



Presented by Monica Puccetti
Community Initiatives Coordinator
Desert Blue Connect
25 Chapman Road | PO Box 472 Geraldton WA 6531
T 08 9964 2742 | info@desertblueconnect.org.au
www.desertblueconnect.org.au

Community, Respect & Equality Agreement Level 1 Toolkit Launch

CRE Agreement

- For organisations and businesses in Geraldton to collectively say that #ViolenceIsNEVEROk in our community.
- Sign up to agreed values and codes of behavior
- Implement actions within the workplace



Why work with businesses to prevent family violence?

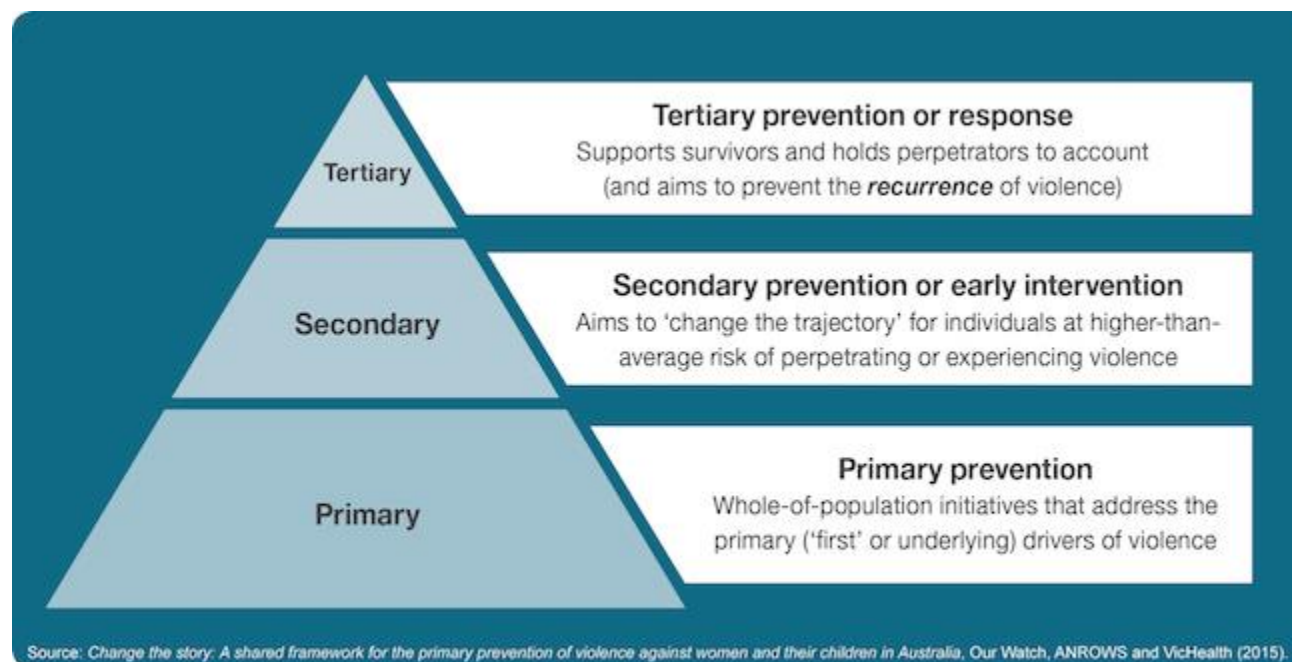


Figure 2 The relationship between primary prevention and other work to address violence against women

(OurWatch, VicHealth,
& ANROWS, 2015)

Essential actions to reduce the gendered drivers of violence against women

Drivers of violence against women		Essential actions to prevent violence against women
Condoning violence against women	→	Challenge condoning of violence against women
Men's control of decision-making and limits to women's decision-making and independence in public and private life	→	Promote women's independence and decision-making in public life and relationships
Rigid gender roles and stereotyped constructions of masculinity and femininity	→	Foster positive personal identities and challenge gender stereotypes and roles
Male peer relations that emphasise aggression and disrespect towards women	→	Strengthen positive, equal and respectful relations between and among women and men, girls and boys
Promote and normalise gender equality in public and private life		

Table 1: The drivers of violence against women and essential actions to prevent violence against women

What do I commit to by signing the Agreement?



Support employees who are or have been victims of family violence that occurs outside of the workplace



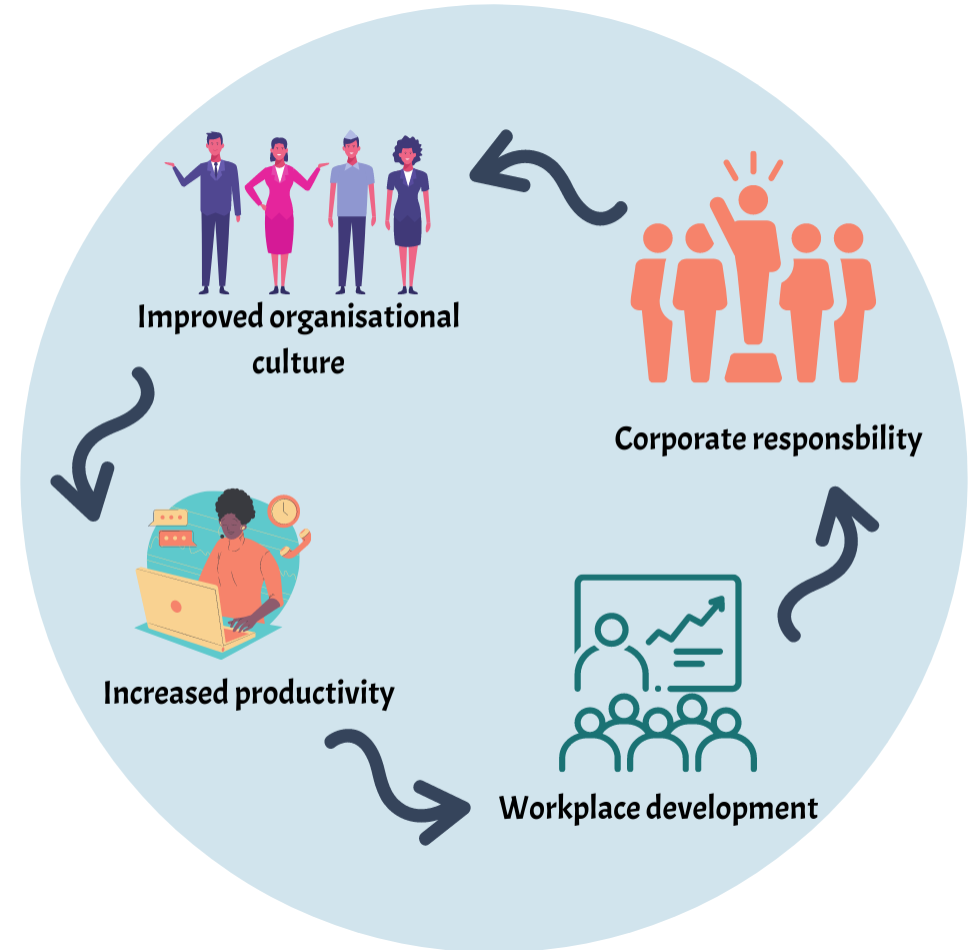
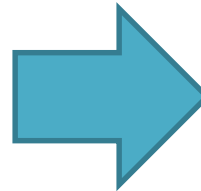
Address the underlying causes of violence against women by promoting gender equality in the workplace



Create a culture where employees feel confident to take bystander action



Take action to prevent and respond to sexual harassment in the workplace



How does my workplace become CRE Accredited?

Level 1. Actions for accreditation

Introduction and awareness of family violence in the workplace

PROMOTIONAL

- ☐ The CRE Agreement workplace posters and family violence brochures will be displayed in reception, staff areas, rest rooms and general workplace and public areas.
- ☐ The CRE Agreement workplace logo and hashtags will be displayed on the organisation or business website and in social media.
- ☐ The CRE Agreement workplace logo and hashtags stickers are used on stationary, letterhead, promotional material and email signature.
- ☐ The CRE Agreement workplace logo is displayed on indoor and outdoor signs.

INTERNAL AWARENESS

- ☐ The CRE Agreement Agreed Values and Codes of Behaviour for the Workplace are included in employee induction packages.
- ☐ Family violence information and resources are available to employees via Intranet or other methods.
- ☐ Family violence information and resources and CRE prevention concepts are embedded into employee and toolbox meetings and training and professional development is offered.
- ☐ The organisation has a designated representative for family violence to provide support and leadership and review occupational health and safety.

ENGAGEMENT WITH COMMUNITY

- ☐ Participate in safe work month with a focus on family violence prevention.
- ☐ Organisational commitment function (i.e. White Ribbon event or similar) that raises awareness of prevention of family violence.
- ☐ Participation of managers and employees in community family violence events

ADDITIONAL ACTION BY THE ORGANISATION

- ☐
- ☐

- Organisations must complete a minimum of seven actions in Level 1 to qualify for the Level 1 Accreditation Workplace Certificate. However, organisations can complete all actions if they have the capacity.
- To seek accreditation organisations can contact Desert Blue Connect project officer or another CRE Agreement organisation that has already achieved accreditation of the level (see CRE website for further details).
- For any assistance please contact Desert Blue Connect on 9964 2742 or email info@desertblueconnect.org.au



Mid West Ports Authority



Watch here: [CRE V2 w SUBS.mov \(hightail.com\)](#)



Welcome to the CRE Portal

CRE Level One

Thanks to the Mid West Ports Authority Community Grant 2020, Desert Blue Connect has been able to develop a CRE level 1 toolkit to help you effectively and efficiently implement level 1 of the CRE Agreement.

