Domestic and family violence (DFV) occurs when one person in a domestic relationship uses violence and abuse to exercise or maintain power and control over the other person. This can include behaviour that is:

* physically, sexually, emotionally, spiritually, psychologically or economically abusive
* threatening and coercive or aimed at controlling or dominating the other person through fear.

DFV can affect any person, regardless of gender, age, socioeconomic status or cultural background.

## The facts

* Approximately **1.4 million** Australian women are living in an abusive relationship or have done so in the past. Of these women, about **800,000** are in the paid workforce.
* **1 in 6** Australian women and **1 in 16** Australian men has experienced physical abuse at the hands of a current or former partner.
* **1 in 4** Australian women and **1 in 6** Australian men has experienced emotional abuse at the hands of a current or former partner.
* Violence against women is estimated to cost the Australian economy $22 billion a year.

## A workplace issue

* **Two-thirds** of Australian women experiencing DFV are employed.
* **1 in 5** Australian women say the violence continues at work.
* **95%** of women with violent partners were stalked or experienced harassment at their workplace.
* Between **25–50%** of Australian women subjected to DFV report having lost a job,
at least in part due to the violence.

## Creating cultural change

With 65 per cent of Queenslanders in the labour force, workplaces have a significant role to play in creating cultural change. Workplaces provide opportunities to reinforce and challenge attitudes and gender norms that reinforce violence. We can create cultures, which support respectful and equitable relationships, promote safety and foster supportive behaviours. By doing this we can stop the behaviours and attitudes that perpetuate the cycle of violence.

## Supporting our employees

DFV can impact a person’s safety, wellbeing, attendance and performance at work.

The [Queensland Government’s workplace package for DFV](https://www.forgov.qld.gov.au/workplace-package-domestic-and-family-violence) strengthens workplace support for affected employees. As part of the package, affected employees have access to special leave, flexible work arrangements, workplace and role adjustments etc.

### What can individuals do?

* Look for ways to challenge attitudes and gender norms and model equitable and respectful relationships.
* Make sure your colleagues are treated fairly and not disadvantaged or discriminated against for being a victim of domestic violence.
* Encourage affected employees to speak with their manager.
* Find a way to speak up if you see anything that leads you to be concerned about the behaviour of a colleague.
* Actively participate in DFV-related learning and development activities, including Bystander training and the online [Recognise, Respond, Refer](https://australiasceochallenge.org/workplace-learning-solutions) program.

### What can leaders do?

* Challenge attitudes and behaviours contributing to DFV, these include gender norms, created by sexist jokes, inappropriate or degrading language, and stereotypes promoting power imbalances in relationships between men and women, and objectification of women.
* Promote respectful relationships, champion DFV prevention and demonstrate non-violent behaviours.
* Support affected employees – ensure they are aware of support available and that they are not treated unfairly or disadvantaged.
* Actively participate (and encourage employees to participate) in DFV-related learning and development activities, including the online [Recognise, Respond, Refer](https://australiasceochallenge.org/workplace-learning-solutions) program.
* Communicate sensitively with affected employees and take prompt and appropriate action where you have a concern.
* If you see anything that leads you to be concerned about the behaviour of an employee or colleague (either as a victim or someone who may be using violence or abuse), find a way to show your support and seek advice from DPC Workforce Relations team, if needed. Refer to the conversation guide.
* Model the public service values.
* Communicate your commitment to DFV and the [Agency’s] commitment to eliminating DFV in Queensland and our workplaces.

### [Agency’s] commitment to DFV

The [Agency] is committed to preventing DFV and providing a safe, respectful, equitable and supportive workplace for all employees. We provide employees affected by DFV with:

* access to leave entitlements, including special paid leave (a minimum of 10 days each year)
* flexible work arrangements and safety plans
* access to free, confidential counselling through our employee assistance program.

The [Agency] is also working towards White Ribbon Australia Workplace Accreditation, strengthening support for our colleagues affected by DFV. The program accredits workplaces that promote respectful, safe and inclusive workplace cultures by taking active steps to prevent and respond to violence, and it will help us to better recognise, prevent and respond to violence.

* sign up as a [White Ribbon Advocate](https://www.whiteribbon.org.au/stop-violence-against-women/what-you-can-do/become-a-white-ribbon-advocate/)
* take the [White Ribbon Oath](https://www.whiteribbon.org.au/stop-violence-against-women/what-you-can-do/take-the-oath/)
* complete the [White Ribbon eLearning program](https://www.whiteribbon.org.au/stop-violence-against-women/what-white-ribbon-does/training-and-elearning/)
* participate, attend and be involved in internal and external White Ribbon activities and events
* wear a [White Ribbon](https://store.whiteribbon.org.au/products/enamel-pin-magnet)

## More information

For further guidance, visit our [Agency’s intranet], [EAP provider information], or talk to [Human Resource contact] for more information.