



Why White Ribbon Australia Workplace Accreditation Matters to Your Business

The White Ribbon Australia Workplace Accreditation Program

Supporting workplaces to prevent and respond to men's violence against women by strengthening a culture of respect, safety and support.

The Accreditation Program recognises workplaces that are taking active steps to prevent and respond to violence against women, accrediting them as a White Ribbon Workplace. It is an award-winning accreditation initiative.

What is involved?

STEP 1: Making Contact

You can contact us through our website, email or telephone. An Accreditation Partner will then be in touch to talk you through the accreditation process and answer any questions you might have.

STEP 2: Preparing for Accreditation

Your Accreditation Partner will work closely with you to support your organisation as it moves through the accreditation process.

STEP 3: Gaining Accreditation

Once you have been awarded accreditation your organisation will have full access to the White Ribbon Logo's and your stakeholders can be informed that you are White Ribbon accredited.

**Men's violence against women –
whether it occurs in or beyond the workplace
– impacts the health and safety of women at
work, their wellbeing and productivity.
It can also negatively impact the reputation of
workplaces and bottom-line profit and loss.**



**Almost 1 in 4 women
have experienced sexual
harassment in the
workplace.**

AHRC (2018). Everyone's business: 4th national survey on sexual harassment in Australian workplaces. Retrieved from: <https://whiteribbon.org/2Ea7Q6C>



**Over 60% of women
experiencing violence
from a current partner
are working.**

Australian Bureau of Statistics. (2017). Personal Safety Survey 2016. ABS cat. no. 4906.0. Canberra: ABS. Retrieved from: <http://www.abs.gov.au/ausstats/abs@.nsf/mf/4906.0>

**94% of employees
agree employers should
take a leadership role
in educating their
workforce about
respectful relationships
between men and
women.**

Pennay, D. & Powell, A. (2012). The role of bystander knowledge, attitudes & behaviours in preventing violence against women. Melbourne: The Social Research Centre. Retrieved from: <http://bit.ly/1osZjYt>



**Violence against women
is estimated to cost the
Australian economy \$22
billion a year.**

KPMG. (2016). The cost of violence against women and their children in Australia. Canberra: Department of Social Services. Retrieved from: <https://bit.ly/2wzVWxC>



Becoming a White Ribbon Accredited Workplace

Thank you for recognising that violence against women is a workplace issue, and congratulations on taking the first step towards gender equality and combatting gendered based violence.

The next step to becoming accredited is to contact us. You can do this through the White Ribbon website – <https://www.whiteribbon.org.au/Workplaces-and-Schools> or by emailing us – info@whiteribbon.org.au. An Accreditation Partner will contact you to discuss the program and answer any questions you may have about becoming a White Ribbon Accredited Workplace.

Once you're ready to start the implementation phase of the accreditation cycle, you will be given access to a number of things, including:

- Ongoing and continuing support from your Accreditation Partner
- An extensive and diverse 'Good Practice Library'
- The White Ribbon branding suite which can be used on internal documents

Once you've collated your evidence to become a White Ribbon Accredited Workplace, your Accreditation Partner will review with you the content for submission, making sure there are no gaps or omissions in the evidence. As soon as you're ready, we'll ask you to submit the necessary evidence which will be assessed, enabling accreditation to be awarded to your workplace.

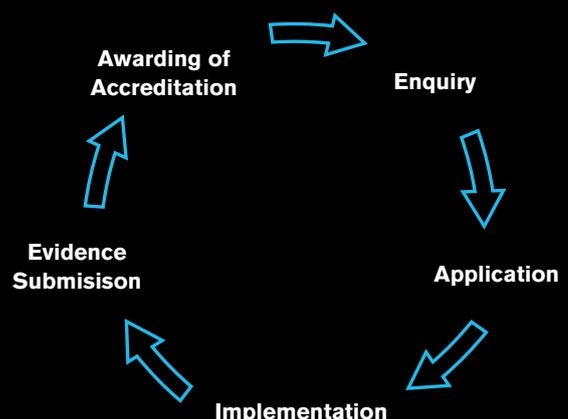
Accreditation is awarded for a three-year period, during which you will be able to make full use of the White Ribbon logo, demonstrating to your stakeholders your organisations commitment to gender equality and combatting gendered based violence.

Your accreditation Partner will stay in touch with you during this time and White Ribbon will keep you informed of their work, offering opportunities for your organisation to participate in awareness raising.

Approximately six months before the end of the three-year accreditation period, your Accreditation Partner will discuss the process of reaccreditation and reaffirming your commitment to gender equality and combatting gendered based violence.



The Accreditation Cycle



Why Participate?

- ✓ Mitigate risk and improve workplace health and safety
- ✓ Improve support for staff experiencing violence
- ✓ Demonstrate your commitment to equality to your stakeholders
- ✓ Establishment and promotion of a strong reputation for corporate social responsibility with a positive image that the workplace is a progressive, safe and supportive environment
- ✓ Supportive workplaces attract the best talent and increase employee loyalty
- ✓ Increased productivity, reduction in absenteeism, decreased employee turnover and reduced associated administrative costs
- ✓ Strengthen gender equality, fostering greater inclusivity of women
- ✓ Create a positive and respectful workplace culture
- ✓ Engage, educate and empower staff to challenge disrespectful behaviour and support disclosures of violence
- ✓ Deter and hold staff accountable for inappropriate conduct



We realise safety at work needs to be augmented by safety at home, and we believe accreditation supports our desire to have a culture of respect and gender diversity...It's both a business outcome and a responsibility to our employees and our communities.

**Joanne Farrell, Former Managing Director
Rio Tinto (Australia)**



As head of the Australian Public Service, I consider it critical that we do our bit, alongside the broader Australian community, to stand up, speak out and act to prevent domestic and family violence in all its forms.

**Dr Martin Parkinson, Former Secretary
Department of Prime Minister and Cabinet
Accredited White Ribbon Workplace**

Contact Us

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