

In focus: Domestic, family and sexualised violence

Workplace intranet content guide

www.insightexchange.net



This guide is designed to support organisations in their intranet communication about workplace responses to domestic, family and sexualised violence.

The guide is not exhaustive or conclusive. It is designed to support reflection and review of what your organisation has in place already, how that might need to be adapted, and what might be missing.

Listening mechanisms to hear from people with lived experience will inform how and where further refinements can be made in your workplace responses.

Note: The [Workplace Intranet Content Guide](#) is a supporting resource to the Insight Exchange Futures Framework and introduced through the [Guide to uplifting workplace responses to DFSV](#).

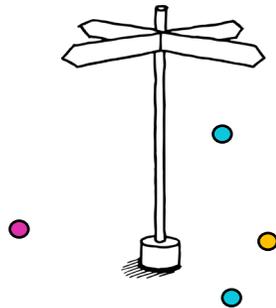
This document is hosted on www.insightexchange.net (Includes a quick-exit button.)

The status quo

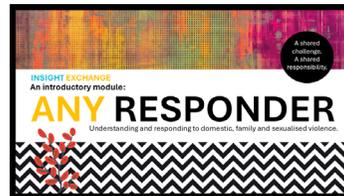
Who benefits from what is on your intranet now?

And who decides to keep things the same?

What would it take to decide differently?



Before uplifting your intranet content we invite you to view our Any Responder & Foundations modules.



[Any Responder](#) Module (48mins)

[<https://vimeo.com/775554936>]



[Foundations](#) Module (57mins)

[<https://vimeo.com/640800752>]

Creating Possibilities

A suggested content menu for your intranet

Any reader		Support streams		
Section 1	Section 2	Section 3	Section 4	Section 5
Any Employees	All Employees	People thinking about their controlling, abusive or violent behaviours and helpline options	People thinking about their relationships and experiences of violence and abuse	People thinking about their responses to colleagues, friends, family and contacts

Explore the suggested menu in detail on the following pages as a basis for building on your communication to perpetrators of abuse, victim-survivors and responders.

Intranet content menu

What content do you currently have on your intranet? Does your material include a menu that communicates to victims of violence, perpetrators of violence and to responders?

Browse and build from the suggested menu of free (donated) insight-informed Insight Exchange resources outlined in the table.

The menu is not exhaustive or conclusive. It is designed to support your organisation with content options and communication to different readers.

The content in this menu might complement what you already have in place and/or address content or resource gaps.

The menu consists of items that are authored by the organisation (X) and items that are ready to use from the Insight Exchange website

*For best versions we suggest where possible using hyperlinks not downloads.

Section 1

Any Employees

Domestic, family and sexualised violence can happen to anyone. National, state and territory definitions of domestic and family violence and criminal codes vary, however violence and abuse is never acceptable in any community, family, institution, place or context.

In this section you can explore the following:

Understand more about *What is domestic and family violence?*

- What is domestic and family violence? ([Animation](#) 4mins) (English) <https://vimeo.com/577857798>
- What is domestic and family violence? [PDF](#) ([English](#))

Every industry matters. And all of us have a part to play. All of us are friends and family to people in our lives and we can be more prepared to respond if someone shares with us they need our support.

Understand more through an [Introductory Module: Any Responder](#) (48mins) <https://vimeo.com/775554936>

Section 2

All Employees

As an organisation it is important that we understand the cost of violence and abuse.

Understand more through 'Who benefits? Who decides?' ([Animation](#) 4mins) (English) <https://vimeo.com/638450609>

As an organisation we are part of the ecosystem of responses.

Understand more through 'Seeing Possibilities' ([Animation](#) 4mins) (English) <https://vimeo.com/638450609>

[Organisation X] recognises it has a key role to play in responding to domestic, family and sexualised violence.

Below you can explore the following about [Organisation X] stance and responses:

- [Organisation X] stance against violence
- [Organisation X] Family Violence Support Policy
- Family Violence Support FAQs
- CEO and Leadership Message/s

Section 3

People thinking about their controlling, abusive or violent behaviours and options

At [Organisation X] we know that using violence and abuse is a choice. People who are using violence and abuse can seek help to change their behaviours.

Do you hurt the people you care about? Are you using domestic and family violence?

We can each choose non-violence in all relationships. We invite people who are using control, abuse and violence to view the I am I can animation and to seek support.

I am I can ([Animation](https://vimeo.com/542879965) 4mins) (English)
<https://vimeo.com/542879965>

Are you thinking about talking to someone? Don't know where to turn to get support to change your actions?

There are places that can help. See the list of contacts in Australia
<https://www.insightexchange.net/i-am-i-can/>

Do you pay child support? in part or in full?

Unpaid child support is preventable poverty. Dad your choice hurts me ([Animation](https://vimeo.com/873558179) 4mins) (English) <https://vimeo.com/873558179>

Section 4

People thinking about their relationships and experiences of violence and abuse and options

At [Organisation X] we know that for people subjected to violence, being safe is no simple, single decision or task. We know that just because you can't stop the violence and abuse it doesn't mean you let it happen. Every person resists and responds to violence in their own way to uphold dignity and safety for themselves and people they care about.

Explore these animations and information and reflection booklets:

- [Talk](#)
- [My Safety Kit](#)
- [My Economic Safety](#)
- [Fear](#)
- [My Support Options](#)
- [Being Safety](#)
- [My Dignity](#)
My Dignity - My body is mine
Intimate Dignity
Reproductive Dignity
- [Selecting a counsellor](#)
- [Follow My Lead](#)
- [Follow My Lead workplace sexual harassment](#)

Section 5

People thinking about their responses to colleagues, friends, family and contacts

At [Organisation X] we know that the responses of others - friends, family, colleagues, managers, specialists, services and systems matter significantly. The responses of others can be helpful, unhelpful or harmful. All of us (as colleagues, friends, family and contacts) can build our understanding to be more informed to respond in ways that build on safety, dignity and justice.

Explore these animations and information and reflection booklets:

- [Talk](#)
- [Follow My Lead](#)
- [Follow My Lead – Workplace Sexual Harassment](#)
- [An imperfect letter](#)
- [Fear](#)

Digital Modules:

- [Foundations](https://vimeo.com/640800752) (57mins) <https://vimeo.com/640800752>
- [Introduction to economic abuse](https://vimeo.com/848610943) (23mins) (*Centre for Women's Economic Safety) <https://vimeo.com/848610943>
- Understanding and responding to Strangulation (60mins) <https://vimeo.com/762184255>
- Understanding and responding to Workplace Sexual Harassment ([Part A](https://vimeo.com/827106381) 50mins <https://vimeo.com/827106381>) & ([Part B](https://vimeo.com/827183194) 40mins <https://vimeo.com/827183194>)