

**WHITE RIBBON AUSTRALIA**  
***BREAKING THE SILENCE***  
**SCHOOLS PROGRAM**

**PARTICIPATION AGREEMENT**

<b>1. PARTIES</b>	<b>2</b>
<b>2. BACKGROUND</b>	<b>2</b>
<b>3. PURPOSE AND SCOPE OF THIS AGREEMENT</b>	<b>2</b>
<b>4. STATUS OF THIS AGREEMENT</b>	<b>3</b>
<b>5. TERM OF AGREEMENT</b>	<b>3</b>
<b>6. ROLES AND RESPONSIBILITIES OF PARTIES TO THIS AGREEMENT</b>	<b>3</b>
<b>7. NO LICENSE OR ASSIGNMENT</b>	<b>5</b>
<b>8. TERMINATION</b>	<b>5</b>
<b>9. AUTHORISATION</b>	<b>5</b>

## 1. PARTIES

1.1 This Agreement is between:

1.2 **White Ribbon Australia (ABN [57 126 739 544](#)) of PO Box 6303, North Sydney, NSW 2059 (White Ribbon); and**

1.3 **Your School (the School), as a participant of White Ribbon Australia's *Breaking the Silence* Schools Program.**

## 2. BACKGROUND

The purpose of this Agreement is to formalise the collaboration between White Ribbon and the School.

White Ribbon Australia is the world's largest movement of men and boys working to end men's violence against women. We focus on primary prevention: stopping violence before it starts. Men are central to achieving the social change necessary to preventing men's violence against women. Men must stand up, speak out and act to change the social norms, attitudes and behaviours that are at the root of men's violence against women.

Through education, awareness-raising and creative campaigns, prevention programs and partnerships, we highlight the positive role men play in preventing men's violence against women, and enable them to be part of this social change.

Diversity and inclusion are in the forefront of White Ribbon social change movement. White Ribbon engages with all communities including multicultural and Aboriginal and Torres Strait Islander communities to prevent violence against women.

This Agreement sets out a framework for cooperation and collaboration between White Ribbon and The School to enable the organisations to best work together for the prevention of men's violence against women.

## 3. PURPOSE AND SCOPE OF THIS AGREEMENT

3.1 This Agreement is made in relation to the School's participation in and implementation of the White Ribbon Australia Breaking the Silence Program (the Program) with the aim of recognising the School as a White Ribbon School upon completion of the professional learning.

3.2 This Agreement frames the formation of a collaborative and productive working relationship between the Parties to enhance engagement by the School in the prevention of men's violence against women, principally through participation by the School in the Program.

3.3 This Agreement outlines the obligations of the Parties. Specifically, this Agreement covers:

- i. **The School's commitment (represented by up to four participating staff members including the Principal, and where this is not possible, an Executive member of staff) within the designated Program structure and timeline to:**
  - i. complete an elearning module;
  - ii. attend two (2) workshops and fulfil the requirements thereof;
  - iii. conduct and participate in White Ribbon activities;
  - iv. complete Program evaluation for a period of 3 years, which includes:
    - i. participant survey

- ii. conduct surveys for staff (baseline survey and follow-up surveys)
- iii. conduct surveys with student body (baseline survey and follow-up surveys).

**ii. White Ribbon's commitment to provide the School with the following throughout the period of participation:**

- i. access to Program eLearning
- ii. facilitation of two (2) workshops
- iii. program resources
- iv. access to an online library of best practice materials
- v. access to an online forum
- vi. access to a national network of participating schools
- vii. event support
- viii. access to the White Ribbon Community & Programs team
- ix. availability of regular telephone and email advice and support about the Program
- x. Program evaluation tools and support.

#### **4. STATUS OF THIS AGREEMENT**

##### **4.1 Non-legally Binding**

This Agreement does not create a legal relationship including but not limited to a legal collaboration or joint venture between the Parties.

#### **5. TERM OF AGREEMENT**

5.1 This Agreement is made between the Parties in relation to the implementation of the Program and will continue for a period of three (3) years from the Commencement Date (submission date of the registration form).

