

Revesby Workers' Club Group (RWCG)

# **Domestic, Family & Sexual Violence**

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Action Plan 2025

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## President and Chief Executive Officer Statement

As the President and CEO of Revesby Workers' Club Group, we stand united in acknowledging that Domestic, Family, and Sexual Violence (DFSV) is a serious and pervasive issue that affects far too many individuals in our communities—including our colleagues, friends, and family members.

In our leadership roles, we recognise the vital responsibility that employers have in addressing the impact of DFSV within the workplace. Our Club is more than just a place of employment; it is a community where people spend a significant portion of their lives. As such, we are committed to fostering a culture of safety, dignity, and respect for every team member, every day.

As President, and as a registered midwife, I have seen firsthand the devastating impact that domestic violence can have on individuals and families. I also know how powerful support, understanding, and timely intervention can be. That's why I am personally committed to ensuring our workplace is one where victims are never silenced, but instead are heard, believed, and supported through meaningful action.

As CEO, I believe it is our obligation to ensure that our policies, training, and support systems actively protect and empower those affected by violence. This means providing clear resources, compassionate guidance, and unwavering confidentiality to anyone in need. Our people are our greatest asset, and their wellbeing—both inside and outside of work—must remain a top priority.

Together, we will say **YES to respectful relationships** and **NO to domestic violence**, ensuring our Club Values are reflected in everything we do. We are not only a workplace—we are a community that cares deeply and acts with purpose. And we will continue working to create an environment where everyone feels safe, supported, and valued.

Let this statement be a reaffirmation of our commitment to positive change, both within our organisation and beyond.



Scott Bennetts  
CEO

Christine Butters  
President

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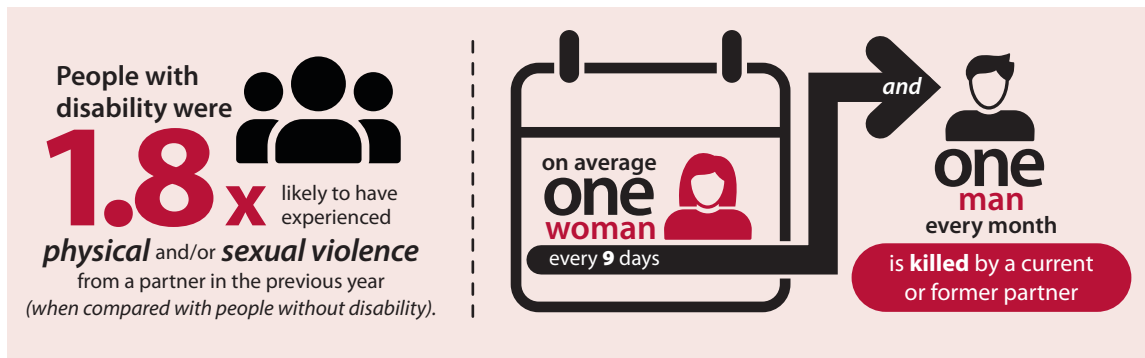
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# Introduction and Purpose

