengthen and unite the women's shelter movement globally to end violence against women and their children. Its website, Lila Help, provides links to vetted shelters and support services globally.
WOMEN AGAINST VIOLENCE EUROPE wave-network.org/find-help/ Email: office@wave-network.org Phone: +43 (0) 1 548 272 0	WAVE is a formal network of European non-government organisations working in the field of combating violence against women and children. It also provides services, including access to national women's helplines, shelters, women's centres and counselling services across 46 European countries. WAVE is currently the only network that provides a continent-wide vetted list of women's helplines and shelters.
DOMESTIC SHELTERS www.domesticshelters.org	Domestic Shelters is a searchable online directory of domestic violence programs and shelters in the US and Canada. It also offers links to other international organisations that provide crisis services and shelters for women experiencing domestic and family violence.

AUSTRALIA	
Organisation	Contact details
1800RESPECT www.1800respect.org.au Phone: 1800 737 732	1800RESPECT provides a 24/7 best-practice, professional telephone and online crisis and trauma counselling service to assist people experiencing the effects of sexual assault, domestic or family violence.
RSPCA – PETS IN CRISIS (DOMESTIC VIOLENCE PROGRAM) www.rspca.org.au/contact-us	RSPCA provides temporary safe housing and practical solutions for pet owners leaving situations of domestic violence in a number of states and territories including NSW, QLD and WA.
TRANSLATING AND INTERPRETING SERVICES www.tisnational.gov.au/ Phone: 131 450	An interpreter from TIS can help facilitate communication with other services, where needed.

FOR ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE EXPERIENCING DOMESTIC AND FAMILY VIOLENCE	
Organisation	Contact details
ABORIGINAL LEGAL SERVICE (ACT) www.alsnswact.org.au Phone: 1800 733 233	ALS is a proud Aboriginal organisation working in criminal law, family law, children's care and protection law. ALS can assist through representation in court, advice and information and referral to further support services.
THIYAMA-LI (NSW) thiyamali.com.au/contact-us/ Email: legal@thiyamali.com.au Phone: (02) 6752 1188	Thiyama-Li is based in Moree, Walgett and Bourke, NSW, and provides culturally appropriate assistance, including legal and support services, to Aboriginal and Torres Strait Islander people who are victims of family violence.
WIRRINGA BAIYA ABORIGINAL WOMEN'S LEGAL CENTRE (NSW) www.wirringabaiya.org.au Email: info@wirringabaiya.org.au Phone: 1800 686 587	Wirringa Baiya is a statewide, gender-specific legal centre for Aboriginal women, children and youth in NSW.
DARWIN ABORIGINAL AND ISLANDER WOMEN'S SHELTER (NT) www.ntcommunity.org.au/organisations/darwin-aboriginal-islander-womens-shelter/ Email: regina-admin@daiws.org.au Phone: (08) 8945 2284	DAIWS provides safe and culturally appropriate services for Aboriginal and Torres Strait Islander women who are homeless or escaping family violence. The services provided include support, referral, outreach and domestic violence crisis accommodation.

Referrals for those needing support (cont.)

FOR ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE EXPERIENCING DOMESTIC AND FAMILY VIOLENCE	
Organisation	Contact details
<p>MURRI SISTERS (QLD)</p> <p>www.murrisisters.org.au Email: admin@murrisisters.org.au Phone: (07) 3290 3769</p>	<p>Murri Sisters works within a cultural respect framework to provide mobility and outreach support services to Aboriginal and Torres Strait Islander women, their children and young people who are experiencing domestic and family violence.</p>
<p>FAMILY VIOLENCE LEGAL SERVICE ABORIGINAL CORPORATION (SA)</p> <p>www.fvlsac.org.au Email: portaugusta@fvlsac.org.au Phone: 1800 111 052</p>	<p>Family Violence Legal Service Aboriginal Corporation (SA) – FVLSAC – is a free community legal service assisting Aboriginal and Torres Strait Islander victim-survivors of family violence and/or sexual assault in the state of South Australia.</p>
<p>TASMANIAN ABORIGINAL CENTRE (TAS)</p> <p>tacinc.com.au Email: hobart@tacinc.com.au Phone: 1800 132 260</p>	<p>The Tasmanian Aboriginal Centre is a community-controlled organisation that represents Aboriginal people in Tasmania. It advocates for Aboriginal rights and provides services in the key areas of health, legal representation, cultural maintenance and children’s services, all underpinned by Aboriginal cultural values.</p>
<p>DJIRRA (VIC)</p> <p>djirra.org.au Email: info@djirra.org.au Phone: 1800 105 303</p>	<p>Djirra is a place where culture is shared and celebrated, and where practical support is available to all Aboriginal women and particularly to Aboriginal people who are currently experiencing family violence or have in the past.</p>
<p>WRISC (VIC)</p> <p>www.wrisc.org.au/aboriginal-family-violence-program.php Email: wrisc@wrisc.org.au Phone: (03) 5333 3666</p>	<p>WRISC is a Ballarat-based program that delivers a Family Violence Outreach Program as well as an Aboriginal Family Violence Program with a holistic focus and in partnership with Aboriginal community and Aboriginal-run services. It also provides a link and contact to The Orange Door, which brings in workers from Aboriginal services and offers support for migrants and refugees without permanent residence status.</p>
<p>DJINDA (WA)</p> <p>www.relationshipswa.org.au/Services/Aboriginal-Community-Support/Djinda-Service Phone: (08) 6164 0650</p>	<p>Djinda is a free specialist legal and non-legal support service for Aboriginal and Torres Strait Islander women. Run through the Women’s Legal Service WA in partnership with Relationships Australia WA, the service provides legal information and advice, and limited court representation for violence restraining orders, victim assistance, children’s protection and care, criminal injuries compensation where it relates to family violence, and family law.</p>
<p>YORGUM HEALING SERVICES</p> <p>yorgum.org.au Phone: 1800 469 371</p>	<p>Yorgum provides culturally secure healing, counselling, therapy and support to help Aboriginal children, young people and adults recover from the harmful impacts of child sexual abuse and/or domestic and family violence.</p>

