



# DOMESTIC AND FAMILY VIOLENCE ACTION PLAN

2023 - 2024

# DOMESTIC *AND* FAMILY VIOLENCE



## WHAT IS DOMESTIC AND FAMILY VIOLENCE?

Domestic and family violence is any behaviour in an intimate or family relationship which is violent, threatening, coercive or controlling, causing a person to live in fear and to be made to do things against their will.

Domestic and family violence can be perpetrated by a family member, carer, housemate, boyfriend or girlfriend.

## THE PROBLEM OF VIOLENCE



Violence against women and children is estimated to cost the nation \$22 billion dollars annually.



In Australia, 62% of women experiencing domestic and family violence are in the paid workforce.



On average one woman is murdered every 9 days, by her current or former partner.



One in four women have experienced domestic violence by a current or former partner.

The average person will spend 90,000 hours at work over a lifetime. That's roughly 10.2 years in the workplace or with work colleagues.

**Workplaces have a responsibility in family and domestic violence**

# MAKING A DIFFERENCE

We believe that Mounties Group can make a meaningful difference through the implementation of a Domestic Violence Action Plan (DVAP). Domestic and family violence is a workplace issue and we have an opportunity to play a role in identifying and responding to domestic and family violence.

The impact of domestic and family violence caused by perpetrators extends to workplaces and can have a negative impact on employee wellbeing, workplace health and safety and workforce productivity.

Mounties Group exists to ***Improve the lives of our members*** - we connect with hundreds of thousands of individuals and families in the local community, many of whom may not now, or ever engage with local services for support. Providing our community access to information and resources in a safe manner and creating pathways of support to local domestic and family violence organisations is just one way of helping those in need.



# A MESSAGE FROM





## GROUP CHIEF EXECUTIVE OFFICER

Family and domestic violence occurs across all demographic groups, regardless of socio-economic background, religion, education level, age, gender or sexual orientation.

We have a duty as a workplace, as an industry and importantly as human beings to be aware and educate people on family and domestic violence. We need to protect our employees, our friends and family and create an environment that is safe and promotes equality. It's time to take action and as an employer of more than 1,400 team members, we are committed to raising awareness, educating, training and most of all, building capacity to support those who need it.

**DALE HUNT**



## EXECUTIVE MANAGER COMMUNITY

Having personally experienced domestic and family violence during my time working in the club industry, I recognise the need for improved workplace responses. We all have a role to play in supporting those affected, whether as an employer, coworker, family member, or friend.

The key to achieving this is through education and raising awareness so that we can better prepare ourselves to provide support to those who need it. Additionally, it's important to establish a safe and supportive culture that is non-judgmental, along with effective policies and processes to ensure that those seeking help receive the assistance they require.

**ARELY CARRION**

## OUR COMMITMENT

Support employees experiencing domestic and family violence & respond to employees who are or may be using violence and abuse	✓
Increase awareness and understanding through education and training, ensuring we are better prepared to respond	✓
Build and promote relationships with local domestic and family violence community organisations	✓
Extend our support to reach the members and communities within which we operate	✓



*IMPROVE THE*  
LIVES OF **MEMBERS**



OBJECTIVE	COMMITMENT	ACTION
Education and awareness training across Mounties Group	Mounties Group will increase their understanding about domestic and family violence	All employees will undertake domestic and family violence training with employees, becoming more informed and better prepared to respond
Offer support to all directors, management and employees of Mounties Group	Mounties Group will support any employee who has been or is currently experiencing family or domestic violence	Implement domestic and family violence leave Increase support options offered to employees Create support pathways for victims of violence
Raise community awareness	Communicate our commitment to domestic and family violence. Provide opportunities for members to learn more	Launch campaign externally across all venues Liaise with local domestic and family violence groups Hold information sessions and events during the campaign
Support club members and the local community	Mounties Groups will extend our support to club members, guests and the local community	Provide easily accessible information and resources Uplift external communications and websites Create support pathways to domestic and family violence groups
Respond to those using abuse	Create workplaces that do not tolerate perpetrating behaviour	Review products and services that may perpetrate abuse Offer counselling and support to those using abuse
Build relationships with local domestic violence groups	Collaborate with domestic violence groups to increase community support	Align with local domestic violence groups to create support pathways for club members and the community

# IMPROVING THE LIVES OF MEMBERS

*WE ARE MOUNTIES GROUP*