## What is Domestic, Family & Sexual Violence?

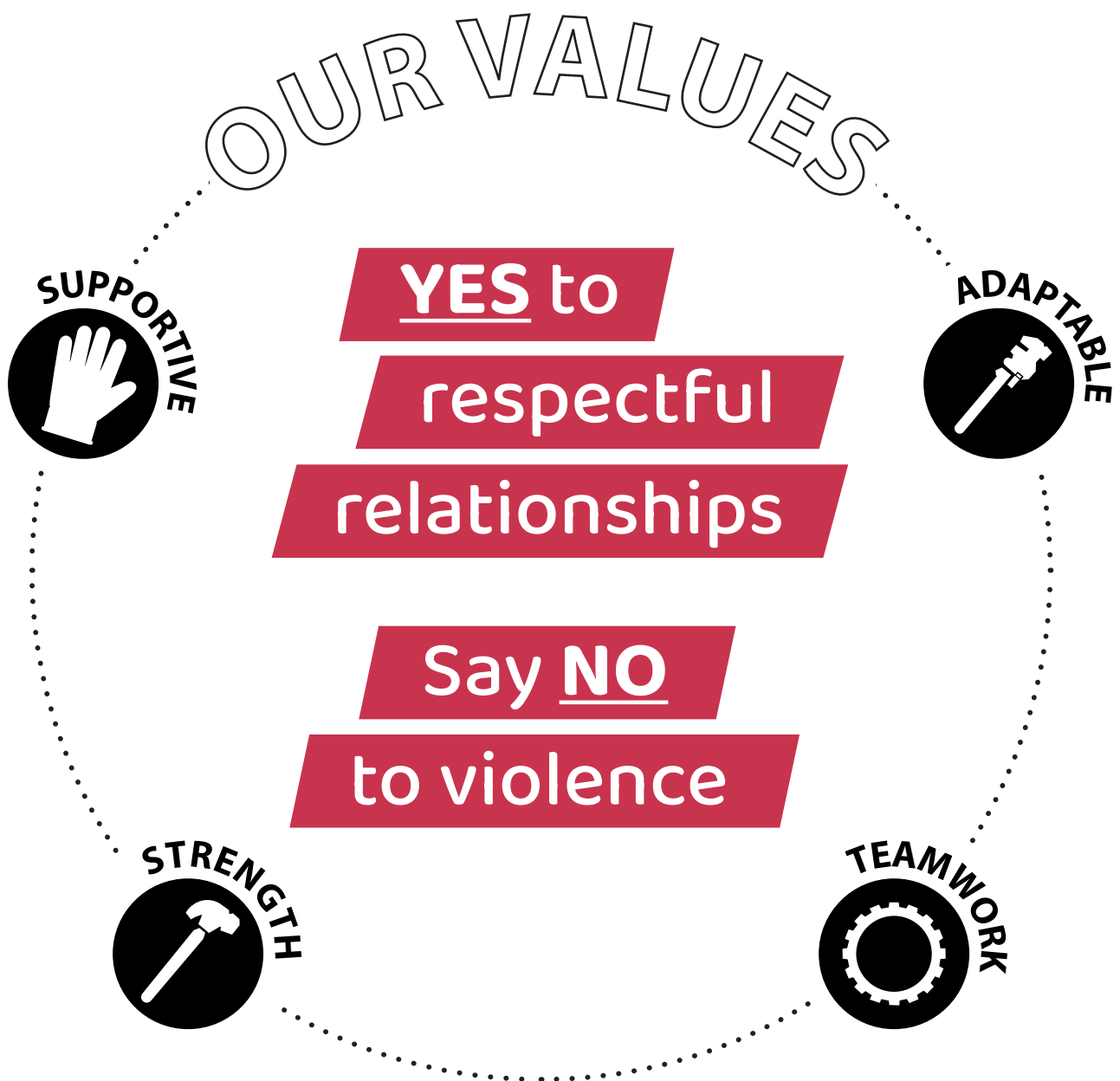
Domestic, Family, and Sexual Violence refers to any form of abusive behaviour that takes place within a domestic or family relationship. This includes physical, emotional, psychological, sexual, and financial abuse.

The abuse can be carried out by intimate partners, family members, or others with whom the victim shares a close relationship. It involves not just physical harm but also tactics like coercive control, intimidation, and sexual abuse. The effects of this violence are far-reaching, often causing lasting damage to the victim's safety, well-being, and ability to fully participate in their personal and professional life. Sexual violence, in particular, can also be committed by strangers, acquaintances, neighbours, friends, or even housemates.



Employers have a responsibility to address the impact of domestic, family, and sexual violence (DFSV) in the workplace. With employees spending a significant percentage of their lives here, it's the employers duty to provide resources, confidentiality, and strong policies to support those affected.

Together, we will say **YES to respectful relationships** and **NO to domestic violence**, ensuring our Club Values are reflected in everything we do.



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## Objectives, Commitments and Actions

