

You can start the steps to stopping the violence by gaining support from your Manager at site or from Eldercare's Human Resources Manager at Head Office on 08 8291 1003. They can offer confidential guidance in relation to:

- arranging personal leave (including special entitlements for victims of abuse)
- referring you to professional support services including Eldercare's Employee Assistance Program
- developing individualised personal safety plans

Refer to Eldercare's Domestic Violence Policy on ELI for more information.

**Fact: Domestic violence reduces an employee's ability to perform tasks in the workplace.**

Murray, S., and Powell, A. 2008. *Working It Out: Domestic Violence Issues and the Workplace*. Sydney, Australia. Australian Domestic and Family Violence Clearinghouse.

### Where to get help

**Eldercare's Employee Assistance Program**  
ACCESS Programs  
08 8215 6799 or 1300 667 700  
[www.accesssa.com.au](http://www.accesssa.com.au)

#### State Support Services

**Statewide Culturally and Linguistically Diverse (CALD) Domestic Violence Service**  
08 8346 9417

**Domestic Violence and Aboriginal Family Violence Gateway**  
1300 782 200 or 1800 800 098 (free call)

**Victim Support Service**  
1800 842 846 (free call)  
[www.victimsa.org](http://www.victimsa.org)

#### National Support Services

**National Sexual Assault Domestic Family Violence Counselling Service**  
1800 RESPECT or 1800 737 732 (free call)  
[www.1800respect.org.au](http://www.1800respect.org.au)

**Lifeline**  
13 11 14

[www.lifeline.org.au](http://www.lifeline.org.au)

**Mensline Australia**  
1300 78 99 78

[www.mensline.org.au](http://www.mensline.org.au)

**In an emergency situation call Police on Triple Zero (000)**



 In support of  
**White Ribbon**



## About White Ribbon

White Ribbon is an international movement aimed at stopping violence against women.

More than 57 countries, including Australia, are helping drive this global social change.

White Ribbon Australia's vision is to ensure women:

- are treated with respect
- live in safety
- are not subjected to abuse

Visit [whiteribbon.org.au](http://whiteribbon.org.au) to learn more.

**Fact:** Intimate partner violence is the leading contributor to death, disability and ill-health in Australian women aged 15 – 44.

Victorian Health Promotion Foundation. (2004). *The Health Costs of Violence: Measuring the burden of disease caused by intimate partner violence.*

## Why Eldercare cares about preventing gender-based violence

Eldercare's organisational values align with the White Ribbon philosophy.

We encourage respectful relationships.

We also acknowledge we have a duty of care to provide you with a safe workplace that is free from violence.

We are proud to be part of the White Ribbon Australia Workplace Accreditation Program to support victims of domestic abuse.

**Fact:** 94% of employees agree employers should take a leadership role in educating their workforce about respectful relationships between men and women.

Pennay, D. and Powell, A. (2012). *The role of bystander knowledge, attitudes and behaviours in preventing violence against women: A full technical report.* The Social Research Centre. Melbourne.



Respect  
Accountability  
Connection

## Forms of violence

Domestic violence can take many forms.

Abuse can be physical, sexual, verbal, emotional, social, spiritual, legal and financial.

It can manifest as hitting, shouting, making threats, wrongful blaming and sex without consent.

It is also controlling who you see, where you go, what you do and how you spend your money.

**Fact:** Over 12 months, on average, one woman is killed every week by a current or former partner.

Chan, A. and Payne, J. (2013). *Homicide in Australia: 2008-09 to 2009-10, National Homicide Monitoring Program annual report.* Canberra, Australia: Australian Institute of Criminology.

## How Eldercare can assist

Eldercare has policies and procedures in place to provide support if you are experiencing domestic violence.

If violence is a problem for you or someone you know it is important to seek help.

**Fact:** Violence against women is estimated to cost the Australian economy \$21.7 billion a year.

PwC, Our Watch, Victorian Health Promotion Foundation. (2015). *A High Price to Pay: the economic case for preventing violence against women.*