FOR PEOPLE FROM CULTURALLY AND LINGUISTICALLY DIVERSE BACKGROUNDS EXPERIENCING DOMESTIC AND FAMILY VIOLENCE

Organisation	Contact details
<p>IMMIGRANT WOMEN'S SPEAKOUT (NSW) www.speakout.org.au Phone: (02) 9635 8022</p>	<p>Immigrant Women's Speakout Association is the peak advocacy, information/referral and research body representing the ideas and issues of immigrant and refugee women in NSW. The association also undertakes community development projects and provides direct services, including in the areas of homelessness, domestic violence, and employment, education and training. Speakout is a community-based organisation, managed by women from non-English speaking backgrounds.</p>
<p>DAWN HOUSE (NT) www.dawnhouse.org.au/services Email: info@dawnhouse.org.au Phone: (08) 8945 1388</p>	<p>Dawn House is a women's and children's shelter providing crisis accommodation, free and confidential counselling services, and domestic violence community education and workshops for workplaces.</p>
<p>IMMIGRANT WOMEN'S SUPPORT SERVICE (QLD) www.iwss.org.au Phone: (07) 3846 3490</p>	<p>IWSS is a specialist service response for immigrant and refugee women from non-English speaking backgrounds who have experienced domestic and/or sexual violence. Services include crisis and ongoing support, counselling and community education programs.</p>
<p>WOMEN'S SAFETY SERVICES (SA) womenssafety.org.au/index.php/information-for-workers/culturally-linguistically-diverse-clients Phone: (08) 8152 9260</p>	<p>Women's Safety Services offers a Migrant Women's Support program that is responsive to culturally sensitive needs. It conducts risk assessments; undertakes safety management; provides information and advocacy; and links clients to other relevant services.</p>
<p>SHE – SUPPORT, HELP and EMPOWERMENT INC. (TAS) Phone: (03) 6278 9090</p>	<p>SHE provides free and confidential counselling and support for women who are currently experiencing or have experienced abuse in an intimate or family relationship. This may include physical, psychological, emotional, sexual, social, economic or spiritual abuse. The services at SHE are available to all women regardless of age; ability; marital or socio-economic status; cultural, religious or ethnic background; or sexual orientation. Interpreters can be used when required.</p>
<p>INTOUCH, MULTICULTURAL CENTRE AGAINST FAMILY VIOLENCE (VIC) intouch.org.au Phone: (03) 9413 6500</p>	<p>InTouch is a statewide service that works with women from migrant and refugee backgrounds, their families and their communities in Victoria. It provides case management to women, training, conduct research and run community-based projects to address the issue of family violence in the community.</p>
<p>THE MULTICULTURAL WOMEN'S ADVOCACY SERVICE (WA) whfs.org.au/services/multicultural-womens-advocacy-support/ Email: info@whfs.org.au Phone: (08) 6330 5400</p>	<p>The Multicultural Women's Advocacy Service promotes the safety of women, with or without children, from culturally and linguistically diverse backgrounds, who have experienced or are at risk of domestic violence. The service is available to women who are recent arrivals or long-term residents, and who are in crisis situations, in refuges, still remaining in their relationships or re-establishing themselves in the community after leaving refuges.</p>

Referrals for those needing support (cont.)