Objective	RWCG Commitment
Support staff who are experiencing domestic, family and/or sexual violence and respond appropriately to staff who may be using violence or coercive control.	RWCG is committed to providing a safe and supportive workplace for all employees impacted by DFSV. We will ensure that those affected receive appropriate support, confidentiality, and access to resources, while also fostering a workplace culture that does not tolerate perpetrating behaviours.
Support and refer staff who have identified that they are concerned about their own behaviour and wish to act preventatively to change their behaviour and keep their partners, children and communities safer. <sub>3</sub>	RWCG is committed to fostering an environment of safety and respect that is free of judgement and that offers support to all employees impacted by DFSV, including those that fear they may possess perpetrating qualities and wish to address their behaviour preventatively. We will ensure that those affected receive appropriate support, confidentiality, and access to resources, whilst maintaining that RWC has a workplace culture that does not tolerate perpetrating behaviours.
Promote and increase awareness and facilitate understanding through education and training for all staff.	RWCG will expand its education efforts to ensure that all employees understand domestic, family, and sexual violence and are equipped to say YES to respectful relationships while rejecting violence in all forms.
Enable leadership to respond effectively to disclosures of abuse and ensure appropriate escalation and referral.	RWCG will equip its leadership team and People & Culture representatives with the necessary knowledge and skills to be first responders to DFSV disclosures, ensuring that employees receive the right support.
Develop and implement workplace policies to support affected employees and members while maintaining confidentiality and respect.	RWCG will continuously evaluate and refine its policies to provide a safe and responsive workplace for employees impacted by DFSV, ensuring they align with best practices and legal requirements.
Collaborate with local services and businesses to provide ongoing community support and resources.	RWCG will strengthen partnerships with external support networks, creating opportunities for collaboration to enhance community awareness and assistance.

### Actions

- Provide and promote access to Domestic Violence leave.
  - Ensure all employees have access to **Employee Assistance Programs (EAP) such as Betsafe** for confidential support.
  - Maintain strict **Confidentiality and Privacy** measures for disclosures.
  - Provide and communicate clear **support pathways and resources** (e.g., EAP, 1800Respect, local support services).
  - Conduct regular **policy reviews** to strengthen protections and responses.
  - Reinforce RWCG's **Values-based approach**, promoting respect, safety, and inclusivity in all workplace interactions.
- Ensure all employees have access to **Employee Assistance Programs (EAP) such as Betsafe** for confidential support.
  - Maintain strict **Confidentiality and Privacy** measures for disclosures.
  - Provide information to help staff consider their own behaviour and actions in order to self-identify concerning behaviours.
  - Provide and communicate clear **support pathways and resources** (e.g., EAP, Men's Referral Service, MensLine, 1800Respect).
  - Conduct regular **policy reviews** to strengthen protections and responses.
  - Reinforce RWCG's **Values-based approach**, promoting respect, safety, and inclusivity in all workplace interactions.
- **Deliver Domestic & Family Violence Awareness Training** to all employees.
  - **Provide Responder Training** to ensure appropriate support and referrals are made.
  - Increase of **awareness materials and resources** in the workplace.
  - Implement and educate employees about **Escabags**, ensuring accessibility for all staff and leadership.
  - Encourage ongoing **conversations and workshops** on respectful relationships and violence prevention.
  - Host **community awareness events or campaigns** to reinforce RWC's commitment to addressing DFSV.
- Provide **specialised Responder Training** for leadership and P&C teams.
  - Implement **Emotional Intelligence Training** to help leaders respond with empathy and sensitivity.
  - Facilitate **regular debriefing sessions** for leadership teams to discuss challenges and best practices.
  - Develop **clear protocols for escalation and referral**, ensuring immediate and appropriate action when disclosures occur.
  - Strengthen partnerships with **external support services**, such as Biyani House and 1800Respect.
- Conduct **regular reviews of Standard Operating Procedures (SOPs)** to ensure they reflect best practices.
  - Stay updated on **legislative changes** related to DFSV and incorporate them into workplace policies.
  - Maintain a **Domestic & Family Violence Workplace Safety Plan**, ensuring staff safety is prioritised.
  - Establish clear guidelines for **workplace accommodations**, such as flexible work arrangements, security measures, and financial support where appropriate.
  - Ensure ongoing **monitoring and reporting mechanisms** are in place to assess the effectiveness of policies.
- **Partner with Biyani House and other local organisations** to offer additional support pathways for affected staff.
  - **Engage with community initiatives** to raise awareness of DFSV and promote prevention strategies.
  - Foster **relationships with law enforcement, legal services, and healthcare professionals** to ensure a comprehensive support network.



# RWCG's Policy Statement

Revesby Workers' Club Group (RWCG) is committed to fostering a safe, supportive, and respectful environment for all employees and patrons. This Domestic, Family & Sexual Violence Action Plan outlines the proactive steps RWCG will take to prevent and respond to domestic, family, and sexual violence, ensuring appropriate support for affected employees while promoting awareness and education within the workplace.

