

## ACT@WORK OVERVIEW

## Challenging sexism, discrimination and violence against women

Together we can reduce the rates of violence in our community,  
starting in the workplace

*Act@Work* provides businesses and organisations with practical tools to challenge sexism, discrimination and violence against women. A program of Women's Health Grampians, *Act@Work* supports healthy and respectful workplaces that benefit work mates, families and the community.

Violence against women, its prevalence, impacts and costs to society are at an all-time high and increasing. In the workplace, the costs are significant. By 2021-2022, intimate partner violence alone is projected to cost the Australian economy \$15.6 billion annually, of which \$456 million will be borne by employers.

*Act@Work* 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. The message to employees is that they are part of the solution.

*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.

*Act@Work* provides

- A collaborative review of four 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 four key areas.
- A tailored training program to meet the needs of the organisation.
- A comprehensive evaluation of the project's outcomes.

Through the process of Inform, Consult, Involve, Collaborate and Empower *Act@Work* will address workplace leadership, policies and procedures and promote partnerships and links to the community to encourage workplaces to contribute to safer and more respectful communities.

**Silent bystanders are an untapped resource and they have a greater role to play in standing up to prevent violence, discrimination or other unacceptable or offensive behaviour in the workplace.**

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This table is a guide for how Act@Work can be implemented in your workplace

Activity	
3 months Inform	<ul style="list-style-type: none"> <li>Initial information briefings with workplace management and leadership</li> <li>EOI signed off by CEO</li> <li>Promote the workplace's commitment to Act@Work internally and externally</li> </ul>
3 months Consult	<ul style="list-style-type: none"> <li>Workplace forms Act@Work Action Group (6-8 people)               <ul style="list-style-type: none"> <li>includes management representatives</li> <li>includes links to HR</li> </ul> </li> <li>Up skilling and informing Action Group about the prevention of violence against women</li> <li>Workplace Organisational Needs Assessment completed with Act@Work Action Group and project worker</li> <li>Meet individually with key workplace stakeholders</li> </ul>
6 months Involve & Collaborate	<ul style="list-style-type: none"> <li>Develop Act@Work Action Plan* with Action Group               <ul style="list-style-type: none"> <li>Incorporate communication plan</li> </ul> </li> <li>Action Plan* formally signed by management/CEO</li> </ul>
Ongoing Empower	<ul style="list-style-type: none"> <li>Implement Action Plan*</li> <li>Training and workshops delivered</li> <li>Implement Communication Plan</li> <li>Consolidation of training workshops learning</li> </ul>
	<ul style="list-style-type: none"> <li>Development of sustainability plan to embed the prevention of violence against women into the workplace</li> </ul>

## Action Plan

Activities in the Action Plan can include:

- Family Violence Leave Provision for staff
- Bullying and Harassment policies that include gender based harassment
- Codes of conduct that incorporate active bystander action
- Formal involvement in White Ribbon Day and International Women's Day events
- Contact and referral information for family violence services provided to staff
- Review physical environment to ensure it is gender equitable
- Review of workplace policies for family friendly and flexible working arrangements
- Promotion of Act@Work key messages to challenge sexism, discrimination and violence against women, including as part of workplace induction process

For more information about the Act@Work program, contact Women's Health Grampians, 2 Drummond Street South Ballarat 3350, T: 5322 4100/ 1800 013 432 or Email: [actatwork@whg.org.au](mailto:actatwork@whg.org.au)  
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