

FAQ - Frequently Asked Questions

Why Violence Against Women?

- Approximately one in five women have experienced sexual violence
- In Victoria, for women aged 15 – 44 years, violence is the greatest contributor to ill health and premature death
- The majority of women affected by violence are in the paid workforce
- Violence against women impacts directly on their children
- Women of all ages, cultures, backgrounds and economic situations can experience violence
- Violence against women can be prevented by addressing underlying community attitudes that do not value men and women equally and place rigid gender expectations and stereotypes on women and men.



What is Act@Work?



- Act@Work is a project supporting businesses and organisations with practical tools to challenge sexism, discrimination and violence against women.
- Act@Work partners with businesses over a 12 month period to build a healthy and respectful workplace that benefits the business, employees and the community.
- The project aims to increase individual's *knowledge* of sexism, discrimination and violence against women; *awareness* of the impacts of these behaviours and the costs of not taking action; and develop *skills* to take action to intervene safely and effectively.
- Act@Work provides
 - A collaborative review of 4 key areas of the organisation; culture, physical environment, health and wellbeing and community connections
 - Recommendations and implementation strategies based on the policy, training and resource needs of the organisation in the 4 key areas
 - A tailored training program to meet the needs of the organisation
 - A comprehensive evaluation of the project's outcomes

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What is an Active Bystanders?

- Active bystanders can be individuals or organisations
- Active bystanders challenge sexism, discrimination and violence against women. They recognise sexism and discrimination in everyday life and they draw attention to how it contributes to a culture of inequality, disrespect and violence against women.
- Act@Work empowers and up skills organisations and employees to be active bystanders. It provides knowledge and skills to identify, speak out and engage others in responding to incidents of sexism, discrimination or violence against women including behaviours, attitudes, practices or policies.
- Silent bystanders are an untapped resource and have a greater role to play in standing up to prevent violence, discrimination or other unacceptable or offensive behaviour in the workplace.

We need
ALL OF US
to take action



Why Workplaces?

- Workplaces are an important part of our community and make an important contribution to the culture of our society.
- Workplaces can have a positive impact on the health, wellbeing and safety of their workforce.
- Over 60 per cent of women experience some form of violence at work and 75 per cent of women report experiencing unwelcome and unwanted sexual behaviour at work.
- Healthy and happy staff have increased productivity, reduced sick leave and demonstrate increased commitment.
- Businesses and industries with forward-looking policies and practices stand to benefit from improved employee retention and benefits to the reputation of the business.
- Violence against women cost the Australian economy \$13.6 billion annually and it is expected to increase to \$15.6 billion in 2020/2021.
- \$1581 pa in productions related cost can be avoided for every woman whose experience of violence is prevented.
- The majority of women who experience family violence are in the paid workforce.

“Our workplace’s commitment to the Act@Work project has given me some real hope that we can make a difference to the incidence of family violence and in particular to the families whose lives are so deeply affected by this experience”

Act@Work Participant 2013

For more information about the Act@Work program, contact Women’s Health Grampians,
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