Guided by our core values of **Adaptability**, **Teamwork**, **Support**, and **Strength**, we reaffirm our commitment to:



**Saying YES** to respectful relationships



**Saying NO** to violence in any form

Through this Action Plan, RWCG will continue to build a workplace culture of respect, safety, and empowerment; reinforcing that domestic, family, and sexualised violence have no place in our Staff, Club or Community.



**Lisa Anabel**  
CEO Biyani House  
Revesby Women's Shelter

*Biyani House provides a safe place for women and children experiencing domestic and family violence and homelessness. Our shelter offers emergency accommodation, support, and hope when it's needed most.*

*We believe that everyone deserves to feel safe and respected. That's why we help families rebuild their lives by ensuring they have access to counselling, legal advice, and practical support. We empower women and children, helping them transform their lives and build a better future.*



Phone: 0413 451 692 | Email: [info@biyanihouse.org.au](mailto:info@biyanihouse.org.au)



# 4 Purple Fridays Initiative

A Club-Wide initiative to raise awareness and promote conversations about Domestic Violence and its impact on individuals and communities. The message is simple: **YES to Respectful Relationships**, and **NO to Violence**. Commencing May 16, every Friday, all staff across the Club will trade their usual uniform for a purple polo shirt.

Our Club will wear purple as a visible sign of support for survivors of domestic violence and to show solidarity with those who have been affected by it.

The idea behind wearing purple is to create a unified, strong, and visible message of support for victims while helping to break the silence around this issue. Purple is often associated with domestic violence awareness because it represents strength, courage, and dignity—qualities that many survivors of domestic violence exhibit as they rebuild their lives.

The **Purple Friday's** initiative will strengthen the Club's powerful partnership with Biyani House – Revesby Women's Shelter, the only safe haven in the Canterbury-Bankstown LGA providing critical support to women and children fleeing domestic violence. In the past two years, reports of domestic violence within the LGA have surged by 17.1%, and a staggering 45% of women and children seeking homelessness assistance cite domestic and family violence as the primary cause. Despite these alarming statistics, many continue to suffer in silence, trapped in their circumstances and unable to escape.

Now is the time to take action. Let's make an impact together!





# Support Services & Resources

## RWCG Internal Services

We have a dedicated Leadership and People & Culture Team that is here to support staff – the first step is reaching out.

**EAP Betsafe** – free and confidential 24/7 counselling and service referral - 1800 238 723

Confidentiality and Privacy, and no Retaliation Policies/Whistleblowers

Domestic Violence Leave

**Biyani House** - Revesby Women's Shelter - 0413 451 692

Immediate response and Safety Plans in conjunction with P&C

Flexible working arrangements

Onsite security 24/7 via operations, CCTV and security team

## External Services

**1800Respect:** 1800 737 732

**NSW Domestic Violence Line:** 1800 656 463

**FullStop Australia:** 1800 385 578

**MensLine Australia:** 1300 789 978

**Kids Helpline:** 1800 55 1800

**Men's Referral Service:** 1300 766 491

**13 Yarn:** 13 92 76

**Link2home:** 1800 152 152

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# Compliance & Review

The RWC Domestic, Family & Sexual Violence Action Plan will be reviewed annually to ensure its effectiveness and relevance. This will include feedback from affected employees, staff, and external partners.

The plan is in accordance with relevant legislation, including but not limited to:

- Crimes (Domestic and Personal Violence) Act 2007 No 80
- Sex Discrimination Act 1984 (Cth)
- Fair Work Act 2009 (the Act)
- Work Health & Safety Act 2011 (NSW)
- Anti-Discrimination Act 1977 (NSW)
- Australian Human Rights Commission Act 1986 (Cth)

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# Conclusion

Revesby Workers' Club Group is dedicated to promoting a safe and supportive environment for its employees and members. By implementing this Domestic Violence Action Plan, the RWCG aims to make a significant contribution to the safety, well-being, and empowerment of those affected by domestic family violence, ultimately strengthening its stance towards Domestic Violence and subsequently its commitment to saying **YES to respectful relationships** and saying **NO to violence**.

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# References

1. <https://www.missionaustralia.com.au/domestic-and-family-violence-statistics>
2. AIHW, (2019): Family, domestic and sexual violence in Australia: continuing the national story 2019: in brief, 2019
3. <https://ntv.org.au/mrs/> No to Violence - Men's Referral Service

OUR VALUES



# OUR VALUES



**YES to  
respectful  
relationships**



**Say NO  
to violence**

