



White Ribbon
Australia

Workplace Accreditation



PROGRAM

Overview

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Creating Change

with White Ribbon Australia

There are three key definitions that underpin the White Ribbon Australian Workplace Accreditation Standards.

1

Gendered abuse

Throughout the standards the term gendered abuse is used extensively. The definition of gendered abuse used by White Ribbon Australia is:

Any act of gender-based violence that results in, or is likely to result in, physical, sexual, financial or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.¹

2

Gender equality

This means:

- Promoting full and equal participation of women in the workforce, across all industries and occupations and at all levels
- Eliminating discrimination based on gender, including in relation to caring and family responsibilities
- Rejecting and challenging gender stereotypes and sexist attitudes and behaviour

Workplace gender equality is achieved when people are able to access and enjoy the same rewards, resources and opportunities regardless of gender and all genders are afforded the same value and respect.²

3

Gender

This means:

- White Ribbon Australia considers gender identity to be defined by individual choice.

Gender interacts with but is different from sex, which refers to the different biological and physiological characteristics of females, males and intersex persons, such as chromosomes, hormones and reproductive organs. Gender and sex are related to but different from gender identity. Gender identity refers to a person's deeply felt, internal and individual experience of gender, which may or may not correspond to the person's physiology or designated sex at birth.³

Further information on this and the gendered nature or gendered violence is outlined in the references section of this manual.

¹ Adapted from: United Nations Declaration on the Elimination of Violence against Women, 1993

² Adapted from the Workplace Gender Equality Agency, 2021

³ https://www.who.int/health-topics/gender#tab=tab_1

Our Approach

White Ribbon Australia

At White Ribbon Australia we focus on primary prevention, which works to change underlying conditions that enable gendered violence and abuse so that the violence and abuse does not occur.

White Ribbon Australia works with all workplaces to promote respectful relationships within their workplace setting. White Ribbon Australia adopts an inclusive approach to working with Australian workplaces as we focus on long-term commitment to achieving gender equality.

We believe that all leaders in Australian workplaces should be committed to proactive and long-term cultural changes that promote gender equality in their strategies, policies, procedures, and practices. ⁴

To achieve this, we focus on three key prevention areas in our strategic model⁴

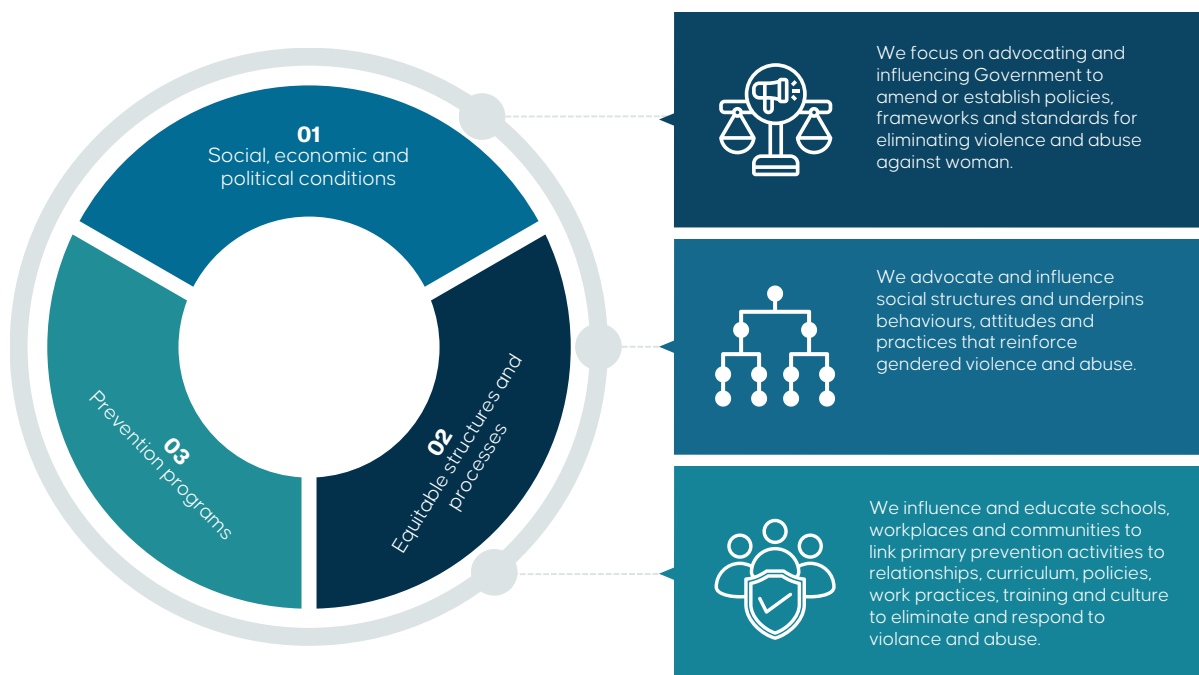


Figure 1 - White Ribbon Australia Strategic model

Our approach is grounded in:

- Changing attitudes and behaviours that support violence against women
- Changing attitudes and behaviours that undermine gender equality
- Long-term commitment to gender equality
- Monitoring and maturing approaches to adapt to emerging social risks focused on sustainable culture change

The Situation

across our nation

White Ribbon Australia acknowledges the intersectionality of gendered violence and abuse. The nature of our work intersects with vulnerable groups who experience violence and abuse through systemic and structural mechanisms.

