

Respectful Relationships Commitment Statement

<ORGANISATION NAME> is committed to implementing a whole-of-organisation approach to respectful relationships.

We recognise that our organisation is a workplace where all staff and volunteers deserve to feel respected, safe and valued. <Organisation name> also recognises that it is an important hub in the community and has the opportunity to lead, influence and contribute to a safe, respectful and inclusive community culture, inside and outside the organisation.

We understand that:

- gender stereotypes and gender inequality are one of the leading contributors to family and domestic violence
- our organisation can generate lasting changes, as a form of primary prevention, in people’s attitudes and behaviours today, which can then contribute to addressing family violence.

As part of this commitment:

- We all actively promote gender equality and speak out against gender-based violence in our organisation and in our community in accordance with our organisation-wide positive behaviour policies.
- Organisation leaders will provide sufficient resourcing to the implementation of a whole-of-organisation approach to respectful relationships.
- We enable staff, volunteer and member voice and agency in promoting equality.
- All staff and volunteers participate in professional learning to build capacity to:
 - plan and implement a whole-of-organisation approach to promote respectful relationships
 - enable collaborative interactions to support social change
 - identify and respond appropriately to suspicions, disclosures and incidents of family violence and provide support to impacted staff, volunteers and community members.
- Our organisation will undertake an ongoing, thorough assessment and planning process to identify gaps and limitations in existing culture, policies and practices in gender equality.
- Our organisation utilises and improves mechanisms for staff, volunteers and members to provide feedback on equality in the workplace/organisation.
- Our organisation will identify and use funding and other appropriate resources to implement key actions to promote gender equality and prevent gender-based violence.
- Our organisation commits to continual improvement and evaluation of respectful relationships initiatives.
- The organisation will reflect on progress at regular intervals to celebrate success with the community.

Signed:

Organisation Leader

Staff member/Volunteer

Date:

Date: