



What is the Community, Respect and Equality (CRE) Agreement?

The CRE Agreement is for organisations and businesses in Geraldton to collectively say that **#ViolencelsNEVEROk** in our community. The CRE Agreement aims to highlight the need for a community-wide approach to primary prevention of family violence, to gather support for primary prevention of family violence, and to inspire people in our community to eliminate the attitudes that support family violence in their workplaces.

Why do we need the CRE Agreement?

Family violence is a big problem in our community. Family violence includes any behaviour that causes physical, sexual, and/or psychological damage, forced social isolation, economic deprivation, or any behaviour which causes the victim to live in fear (DCFPS, 2013).

1702 incidents per year

The Midwest Gascoyne Police Family and Domestic Violence Response Team received a total of 1702 incidents in the 2021-2022 financial year. (WA Police Force, Crime Data)



Average 141 per month

This equates to Police attending an average of 141 incidents of family violence a month (WA Police Force, Crime Data)



This is more than 4 incidents per day!



Only 33% are reported to Police

According to the ABS Personal Safety Survey conducted in 2012, only 33% of women experiencing physical violence from a current partner contacted Police

Relevance to organisations or businesses

62% of women subject to intimate partner violence are employed

62%
Australian women

(Cortis & Bullen, 2016)



2 in 5 women reported experiencing unwanted or unwelcome sexual behaviour at work in the last 5 years

2/5 women



(Safe Work Australia)

Employers incur 6% of the total cost of violence against women from an intimate partner

6% costs



(PWC, a high price to pay report, Nov 2015)

What is primary prevention?

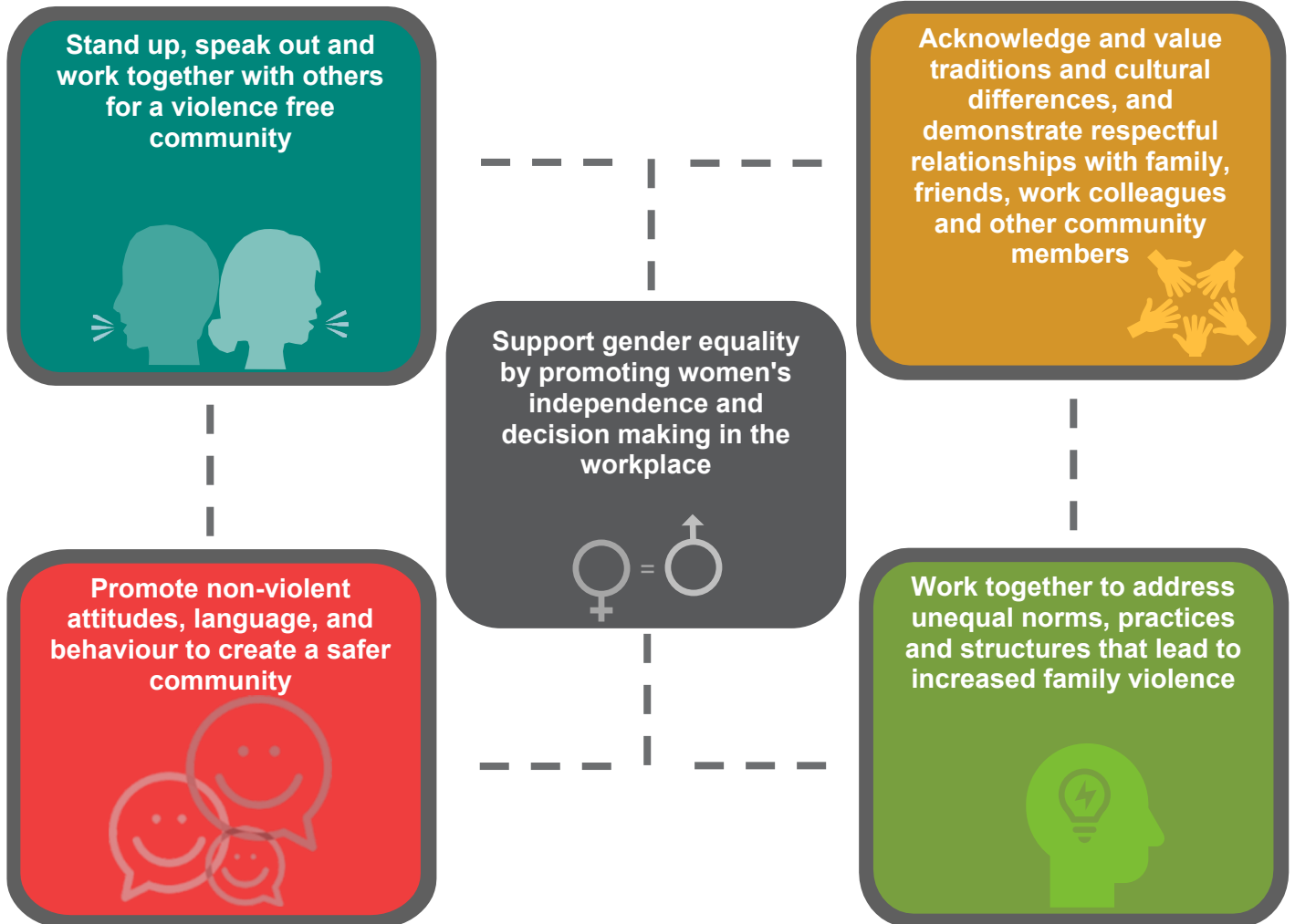
Primary prevention aims to stop a problem before it starts, which we do by changing our community's attitudes towards family violence and by saying **#ViolencelsNEVEROk**





What does my Organisation need to do?

By adopting the CRE Agreement, organisations and businesses pledge to take action to prevent family violence before it occurs and commit to the following codes of behaviour for their workplace.



How do I support the CRE Agreement in my organisation or business?

To sign up, your organisation or business needs to endorse the CRE Agreed Values and Codes of Behaviour and be committed to the long-term goal of eliminating family violence in our community. Your organisation or business may sign up at any stage. Signing up is a commitment to completing Level 1 (introduction and awareness of family violence) within a six-month period. Once an endorsement certificate has been signed the CRE Agreement workplace logo will be distributed for use by the organisation or business. The CRE workplace logo recognises that the organisation or business is working towards actions to prevent family violence in the workplace.

What are the levels of support?

For more information on the levels of commitment, please refer to the Community, Respect & Equality Agreement for Organisations and Businesses document that you were given along with this informational sheet.

Where do I go for more information?

For more information, please visit our website, <https://www.communityrespectandequality.com.au/>