



White Ribbon Australia

Workplace Training Offerings



About White Ribbon

Although it now has an active global reach in over 60 countries, it was actually born out of a single, horrific incident in Canada. Formed by a group of pro-feminist men as a response to the École Polytechnique massacre of female students in 1989, the ribbon was chosen to reflect the idea of men giving up their arms, a symbol that still stands strong to this day.

White Ribbon is the world's largest movement engaging men and boys to see this violence as their problem to fix, not women's problem to tolerate. We're starting a conversation to reduce future incidences of Domestic and Family Violence (DFV), promote gender equality and start building positive relationships based on respect.

Our Primary Prevention approach is evidence-based and supported by national and international research. It is the framework we use to educate communities, schools and workplaces across the country.

Through our programs and campaigns, we engage with men and boys to be part of the solution, not the problem. By becoming an active part of the social change, we want them to see just how helpful they can be in putting a stop to violence against women for good.



Why work with us

The White Ribbon Campaign is now the largest global male-led movement to stop men's violence against women.

Partnering with White Ribbon Australia for DFV training also signals your organisation's commitment to social responsibility and gender equality.

White Ribbon Australia was established in 2007, and since then has worked to end men's violence against women through Primary Prevention Programs and advocacy.

Choosing White Ribbon Australia for your workplace DFV training means partnering with a trusted leader in DFV prevention and advocacy. As a globally recognised movement dedicated to ending violence against women, we bring unparalleled expertise and credibility to every training session.

Our programs are not only backed by research and best practices but also aligned with our commitment to fostering safer, more respectful workplace environments. All workshops are delivered by subject matter expert facilitators who bring a wealth of real-world experience and expertise, ensuring that participants not only gain critical knowledge but also practical, actionable skills to make a difference in their workplace.

Domestic and Family Violence Training

Introduction to Domestic and Family Violence

Duration	1 hour
Delivery	In person or online
Participants	up to 100 pax
Suitable	All staff

Our Introduction to Domestic and Family Violence session provides a concise and engaging overview of domestic and family violence (DFV).

Designed as a foundational session, participants are introduced to the gendered nature of violence, the drivers of domestic and family violence, and the ways abuse can present. The session also explores why domestic and family violence matters in the workplace and introduces a simple framework for recognising concerns and responding appropriately.

This session is an excellent first step for organisations beginning their workplace prevention journey.

What is covered:

- Understand what domestic and family violence is, and the different forms of abuse.
- Explore the gendered drivers of violence and why prevention matters.
- Recognise the impact of domestic and family violence on individuals and workplaces.
- Identify common indicators that a colleague may be experiencing domestic and family violence.
- Learn a simple framework to recognise, respond and refer someone to appropriate support.
- Understand workplace leave entitlements and supports.



Domestic and Family Violence Training

DFV Awareness Training

Duration	2 Hours
Delivery	In person and online
Participants	50 pax
Suitable	All staff

Our DFV Awareness Training, designed to empower staff with the knowledge and skills to support colleagues and respond to disclosures.

This interactive session goes beyond the basics, diving into practical ways to recognise warning signs, receive disclosures safely, and provide appropriate support.

We also explore the role we all play in preventing the disrespectful attitudes and behaviors that contribute to domestic violence.

Through activities, group discussions, and hands-on learning, participants will gain the confidence to take proactive steps in fostering a safer, more supportive workplace.

What is covered:

- Confidently recognise signs of DFV in the workplace.
- Safely receive and respond to disclosures of DFV from colleagues.
- Understand the connection between disrespect and DFV, and how to prevent it.
- Develop practical strategies for supporting affected colleagues.
- Engage in meaningful discussions on creating a safer, more respectful workplace.
- Clarify the role of staff in fostering a supportive and proactive environment.
- Understand the limits of your role and the importance of professional intervention.



Domestic and Family Violence Training

Advanced DFV Response Training

Duration	3 Hours
Delivery	In person only
Participants	30 pax
Suitable	Managers, HR, or Workplace Champions

Our Advanced DFV Response Training is designed specifically for people managers and HR professionals who are most likely to receive disclosures.

This is also an excellent option for workplaces who want to up skill staff to be workplace champions or ambassadors who are nominated to receive disclosures.

This in-depth in-person session covers trauma-informed approaches to ensure compassionate, effective responses. Participants will engage in role plays to practice safety planning for staff at risk, equipping them with the skills to manage sensitive situations with confidence. The training also provides deeper insights into how domestic violence affects the workplace and how managers can create a safe, supportive environment for employees facing these challenges.

What is covered:

- Develop trauma-informed approaches for responding to disclosures of DFV.
- Confidently conduct safety planning for staff at risk of DFV.
- Recognise the impact of DFV on the workplace and employee well-being.
- Practice effective communication and response strategies through role plays.
- Understand legal and ethical responsibilities in supporting staff experiencing DFV.
- Build a safe, supportive, and respectful workplace culture for all employees.



Domestic and Family Violence Training

Executive Leadership DFV Training

Duration	1 hour
Delivery	In person and online
Participants	30 pax
Suitable	ELT



Our Executive Leadership DFV Strategy Training is tailored for senior leaders focused on driving strategic change within their organisations.

This session covers the broader impact of DFV on workplaces, highlighting the legal, policy and legislative obligations including positive duty requirements to ensure compliance. Leaders will explore how to create psychologically safe environments and implement preventative strategies that foster a culture of respect and safety. The training equips Executives with the knowledge to influence organisational policies, mitigate risk, and champion a supportive, proactive workplace approach to DFV prevention.

Leaders will explore how to create psychologically safe environments and implement preventative strategies that foster a culture of respect and safety. The training equips executives with the knowledge to influence organisational policies, mitigate risk, and champion a supportive, proactive workplace approach to DFV prevention.

What is covered:

- Understand the strategic impact of DFV on the workplace and organisational culture.
- Gain insight into legal, policy, and legislative requirements for addressing DFV in the workplace.
- Explore methods to create psychologically safe and preventative workplace environments. Learn how to integrate DFV prevention into organisational policies and strategies.
- Recognise the role of leadership in fostering a respectful and supportive workplace culture.
- Develop approaches to mitigate risk and ensure compliance with workplace safety standards.

Domestic and Family Violence Training

You Can Ask That (YCAT)

Duration	1 hour
Delivery	In person and online
Participants	1,000 pax
Suitable	All staff

Introducing “You Can Ask That (YCAT)” education panel designed to provide knowledge, tools, and strategies to foster respectful relationships, promote gender equality, and prevent harassment and abuse.

Using an anonymous pre-session survey, participants can submit questions and share thoughts safely, allowing us to tailor the content to their specific needs.

By addressing sensitive topics anonymously, participants can learn without fear of judgment, enhancing their ability to recognise signs, offer support, and contribute to a safer, more informed workplace.

What is covered:

- Gain a deeper understanding of DFV through participant-driven content.
- Recognise the signs of DFV and its impact on colleagues and the workplace.
- Learn how to respond and provide support to individuals experiencing DFV.
- Feel empowered to ask sensitive questions anonymously in a safe environment.
- Enhance confidence in discussing DFV topics openly and without stigma.
- Contribute to fostering a more informed, supportive, and proactive workplace culture.





**We look forward to
working with you.**

 **White Ribbon**
Australia