

Becoming a Gold Standard Workplace

~ Family and Domestic Violence Actions Checklist

- We have a family and domestic violence policy which exceeds the legislative minimum requirements for leave entitlements and support
- We provide information to our team about family and domestic violence which normalises support seeking, includes practical information and is safe and easy to access
- We have designated and visible support pathways for family and domestic violence assistance, including a Family and Domestic Violence Contact Officer
- We consider strategies for supporting victim-survivors as well as responses to alleged and confirmed perpetrators
- We have templates and other resources available to assist with family and domestic violence safety planning
- We have detailed information packages available to support team members impacted by family and domestic violence with seeking support for all variety of challenges
- We upskill our people managers to know the warning signs of at risk team members and to have important conversations about their health and wellbeing
- We promote good work-life balance and provide our team members with strategies and education to support this
- We actively work towards a positive, supportive and accepting workplace culture which allows our team members to feel safe and to ask for help
- We have programs, processes and supports available to support our team members with personal and family challenges that they may be experiencing, recognising the impacts these can have on our team members and our workplace
- We have considered ways that we can contribute to improving safety and preventing family and domestic violence within the community and would be open to partnering with community organisations working in this space

