## Domestic and family violence is a workplace issue

Domestic and family violence (DFV) can impact a person’s safety, wellbeing, attendance and performance at work. Research shows:

* 1 in 5 Australian women say the violence continues at worki
* two-thirds of Australian women experiencing DFV are employedii
* between 25–50% of Australian women subjected to DFV report having lost a job, at least in part due to the violenceiii
* DFV costs employers across Australia at least $175 million annuallyiv
* Violence against women is estimated to cost the Australian economy $22 billion annually.v

With 65 per cent of Queenslanders in the labour force, workplaces have a significant role to play in creating cultural change.

## What a workplace response can look like

The Queensland Government is delivering a comprehensive response to DFV prevention and workforce support.vi

All Queensland employers can make a significant contribution to eliminating DFV.



## What you can do as a workplace

Business, local government and non-government organisations (NGOs) can adopt and tailor the following Queensland Government products and initiatives to suit your workplace needs.

* [DFV workplace package](https://www.qld.gov.au/gov/workplace-package-domestic-and-family-violence) – includes a directive, policy template, leadership commitment statement template, support and referral resources, communication toolkit, list of workplace partners, risk assessment and workplace safety plan, conversations guide.
* [Inclusion and diversity](https://www.qld.gov.au/gov/inclusion-and-diversity-commitment) and [Gender equity](https://www.qld.gov.au/gov/inclusion-and-diversity-commitment) strategies – promote respectful workplace cultures.
* [DFV workplace policy](https://www.qld.gov.au/gov/workplace-package-domestic-and-family-violence) – state how workplaces support affected employees, provide access to support services and address safety in the workplace.
* [Support options](https://www.qld.gov.au/gov/support-employees-affected-domestic-and-family-violence) – available to victims, employees who use violence, bystanders, carers or those assisting—including counselling, flexible work arrangements, workplace adjustments, and paid leave.
* [Leadership commitment statement](https://www.qld.gov.au/gov/workplace-package-domestic-and-family-violence) – make visible commitments to champion cultural change.
* Australia’s CEO Challenge [Recognise, Respond, Refer online program](https://australiasceochallenge.org/workplace-learning-solutions) – increase employee awareness and understanding of DFV and how to support affected colleagues.
* [White Ribbon Australia free e-learning](https://www.whiteribbon.org.au/education-hub/) – addressing the causes and impact of men’s violence against women.
* [Employee assistance programs](https://www.qld.gov.au/gov/employee-assistance-programs) – provide confidential external support to employees, managers and families.
* [Employee engagement](https://www.communities.qld.gov.au/gateway/not-now-not-ever) – encourage participation in events Queensland’s Domestic and family violence month in May, White Ribbon Night in July, and White Ribbon Day in November.
* [Social Procurement](https://www.forgov.qld.gov.au/consider-social-procurement) – leverage your purchasing power to promote supportive workplace policies and practices.
* Workplace partnerships – work with key partners ([Australia's CEO Challenge](https://australiasceochallenge.org/), [DV Connect](http://www.dvconnect.org/) and [White Ribbon Australia](http://www.whiteribbon.org.au/?gclid=CjwKEAjwy6O7BRDzm-Tdub6ZiSASJADPNzYrTtEtogsKnFp5n8YM47RA1Rz53YP08Nki3Vbhttp://www.whiteribbon.org.au/) and other workplaces) to strengthen support for people affected by DFV.
* [Employee opinion surveys](https://www.qld.gov.au/gov/working-queensland-survey) – assess employee views on progress by including DFV workplace-related questions.

## What we are doing

As part of the most comprehensive DFV reform package ever initiated in Queensland, the Queensland Government is delivering on workplace-related commitments by:

* implementing workplace-related recommendations of the [*Not Now, Not Ever* taskforce report](https://www.csyw.qld.gov.au/campaign/end-domestic-family-violence/about/not-now-not-ever-report)
* partnering with workplaces to deliver on Queensland’s [*DFV Prevention Strategy 2016–2026*](https://www.csyw.qld.gov.au/campaign/end-domestic-family-violence/dfvp-strategy)
* leading by example by supporting affected employees including victims and employees who use violence
* supporting the Queensland Government’s multi-agency approach to workplace DFV reform, including all departments to achieve [White Ribbon Australia Workplace Accreditation](https://www.forgov.qld.gov.au/white-ribbon-australia-workplace-accreditation) by 2019
* promoting the [DFV workplace package](https://www.qld.gov.au/gov/workplace-package-domestic-and-family-violence) to all workplaces, including businesses and NGOs
* supporting national collaboration and strengthening workplace partnerships and capability on DFV workplace issues

## More information

Learn about the [Queensland Government’s workplace package](http://www.qld.gov.au/gov/domestic-and-family-violence) and how it can be adopted in your workplace.

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