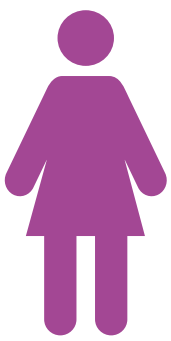


Workplace key messages



Domestic and family violence (DFV) is a workplace issue. It can impact a person's safety, wellbeing, attendance and performance at work.



1 in 4

Australian women has experienced emotional abuse by a current or former partner.¹



1 in 6

Australian women has experienced physical or sexual violence from a current or former partner.¹

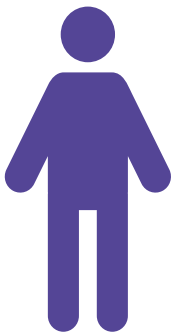


1 in 5

Australian women surveyed say the violence continues at work.²



30% of **Employees** in a national survey reported personally experiencing DFV.²



1 in 16

Australian men has experienced physical or sexual violence at the hands of a current or former partner.¹



1 in 6

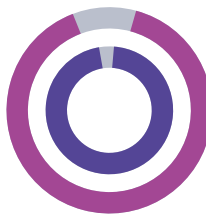
Australian men has experienced emotional abuse by a current or former partner.¹

Those women surveyed indicated the violence and abuse affected their capacity to get to work and **impacted their work performance.**²



\$175 MILLION

DFV is estimated to cost Australian employers \$175 million annually.³



97% OF MEN

82% OF WOMEN

who experienced current partner violence **never contacted the police.**¹



\$2.7–\$3.2 BILLION

DFV is estimated to cost the Queensland economy \$2.7–\$3.2 billion annually.⁴



45%

Women surveyed who experienced domestic and family violence discussed the violence and abuse with someone at work.²

The 'Invisible Women, Invisible Violence' paper notes that **Aboriginal women, Torres Strait Islander women, culturally and linguistically diverse women and women with disability** are disproportionately affected by domestic and family violence and sexual assault.⁵

The "Calling It What It Really Is" Survey (2014) heard from lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) people on their experience of DFV.



1 in 3

reported being physically or sexually abused by a previous partner.⁶



13%

who disclosed experiencing DFV, made a report to police.⁶



Domestic and family violence prevention and employee support

Workplace key messages



Domestic and family violence is **UNACCEPTABLE** in any setting, including the workplace.



Workplaces play an important role in working to **ELIMINATE SEXUAL HARASSMENT AND GENDER INEQUALITY**, which are some of the underlying drivers of DFV.⁷



A lot is happening in our workplaces to ensure we deliver on Queensland's ultimate goal—**ENDING DOMESTIC AND FAMILY VIOLENCE** in our homes, communities and workplaces.



Employees from diverse backgrounds will experience additional barriers to reporting incidents of DFV and accessing services. Workplaces and employers are encouraged to provide information to employees on specialist services that take into account the **NEEDS OF DIVERSE GROUPS**.⁶



Our leaders and employees are committed to fostering a positive, equitable, respectful and **SAFE WORKPLACE CULTURE**.



We have a workplace domestic and family violence **POLICY**, outlining how we are working to raise awareness of DFV, **HELPING EMPLOYEES TO ACCESS SUPPORT OPTIONS** and addressing safety in the workplace.



We continue to work closely with DFV specialists and workplace partners to drive **TARGETED AND LONG-TERM CHANGE** in our organisation.



Our workplace is committed to **SUPPORTING EMPLOYEES** impacted by DFV and **PROMOTING PROFESSIONAL RELATIONSHIPS**, based on respect and equality.



Our workplace is committed to working alongside organisations and the community to **RAISE AWARENESS** and **SPEAK OUT** against all forms of DFV.

Queensland workplaces say
**Not Now, Not Ever.
Together.**

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