#### **6. ROLES AND RESPONSIBILITIES OF PARTIES TO THIS AGREEMENT**

**The Parties hereby agree to:**

- i. Share in the common vision that all women live in safety, free from violence and abuse;
- ii. Acknowledge White Ribbon's commitment to continued investment in the White Ribbon movement through: research, education, national marketing and community awareness raising initiatives, the Ambassador and Advocates Program, prevention initiatives in schools, universities, workplaces and the community;
- iii. Acknowledge that this relationship is based on principles of trust, co-operation, mutual support and a commitment by each Party to the prevention of men's violence against women;
- iv. Commit to work together to develop a long standing relationship in order to realise the potential benefits for both Parties in preventing men's violence against women. The Parties commit to work actively, openly and transparently on a collaborative, non-exclusive basis and cooperate and negotiate in good faith to deliver the outcomes held herein;
- v. Understand and uphold the policies of White Ribbon and the School at all times and not represent the other party in a manner detrimental to or not endorsed by the other party;

- vi. Communicate to the other party immediately any reputational risk for the other party which may arise as a result of the work of the Parties;
- vii. Communicate to the other party, in a timely manner, any changes or additions to the work undertaken as part of this Agreement including but not limited to:
  - i. changes in the School's Principal
  - ii. changes in the School's participating staff member(s);
  - iii. availability to participate in workshops and/or the Program;
- viii. Contribute and commit the necessary and appropriate resources to undertake their respective role in the development of high quality outcomes in the movement to prevent violence against women;
- ix. Commit to work actively, openly and transparently on a collaborative, non-exclusive basis and cooperate and negotiate in good faith to deliver the collaboration outcomes;
- x. Notify the other promptly of any changes to the manner in which the Party conducts its business and the performance of activities as per its engagement with the other party; and
- xi. Notify the other promptly of any changes to primary contact information.

#### **Communication, Cooperation and Coordination.**

- xii. In accordance with Department of Education policy, showcase the School in selected communications as agreed appropriate to highlight the School's commitment to the prevention of violence against women and encourage school and wider community engagement in the Program. White Ribbon will not use any Confidential Information in this way without the School's prior written permission;
- xiii. Granting permission is within the sole discretion of the School, however, must not be unreasonably withheld and is to be provided within a timely manner;
- xiv. Provide the School with access to Program tools and resources, White Ribbon branding, including the use of logo and communications support to exercise the School's rights and to perform the School's obligations described in this Agreement.

#### **Confidential information and intellectual property**

- xv. The Recipient of confidential information must not use the confidential information for any purpose other than performing its activities under this Agreement and must not disclose the confidential information, except to its employees, students, families, officers, directors, employees, agents and independent contractors with a specific need to know the confidential information as per this Agreement.
- xvi. The Recipient will not disclose confidential information to any other party without the prior written consent of the disclosing party or parties.
- xvii. Each Party is granted a revocable, non-exclusive, non-assignable, royalty free license to use the other party's logo, symbol, trademark or registered mark during the Term of Engagement only, on their website and in order to perform their commitments as expressly set out herein and directed by the other party.
- xviii. White Ribbon grants the School use of the 'White Ribbon School' logo following completion of the Program. Completion is defined as a school whose participating representatives have completed the eLearning and attended Workshop 1 and 2.
- xix. All personal information received by White Ribbon will be treated in accordance with White Ribbon's Privacy Policy (details of which are available upon request) and in accordance with the Australian Privacy Principles scheduled to the Privacy Act 1988 (Cth).

## **7. NO LICENSE OR ASSIGNMENT**

Nothing contained herein shall be construed as granting or conferring any rights by license or otherwise. Neither Party may assign its rights or obligations under this Participation Agreement without the prior written consent of the other party; such permission must not be unreasonably withheld or delayed.

## **8. TERMINATION**

8.1 Either party may terminate the Agreement immediately by giving the other 10 business days' notice if:

- i. the other party breaches this Agreement and has not remedied that breach within 10 business days of being notified of the breach; or
- ii. in the terminating party's reasonable opinion, its continued association with the other party has reflected, or will reflect, adversely on the terminating party's brand, image or reputation.

## **9. AUTHORISATION**

**In order to confirm your understanding of and agreement to the above terms, please tick the box next to "Participation Agreement" and complete the "Statement of Commitment" fields in the Online Registration Form.** This must be completed only by an authorised school representative. This Agreement is not a formal undertaking. It implies that the signatories will strive to reach the objectives stated in the Agreement, to the best of their ability.