

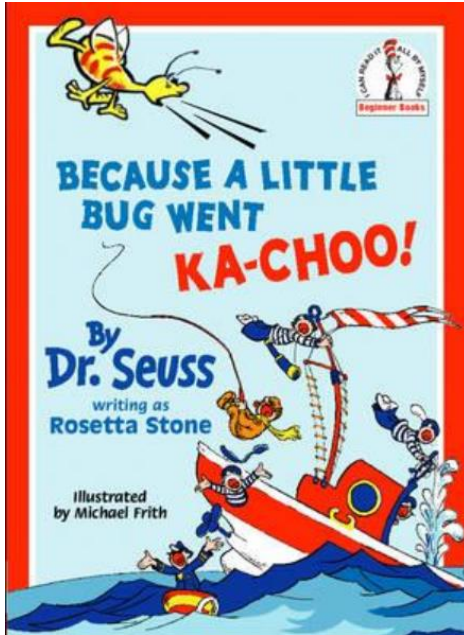


Domestic and family violence - a workplace issue – RAA



Michael O'Connell AM APM
Consulting Victimologist
White Ribbon Ambassador
Secretary-General, WSV
Member, INVICTM
Member, VSA

What happened after the little bug went KA-CHOO?



When a little bug sneezes a riot breaks out as one accident leads to another, and another... until the whole town is caught up in the ensuing chaos

What is domestic violence?

Physical,
Sexual,
Psychological,
Emotional,
Verbal,
Financial,
(Spiritual)

Happens in family, domestic or intimate relationships

Who are the victims?

In Australia

on average 1 woman is killed per
week

(Bryant, W. & Bricknall, S. 2017, Homicide in Australia 2012-2014:
National Homicide Monitoring Program report. Canberra: Australian
Institute of Criminology. Retrieved from: <https://bit.ly/2ozctxh>)

Who are the victims?

In Australia

1 in 4 women

1 in 13 men

have experienced domestic violence since the age of 15 in
Australia

(Australian Bureau of Statistics. (2017). Personal Safety Survey 2016. ABS
cat. no. 4906.0. Canberra: ABS. Retrieved from:
<http://www.abs.gov.au/ausstats/abs@.nsf/mf/4906.0>)

Who are the victims?

In Australia

30% of respondents to a 2011 survey on domestic and family violence and the workplace reported they had experienced violence (McFarran 2011)

19% of respondents who had experienced domestic violence reported the harassment continued at their workplace (ABS, 2011)

5% of those respondents had experienced violence in the last 12 months (McFarran 2011)

(McFarran, L. 2011, National Domestic Violence and the Workplace Survey; Australian Bureau of Statistics, National Domestic Violence and Workplace Survey, 2011

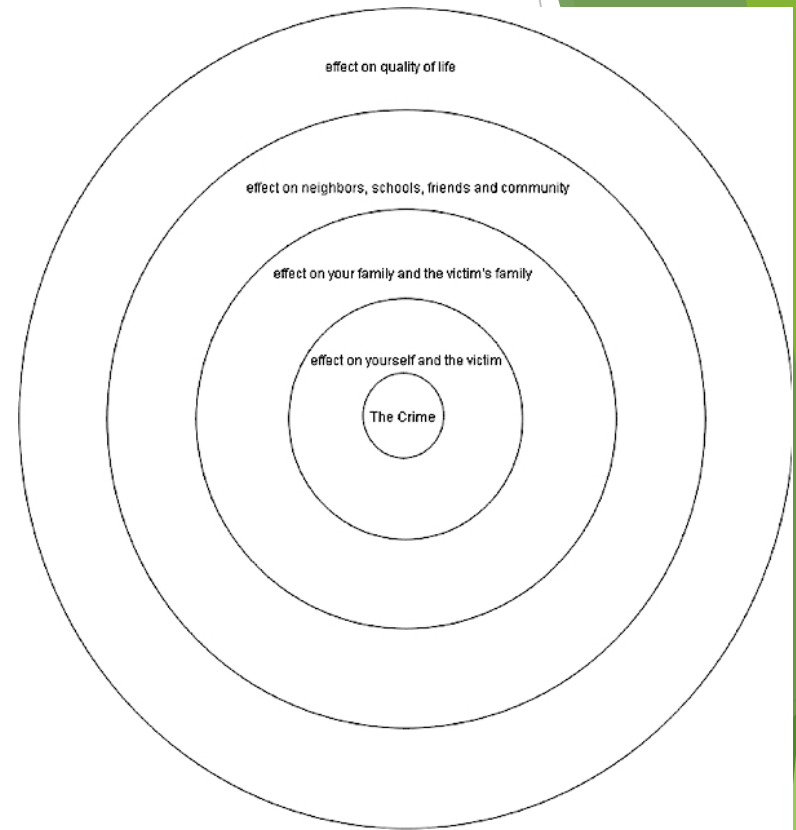
<http://www.abs.gov.au/ausstats/abs@.nsf/Lookup/4533.0Main+Features472013>)

Who are the victims?

