

What makes Take a Stand unique

Take a Stand was the first program of its kind in Australia, leading the way in whole-of organisation approaches to preventing domestic violence.

Since 2007, Take a Stand has been delivered in diverse workplaces, including large corporations, such as Linfox and Aurizon, not-for-profits such as Oxfam Australia, and government agencies, including local councils and Victoria Police, covering thousands of employees.

Take a Stand is flexible and can be tailored to your workplace. The program can be customised to incorporate your workplace's policies and procedures, and scenarios that are relevant in your industry.

An alternative program - Take a Stand against sexual harassment in the workplace is also available.

"The training adds a personal perspective and brings the home into the workplace. This is really important. It's about supporting the staff how ever we can and building a good rapport between management and staff."



If you were aware of an issue in your workplace that...

- costs Australian businesses \$2.1 billion every year
- causes absenteeism
- increased staff turnover
- reduces productivity
- impacts on the safety of employees
- affects your OH&S responsibilities
- is preventable

... you'd have to do something
about it.

Wouldn't you?

Find out how your workplace can Take a Stand

Contact the Take a Stand training coordinator
at Women's Health Victoria;

T (03) 96649300 E training@whv.org.au
or visit whv.org.au



AGAINST DOMESTIC VIOLENCE IT'S EVERYONE'S BUSINESS



Take a Stand was developed by Women's Health Victoria with funding from VicHealth

take a STAND

Against Domestic Violence:
It's **Everyone's** Business



Supporting workplaces to
take a stand
against sexism and to promote a
safe and respectful
workplace for all

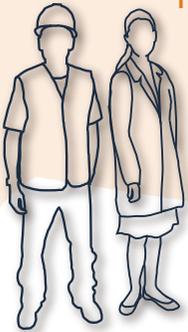
What is Take a Stand

Take a Stand is an award-winning program that supports workplaces to become leaders in taking a stand against sexism and promoting a respectful and safe workplace for all.

What Take a Stand can do for your workplace

- promote a productive, safe and respectful workplace culture
- assist employees affected by domestic violence to remain safe and supported at work
- improve productivity and morale
- attend to OH&S obligations
- enhance your reputation as an employer of choice and a leader in the community

"It shows that as a company we stand up against violence in the workplace and against domestic violence, that we are a caring employer. Employees can discuss stories with each other, ways to help each other out, bring everyone together and work as a team."



Domestic violence - it's everyone's business

Domestic violence can affect the lives of employees at home and at work.

Did you know?

- one in four Australian women has experienced violence from a current or ex-partner
- two-thirds of victims of violence are in paid employment
- the cost of lost productivity due to domestic violence and other forms of violence against women is \$2.1 billion a year in Australia
- the leading causes of domestic violence are sexism and gender inequality

The good news is that we can all play a role in changing the culture that allows domestic violence to occur.

The program

This evidence-based program is based on the positive bystander model. It engages all levels of the workplace, using a staged approach.

LEAD: Your leadership team is supported to adopt the Take a Stand principles and establish the infrastructure, supports, policies and procedures needed to assist staff affected by domestic violence.

TRAIN: Staff gain an understanding of domestic violence, the skills and confidence to speak up against sexism as positive bystanders and to support colleagues affected by domestic violence.

PROMOTE: With key program messages promoted across the workplace, all staff are actively engaged in preventing domestic violence and participating in positive change.

"The program helped me realise that it's all up to us. We can all play a part in change. By stopping and taking a stand for the little things, comments etc, it can prevent more serious scenarios."



Impact

Take a Stand takes a whole-of-workplace approach to preventing and addressing domestic violence. Evaluation shows that it will:

- increase employees' understandings and confidence to discuss domestic violence with their colleagues and managers
- equip managers and human resources staff to support employees affected by domestic violence
- provide realistic skills and tools to enable staff to take a stand against sexist jokes, comments and actions that support domestic violence
- help to change workplace cultures and promotes respect and gender equality

"The program showed me there are simple ways to call out things that perpetuate violence against women."