In line with our purpose, the accreditation program integrates an intersectional model by encouraging workplaces to adopt an inclusive and diverse approach to this work while maintaining a focus on gendered violence and abuse.



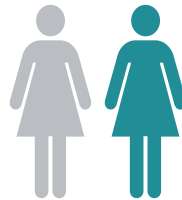
1 woman is killed every 9 days in Australia due to domestic homicide.

AIHW (2019)
Family, domestic and sexual violence in Australia: continuing the national story
<https://www.aihw.gov.au/getmedia/b0037b2d-a651-4abf-917b-00a85e3de528/aihw-fdv3-FDSV-in-Australia-2019>

\$175
MILLION ANNUALLY

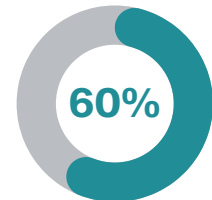
The impact of family and domestic violence costs Australian employers \$175 million annually in direct and indirect workplace costs.

The Cost of Domestic Violence to the Australian Economy: Part I, 2004. The Cost of Violence against Women & Their Children in Australia, DSS, 2016, (KPMG).



1 in 2 women who experienced emotional abuse also experienced financial abuse such as a partner controlling their ability to work or earn money.

AIHW (2019)
Family, domestic and sexual violence in Australia: continuing the national story
<https://www.aihw.gov.au/getmedia/b0037b2d-a651-4abf-917b-00a85e3de528/aihw-fdv3-FDSV-in-Australia-2019.pdf.aspx?inline=true>



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>

Australian Law

In Australia, workplaces have legislative requirements to provide a safe working environment under the Commonwealth [Work Health and Safety Act 2011](#). Further, there is a requirement for certain workplaces to comply with the [Workplace Gender Equality Act 2012](#).

When considering respectful relationships in workplaces, sexual harassment is a known workplace hazard that can cause psychological and physical harm. It is unlawful under the [Commonwealth Sex Discrimination Act 1984](#) and is also prohibited by state and territory anti-discrimination law.⁵

The [Fair Work Legislation Amendment \(Secure Jobs, Better Pay\) Bill 2022](#) (the Bill) proposes a number of changes to workplace relations laws relating to bargaining, job security, gender equity, compliance and enforcement, workplace conditions and protections and workplace relations institutions.

⁵ <https://www.comcare.gov.au/safe-healthy-work/prevent-harm/workplace-sexual-harassment>

The Standards

and how they work

How the standards work

The standards are designed to support workplaces on their culture change journey to address gendered abuse in the workplace, support people affected by gendered abuse wherever it may occur and to achieving gender equality within the workplace. The standards and criteria are interrelated so that an evidence requirement in one criterion may also satisfy the requirements of other criteria. The program provides workplaces with robust tools to support the mapping of this approach.

There are two aspects of accreditation: Accredited workplaces and Leading workplaces.

An accredited workplace must satisfy the minimum criteria. Leading workplaces are those that demonstrate mature workplace practices that exceed the criteria and build upon work achieved during accreditation across the maturity continuum.

These aspects demonstrate an evolutionary development in addressing gendered abuse and achieving gender equality within the workplace.

Broadly speaking, accreditation requires a workplace to establish and implement practices, policies and procedures to create a healthy and safe workplace culture as outlined in the standards. Achieving accreditation for the first time takes 12 months from the date of onboarding and occurs through a series of workshops.

Once a workplace is awarded accreditation it stands for a period of 1 year from the date of assessment and evaluation. At the expiration of this period, workplaces uphold their accredited status by adopting the Leading workplace status, by way of annual membership to the program as outlined in service agreements.

Finally, Workplaces adopting the annual membership option sustain their Leading status by way of annual report submitted to White Ribbon Australia. This requires workplaces to uphold their commitment to gender equality by continuing to demonstrate their commitment to addressing gendered abuse through the building upon the national and industry metrics on addressing gender equality as outlined in the program standards.

Annual membership

Accredited workplaces join our exclusive annual member benefits program, recognised as a Leading Workplace. This membership provides:

- 1 Connection with other workplaces and best practices
- 2 Access to expert guidance and advice to continue this important work
- 3 Continuous improvement practices for the safety and wellbeing of your people
- 4 Member only events

Standards in Practice

and how we approach it

Workplace accreditation occurs across three phases over a 12-month period.