✕ Safety Exit

In this toolkit you will find downloadable documents, resources and templates to support your organisation's journey.

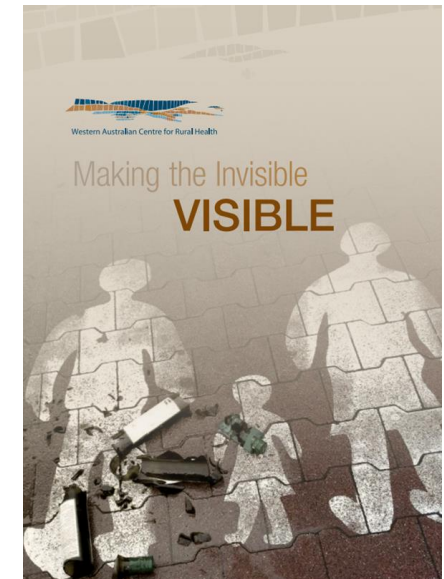
Ideas for Actions



Desert Blue Connect
(Office hours) Ph 9984 2742
www.desertblueconnect.org.au

1800 RESPECT
(all hours) Ph 1800 737 732
www.1800respect.org.au

CBE Website
www.communityrespectandequality.com.au





Any Questions?

For more information please contact us at 9964 2742 or
info@desertblueconnect.org.au

All documents and information are also available on our website:
www.communityrespectandequality.com.au

For more information about Desert Blue Connect and the other services
we provide please go to <https://www.desertblueconnect.org.au/>

References

- Australian Bureau of Statistics [ABS]. (2006). *Personal safety survey*. Retrieved from <https://www.abs.gov.au/ausstats/abs@.nsf/mf/4906.0>
- Cox, P. (2016). *Violence against women: additional analysis of the Australian Bureau of Statistics' Personal Safety Survey, 2012*. Sydney: ANROWS.
- Department of Child Protection and family Support. (2103). *Western Australia's family and Domestic Violence Prevention strategy to 2022*. Retrieved from <https://www.dcp.wa.gov.au/documents/WA%20FDV%20Preventon%20Strategy%20to%202022.pdf>
- Department of Communities. (2017). *Family & domestic violence incidents per district for financial years 2015/2016 and 2016/2017*, Perth.
- Domestic Violence Victoria. (2016). *About family violence*. Retrieved from <http://dvvic.org.au/understand/about-family-violence/>
- Kmpg. (2016) *The cost of violence against women and their children in Australia*. Retrieved from [https://www.dss.gov.au/sites/default/files/documents/08_2016/the_cost_of_violence_against_women_and_their_children_in_Australia – summary_report_may_2016.pdf](https://www.dss.gov.au/sites/default/files/documents/08_2016/the_cost_of_violence_against_women_and_their_children_in_Australia_-_summary_report_may_2016.pdf)
- Nancarrow, H. (2019). *Unintended Consequences of Domestic Violence Law: Gendered Aspirations and Racialised Realities*: Palgrave Macmillan.
- OurWatch, VicHealth, & ANROWS. (2015). *Change the story: A shared framework for the prevention of violence against women and their children in Australia*. Retrieved from <https://www.ourwatch.org.au/getmedia/0aa0109b-6b03-43f2-85fe-a9f5ec92ae4e/Change-the-story-framework-prevent-violence-women-children-AA-new.pdf.aspx>
- OurWatch. (2018). *Preventing violence at work*. Retrieved from <https://www.ourwatch.org.au/Preventing-Violence/Professionals/At-work>
- United Nations. (1993). *Declaration on the Elimination of Violence against Women*. Retrieved from <https://www.un.org/documents/ga/res/48/a48r104.htm>
- Victoria Health [VicHealth]. (2012). *Preventing violence against women in the workplace (An evidence review: summary report)*, Victorian Health Promotion Foundation, Melbourne, Australia. Retrieved from https://www.vichealth.vic.gov.au//media/ResourceCentre/PublicationsandResources/Economic-participation/2012workplace/VH_Preventing_violence_against_women_09.pdf?la=en&hash=53C59206D2C5F19B4F8CE8090D55F6F8F020030F
- OurWATCH (2017). Putting the prevention of violence against women into practice: *How to change the story*. Retrieved from <https://d2bb010tdzqaq7.cloudfront.net/wp-content/uploads/sites/2/2019/11/07042017/Putting-prevention-into-practice-AA-web.pdf>
- Partners In Prevention & Domestic Violence Resource Centre Victoria (2020). *Unpacking the Gendered Drivers of Violence Against Women*. Retrieved from <https://www.partnersinprevention.org.au/wp-content/uploads/Gendered-drivers-tip-sheet-series-print-text.pdf>