FOR PEOPLE WITH A DISABILITY WHO EXPERIENCE DOMESTIC AND FAMILY VIOLENCE

Organisation	Contact details
<p>SUNNY APP through 1800RESPECT</p> <p>Download from the App Store or Google Play</p>	<p>Sunny is 1800RESPECT's app for women with disability who have experienced violence and abuse. The app has been co-designed with women with disability to make sure it provides the very best support for the people who use it. The app can support women with disability to know their rights, understand what abuse is and find people who can help.</p>

FOR LGBTIQA+ PEOPLE WHO EXPERIENCE DOMESTIC AND FAMILY VIOLENCE

Organisation	Contact details
<p>QLIFE</p> <p>qlife.org.au</p> <p>Phone: 1800 184 527 or webchat</p>	<p>QLife (3pm to midnight, every day) provides Australia-wide anonymous LGBTI peer support and referral for people wanting to talk about a range of issues including sexuality, identity, gender, bodies, feelings or relationships.</p>
<p>ANOTHER CLOSET</p> <p>ssdv.acon.org.au</p> <p>Phone: 1800 65 64 63</p>	<p>Another Closet provides information, safety plan suggestions, referral options and a free 24/7 helpline for LGBTIQ people who are or may be experiencing domestic and family violence in NSW.</p>
<p>RAINBOW SEXUAL, DOMESTIC AND FAMILY VIOLENCE HELPLINE</p> <p>fullstop.org.au/get-help/our-services</p> <p>Phone: 1800 497 212</p>	<p>Full Stop Australia provides 24/7 counselling for anyone from the LGBTIQA+ community whose life has, recently or in the past, been impacted by sexual, domestic or family violence.</p>
<p>SAY IT OUT LOUD</p> <p>sayitoutloud.org.au/?state=all</p>	<p>Say It Out Loud encourages healthy LGBTIQ+ relationships, focusing on information, support and referrals for LGBTIQ+ people who are experiencing domestic and family violence as well as information for professionals.</p>
<p>ACON (NSW)</p> <p>www.acon.org.au/what-we-are-here-for/domestic-family-violence/#domestic-family-violence-support-services</p> <p>Phone: (02) 9206 2000</p>	<p>ACON is an LGBTI health organisation offering information, referrals, counselling, advocacy and practical support for LGBTI people in NSW experiencing domestic and family violence.</p>
<p>KARA HOUSE FAMILY VIOLENCE SERVICE (VIC)</p> <p>karafvs.org.au/seek-help.php#/#</p> <p>Email: admin@KaraFVS.org.au</p> <p>Phone: 1800 900 520</p>	<p>Kara House is a Victoria-based specialist family violence service providing safe and secure accommodation and outreach services to women and children escaping family violence. It works with the LGBTIQA+ community, providing crisis accommodation and support for same-sex-attracted women experiencing abuse in a relationship.</p>
<p>RAINBOW DOOR (VIC)</p> <p>www.rainbowdoor.org.au</p> <p>Email: support@rainbowdoor.org.au</p> <p>Phone: 1800 729 367</p>	<p>Rainbow Door is a free specialist LGBTIQA+ helpline providing information, support and referral to all LGBTIQA+ Victorians, their friends and family during the COVID-19 crisis and beyond. This includes family violence support and free multilingual and Auslan interpreter services.</p>

FOR PEOPLE EXPERIENCING ELDER ABUSE

Organisation	Contact details
ELDER ABUSE PHONE HOTLINE Phone: 1800 ELDERHelp 1800 353 374	The Elder Abuse Phone Hotline is a national toll-free number, set up in collaboration with state and territory governments. It automatically redirects and connects callers seeking information and advice on elder abuse with the phone service in their state or territory.

FOR PEOPLE WHO USE DOMESTIC AND FAMILY VIOLENCE

GLOBAL

Organisation	Contact details
MENENGAGE menengage.org	MenEngage is a global alliance made up of dozens of country networks spread across many regions of the world, and hundreds of non-governmental organisations, as well as UN partners. MenEngage members work collectively and individually toward advancing gender justice, human rights and social justice to achieve a world in which all can enjoy healthy, fulfilling and equitable relationships and their full potential.