Primary – those who directly suffer harm from the criminal act or omission

Secondary – dependants or relatives of the primary victims (especially the deceased) and first responders

Tertiary – vicarious victims, for instance, those in the wider population in whom fear is stimulated by the threats or acts of violence (Letschert et al 2010)



What are the costs?

- ▶ Effects on Individuals
- ▶ Impact on Workplace
- ▶ Impact on Community
- ▶ Socio-economic ramifications

Attitudes & behaviours?

- ▶ 1 in 3 young people don't think controlling someone is a form of violence
- ▶ 1 in 4 young people don't think it's serious when guys insult or verbally harass girls in the street.

(Hall and Partners Open Mind. (2015). The Line campaign. Summary of Research Findings. Melbourne: Our Watch. Retrieved from: <https://bit.ly/2Oy1U9e>)

Attitudes & behaviours?

- ▶ 1 in 2 employees surveyed by White Ribbon consider it acceptable to tell a sexist joke in the workplace.
- ▶ Only 20% of employees surveyed by White Ribbon would feel very confident knowing how to help a work colleague experiencing violence outside work.

(White Ribbon Australia 2017, Workplace Accreditation Pilot Project Baseline Survey)

Who are the 'potential' indicators?

- ▶ Arriving to work late or very early
- ▶ Decreased concentration, performance and productivity
- ▶ Tension around receiving repeated personal phone calls
- ▶ Repeated discussion of marital or relationship problems
- ▶ Bruises, chronic headaches, abdominal pains, muscle aches
- ▶ Signs of fear, anxiety, depression

What steps should be taken to eliminate violence in the workplace?

- ▶ 9 in 10 employees say employers should take a leadership role in educating their workforce about respectful relationships between men and women (White Ribbon, 2018):
 - ▶ Begin a conversation and be prepared to act
 - ▶ Create a climate & cultures o employees feel confident to disclose without adverse consequences
- ▶ Establish clear policies and procedures about safe workplaces:
 - ▶ Harassment, bullying - violence
 - ▶ Guidelines on supporting victims (iHR 2018)

(White Ribbon Australia, Domestic Violence Statistics, 2018

<https://www.whiteribbon.org.au/understand-domestic-violence/facts-violence-women/domestic-violence-statistics/> iHR 2018, Impacts of domestic violence in the workplace, <https://ihraustralia.com/domestic-violence-workplace/>)

What steps should be taken to eliminate violence in the workplace?

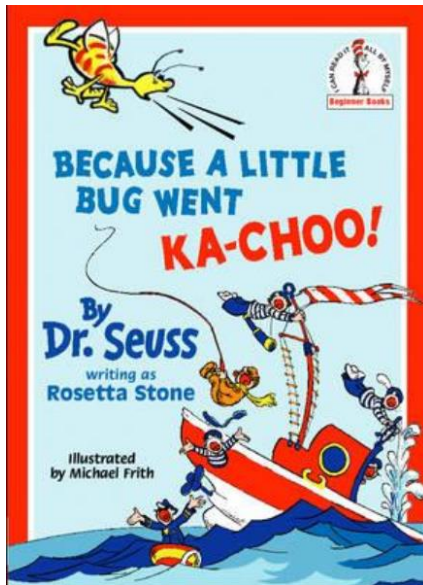
- ▶ Family and Domestic Violence (FDV) Leave
 - ▶ “do something to deal with the impact of that violence and it is impractical for them to do it outside their ordinary hours of work” (Fairwork Commission, 2018)
- ▶ Adequate support
 - ▶ Conversations
 - ▶ Referrals
 - ▶ Check-ins on well-being
- ▶ Awareness raising
 - ▶ Support services including the RAA Employee Assistance Programme
- ▶ Safety planning

(iHR 2018, Impacts of domestic violence in the workplace, <https://ihraustralia.com/domestic-violence-workplace/>)

What is White Ribbon's message?



How can you make a difference?



When a little bug sneezes respectful, dignified responses happen – one after another, and another... until the whole RAA is caught up in extraordinary change!

R - Respectful victim-centric responses

A - Alert to potential indicators

A - Approachable so victims' feel safe

*Justice denied anywhere diminishes justice
everywhere.*

Martin Luther King Jr