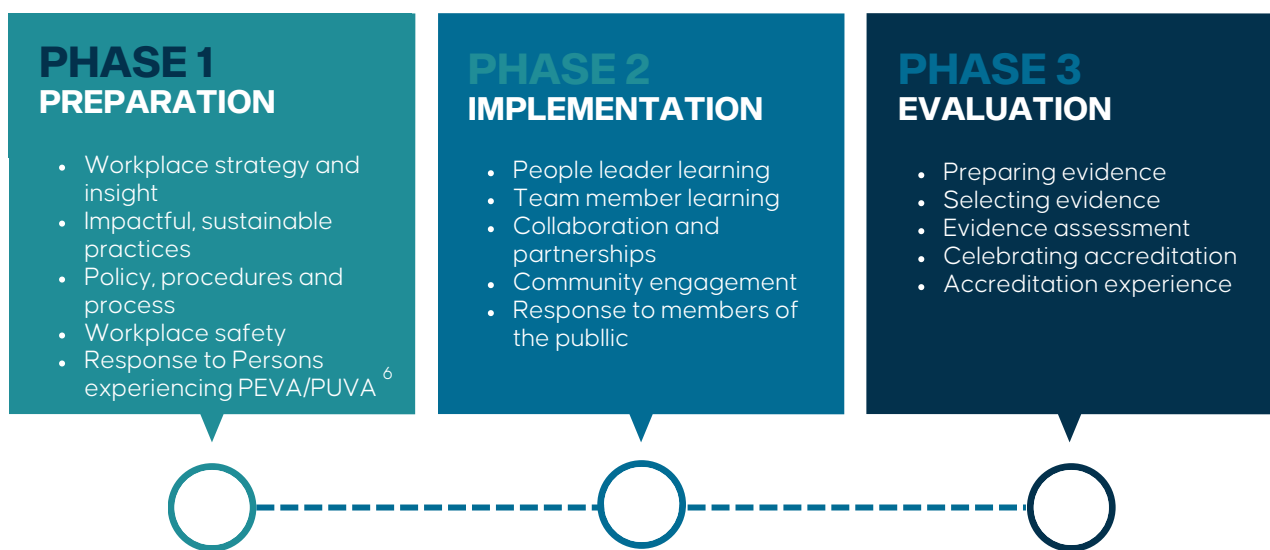


Figure 5 - Accreditation Phases

Throughout these phases workplaces are enrolled in a series of workshops to support their journey to accreditation. These workshops focus on the key milestones you must achieve to work towards gaining accreditation.

Evaluation

An independent assessment panel evaluates workplace submissions for accreditation in line with the standards and criteria. This panel has a combination of skills and experience across the program standards, which ensures evaluation is conducted by professionals with relevant expertise and credibility.

Help and support

We are here to guide you to achieving accreditation. Each workplace has a dedicated Accreditation Partner for direct contact, we also have a team available to provide you with any support you need.

Please contact your Accreditation Partner or the team workplaces@whiteribbon.org.au



⁶ Persons experiencing violence/abuse (PEVA)/Persons using violence/abuse (PUVA)

Program standards

An integrated approach to achieving gender equality in the workplace draws on our evidence-based approach and is underpinned by key principles within the program standards. These standards are designed to focus on solutions that fall into the primary, secondary and tertiary responses to gendered violence and abuse.

Standard One

Standard Two

Standard Three

COMMITMENT AND GOVERNANCE	CAPABILITY AND CULTURE	RESPONSE AND SUPPORT
<ul style="list-style-type: none"> • Workplace strategy and insight • Impactful, sustainable practices • Policy, procedures and process • Workplace safety 	<ul style="list-style-type: none"> • People leader learning • Team member learning • Communication and influence • Collaboration and partnerships • Community engagement 	<ul style="list-style-type: none"> • Response to PEVA • Response to PUVA • Response to members of the public

Table 1 - Accreditation Standards and Criteria

‘The program provides guidance for organisations to take actionable steps to ensure a safe working environment for their people, to prevent domestic and family violence and to address gender inequality. Additionally, the access to the best practice library is a fantastic resource for organisations to develop, refine and enhance their approach’.

TUH Health Fund

Resources

to guide you along the way

The Workplace Accreditation Program provides participants with access to key document libraries to support their success.

RESOURCE LIBRARY

A key element to a successful evidence portfolio is the use of templates and checklists designed to make navigating the accreditation process easier for workplaces.

BEST PRACTICE LIBRARY

Throughout the accreditation journey, many workplaces provide examples of what is considered best practice when relating to specific criteria. These examples are provided to other workplaces to adapt to their own working environments and to showcase what has worked well for others.

Access to both libraries is granted by the Accreditation team upon commencement of the program.

You will have received a link via email, once you follow this link we suggest bookmarking the libraries in your internet browser for easy reference.

 **White Ribbon**
Australia



**Workplace
Accreditation**