AUSTRALIA

MEN'S REFERRAL SERVICE ntv.org.au/get-help/ Phone: 1300 766 491	The Men's Referral Service (operated by No to Violence) takes calls from Australian men dealing with domestic and family violence matters. It can provide referrals for people whose behaviour has brought them into contact with the police or courts and people facing issues such as an intervention order, behaviour change, anger management, access or custody.
DVCONNECT MENSLINE (QLD) www.dvconnect.org/mensline/ Phone: 1800 811 811	DVConnect Mensline is a free, confidential telephone counselling, referral, information and support service for Queenslanders identifying as male and who may be experiencing or using domestic and family violence.
THORNE HARBOUR HEALTH (VIC) thorneharbour.org/lgbti-health/relationship-family-violence/ Phone: 1800 134 840	Thorne Harbour Health has locations in metropolitan and regional Victoria. It provides counselling services to LGBTI+ communities and also runs the ReVisioning Men's Behaviour Change Program that offers a group-based program to same-sex and same-gender attracted men who use violence.
MEN'S DOMESTIC VIOLENCE HOTLINE (WA) www.wa.gov.au/service/community-services/community-support/mens-domestic-violence-helpline Phone: 1800 000 599	The Men's Domestic Violence Helpline is a statewide 24-hour service. This service provides telephone information and referral to ongoing face-to-face services for men who are concerned about their violent and abusive behaviours.

Data on gender-based violence

GLOBAL DATA	
UN Women	
Global Database on Violence against Women	<ul style="list-style-type: none"> Globally, one in three women experiences physical or sexual violence in their lifetime, and 10% of women and girls over the age 15 globally (nearly 4 million women) have experienced intimate partner violence in the last 12 months.
Facts and figures: Ending violence against women	<ul style="list-style-type: none"> Less than 40% of women who experience violence seek help of any sort. Of those who seek help, less than 10% go to the police. The impact of COVID-19 has shown initial evidence of intensification of violence against women and girls across the globe. Reports from service-use data in different countries have shown a significant increase in reported cases of domestic violence to helplines, women's refuges/shelters and the police, linked to COVID-19.
AUSTRALIAN DATA	
SEXUAL HARASSMENT	
Australian Human Rights Commission	
Everyone's Business: Fourth national survey on sexual harassment in Australian workplaces (2018)	<ul style="list-style-type: none"> Sexual harassment in and outside the workplace is pervasive around the globe. In Australia, 85% of women have experienced sexual harassment at some point in their lives, and 39% of women have experienced sexual harassment in their workplace in the last five years. Of people who experienced workplace sexual harassment in the last 12 months, 55% had experienced more than one form of harassment during this time. People may experience workplace sexual harassment differently due to characteristics such as gender identity, sexual orientation, culturally and linguistically diverse background, Aboriginal and Torres Strait Islander status, disability status and age.
Respect@Work Report	<ul style="list-style-type: none"> Workplace sexual harassment is prevalent and pervasive, with Australians across the country suffering the financial, social, emotional, physical and psychological harm associated with sexual harassment. The current system for addressing workplace sexual harassment in Australia is complex and confusing for victims and employers. Most people who experience sexual harassment never report it for fear of the impact on their reputation, career prospects and relationships within their community or industry. Gender inequality is the key power disparity that drives sexual harassment. Other forms of discrimination and disadvantage that create power imbalances in the workplace can also drive sexual harassment.

DOMESTIC AND FAMILY VIOLENCE	
Our Watch	
www.ourwatch.org.au/quick-facts/	<ul style="list-style-type: none"> • One in three women has experienced physical violence since the age of 15. • One in four women has experienced emotional abuse by a current or former partner since the age of 15. • Violence against women takes a profound and long-term toll on women's health and wellbeing, on families and communities, and on society as a whole.
workplace.ourwatch.org.au	<ul style="list-style-type: none"> • Workplace Equality and Respect offers a process of organisational change to prevent violence against women. • The process comprises of three components with five standards all organisations can work towards. The step-by-step process enables assessment of organisations and identification of key actions to make lasting change towards gender equality and respect.
eSafety Commissioner	
Women in the Spotlight: How online abuse impacts women in their working lives	<ul style="list-style-type: none"> • Online and technology-facilitated abuse is on the rise globally. A recent survey in Australia reported one in three women experienced online abuse in a work context, with 40% of perpetrators being professional contacts. Rates of abuse were even higher for women with a public online or media profile, women with disability, those who identify as LGBTIQ+, and younger women.

Terminology⁴

Key terms

Gender-based violence

Harmful acts directed at an individual or a group of individuals based on their gender. It is rooted in gender inequality, the abuse of power and harmful norms. The term is primarily used to underscore the fact that structural, gender-based power differentials place women and girls at risk for multiple forms of violence. While women and girls suffer disproportionately from gender-based violence, men and boys can also be targeted. The term is also sometimes used to describe targeted violence against LGBTIQ+ populations, when referencing violence related to norms of masculinity or femininity and/or gender norms.

Violence against women and girls

Any act of gender-based violence that results in, or is likely to result in, physical, sexual or mental harm or suffering to women and girls, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. Violence against women and girls encompasses, but is not limited to, physical, sexual and psychological violence occurring in the family or within the general community, and perpetrated or condoned by the government.

Types of violence

Domestic violence

Violence, abuse, coercion or intimidation between people who are currently or have previously been in an intimate relationship. Those who use domestic violence seek to control and dominate the other person by using behaviour such as physical, sexual, emotional, social, verbal, spiritual and economic abuse. This causes fear, psychological harm and/or physical harm.

Family violence

Violence, abuse, coercion or intimidation between family members (for example, children, siblings and parents) as well as intimate partners. Those who use family violence do so to control and dominate the other person. This causes fear, psychological harm and/or physical harm.

Sexual violence

Any sexual act committed against the will of another person, either when this person does not give consent or when consent cannot be given because the person is a child, has a mental disability, or is severely intoxicated or unconscious as a result of alcohol or drugs. Sexual violence can include the types of violence.

Sexual harassment

Encompasses non-consensual physical contact, such as grabbing, pinching, slapping or rubbing against another person in a sexual way. It also includes non-physical forms, such as catcalls, sexual comments about a person's body or appearance, demands for sexual favours, sexually suggestive staring, stalking and exposing one's sex organs. In Australia, sexual harassment is defined as 'an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which, in the circumstances, a reasonable person, aware of those circumstances, would anticipate the possibility that the person would feel offended, humiliated or intimidated'.

4 UN Women, Frequently asked questions: Types of violence against women and girls, www.unwomen.org/en/what-we-do/ending-violence-against-women/faqs/types-of-violence

Sexual assault

An act of a sexual nature carried out against a person's will through the use of physical force, intimidation or coercion, including any attempts to do this. This includes rape, attempted rape, aggravated sexual assault (assault with a weapon), indecent assault, penetration by objects, forced sexual activity that did not end in penetration and attempts to force a person into sexual activity.

Corrective rape

A form of rape perpetrated against someone on the basis of their sexual orientation or gender identity. It is intended to force the victim to conform to heterosexuality or normative gender identity.

Rape culture

The social environment that allows sexual violence to be normalised and justified. It is rooted in patriarchy and fuelled by persistent gender inequalities and biases about gender and sexuality.

Femicide

The intentional murder of women because they are women, but may be defined more broadly to include any killings of women or girls. Femicide differs from male homicide in specific ways. For example, most cases of femicide are committed by partners or ex-partners, and involve ongoing abuse in the home, threats or intimidation, sexual violence or situations where women have less power or fewer resources than their partner.

Honour killing

The murder of a family member, usually a woman or girl, for the purported reason that the person has brought dishonour or shame upon the family. These killings often have to do with sexual purity, and supposed transgressions on the part of female family members.

Human trafficking

The acquisition and exploitation of people through means such as force, fraud, coercion or deception. This heinous crime ensnares millions of women and girls worldwide, many of whom are sexually exploited.

Female genital mutilation

Includes procedures that intentionally alter or cause injury to the female genital organs for non-medical reasons. It is classified into four major types, and both the practice and the motivations behind it vary from place to place. It is a social norm, often considered a necessary step in preparing girls for adulthood and marriage, and is typically driven by beliefs about gender and its relation to appropriate sexual expression. It was first classified as violence in 1997 via a joint statement issued by WHO, UNICEF and UNFPA.

Child marriage

Any marriage where one or both of the spouses are below the age of 18. It is a violation of the Universal Declaration of Human Rights, which states that 'marriage shall be entered into only with the free and full consent of the intending spouses'. Girls are more likely to be child brides, and consequently drop out of school and experience other forms of violence.

Online or digital violence against women

Any act of violence that is committed, assisted or aggravated by the use of information and communication technology (such as mobile phones, the internet, social media, computer games, text messaging or email) against a woman because she is a woman. Online violence can include cyberbullying (the sending of intimidating or threatening messages), non-consensual sexting (the sending of explicit messages or photos without the recipient's consent) and doxxing (the public release of private or identifying information about the victim).



About Champions of Change Coalition

The Champions of Change Coalition includes CEOs, secretaries of government departments, non-executive directors and community leaders who believe gender equality is a major business, economic, societal and human rights issue. Established in 2010 by Elizabeth Broderick AO, our mission is to step up beside women to help achieve gender equality and a significant and sustainable increase in the representation of women in leadership.

championsofchangecoalition.org

**CHAMPIONS
OF CHANGE
COALITION** 

