

DOMESTIC, FAMILY AND SEXUALISED VIOLENCE RESPONSES

WORKPLACE INTRANET CONTENT GUIDE



INSIGHT EXCHANGE

Insight Exchange centres on the expertise of people with lived experience of domestic and family violence and gives voice to these experiences.

Insight Exchange is designed to inform and strengthen social, service and systemic responses to domestic and family violence.



We acknowledge the Traditional Custodians of the land on which our work and services operate and pay our respects to Elders past and present. We extend this respect to all First Nations peoples across the country and the world. We acknowledge that the sovereignty of this land was never ceded. Always was, always will be Aboriginal land.

Launched in November 2017, Insight Exchange was designed by Domestic Violence Service Management (DVSM), in collaboration with Dr Linda Coates and Dr Allan Wade from Centre for Response-Based Practice, Canada.

Insight Exchange has been established, developed and is governed by Domestic Violence Service Management (DVSM) a registered charity (ABN 26 165 400 635).

Insight Exchange has been sustained through the generous donations of individuals and a silent donor for the benefit of many.



Insight Exchange is for all people. Insight Exchange respects the diversity of all sexualities and gender identities including but not limited to; Lesbian, Gay, Bisexual, Transgender, Intersex, Queer and A-Sexual + identities as well as Heterosexual and Cisgender identities.

Using this resource: The information contained within this resource is for general information purposes only. Insight Exchange assumes no responsibility for how the information in this resource is used. Read more about [Using Insight Exchange](#).

Copyright: Insight Exchange gives permission for excerpts from this resource to be photocopied or reproduced provided that the source is clearly and properly acknowledged.

PURPOSE:

This **Workplace Intranet Content 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 [Support Menu](#) and [Reflections Kit](#).



[Support Menu](#)



[Reflections Kit](#)

www.insightexchange.net/futures-framework



LIVED EXPERIENCE INSIGHTS

“Despite trusting and having a great relationship with my co-workers I never told them what was happening at the time because I knew it would take a lot of explaining and they would tell me to leave. It was hard because I wasn’t sure if I wanted to leave. I didn’t want them to be upset or judge me for staying.”

“Experiencing domestic and family violence is not something you want to admit to. Disclosing was uncomfortable. I made a partial disclosure, to test the waters, downplaying of the situation, making out it isn’t as bad as what other people go through.”

“The experience of disclosing was demeaning and it always will have a stigma over it. Its classed as a poverty disease. You lose everything there is to lose.”

Insight Exchange [Insights Paper](#) - *Perceptions and experiences of workplaces responses to domestic and family violence*

SHARING INFORMATION AND SUPPORTS

We know that when a person reaches out, it may be the first, only or last time they seek support.

And some people may not reach out now or ever.

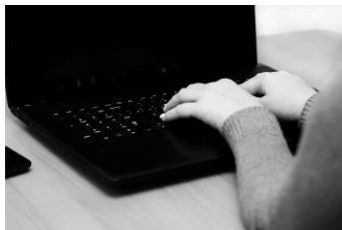
REFLECTIVE QUESTIONS

What information do we make safely available to people who are experiencing domestic, family and sexualised violence?

Is our communication:

- providing information for validation and reflection?
- avoiding assumption that support seeking is safe and possible? Minimising pressure for decisions/actions e.g. leaving, moving, reporting?
- increasing visibility and certainty of options and pathways

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 enclosed example menu of free insight-informed Insight Exchange resources outlined in this guide.

The following 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 and items that are ready to use from the Insight Exchange website. For ease and accuracy, the introductory text and hyperlink is provided for any named Insight Exchange resource.

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 who may be experiencing violence and abuse
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.	[Organisation X] recognises it has a key role to play in responding to domestic, family and sexualised violence.	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.	At [Organisation X] we know that for people experiencing 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.	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.
<p>Content Warning: The information and narratives in each section includes descriptions of domestic, family and sexualised violence and abuse. You may wish to consider your privacy and/or safety when viewing these materials, as well as talking to someone if you find the information distressing.</p>				

(This information may be useful to employees, friends, family and contacts)

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.

Read about what constitutes domestic and family violence.

In this section you can explore

- ✓ a short animation and related summary explaining ‘*What is domestic and family violence?*’
- ✓ Explore the Insight Exchange Foundations & Foundations Applied to build your understanding of domestic, family and sexualised violence

INSIGHT EXCHANGE CONTENT:	OTHER USEFUL CONTENT
<p>1.01 What is domestic and family violence? Short animation (4min)</p> <p>[Embed animation]</p>	
<p>1.02 What is domestic and family violence (PDF)</p> <p>[Link to PDF on Insight Exchange for best copy]</p>	
<p>1.03 Insight Exchange Foundations (45 mins video) & Foundations Applied (40mins video)</p> <p>[Individuals can view videos on Insight Exchange vimeo channel using the link above.</p> <p>Please seek permission from Insight Exchange to embed code in your organisations eLearning platform]</p>	

Section 2

All employees

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

Read about [Organisation X] responses

In this section you can explore

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

EMPLOYER/ORGANISATION CONTENT:	OTHER USEFUL CONTENT
2.01 [Organisation X] stance against violence [Insert your organisation's stance against violence here]	
2.02 Family Violence Support FAQs [Develop and evolve FAQs that will support readers]	
2.03 [Organisation X] Family Violence Support Policy [Insert name and link to your DFV policy here]	
2.04 CEO and Leadership Message/s	

Section 3

People thinking about their use of controlling, abusive or violent behaviours and helpline 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.

Read about support for people who are using violence.

In this section you can explore

- ✓ A short animation about violence and abuse being a choice
- ✓ Helpline information to talk to someone about your relationships and choice of behaviours, or advice/guidance on responding to someone who is using violence and abuse.

INSIGHT EXCHANGE CONTENT:	OTHER USEFUL CONTENT
<p>3.01 I am I can I am I can (4:22) – A short animation about the use of violence and abuse is a choice. [Embed animation]</p>	
<p>3.02 Helplines for people who are using violence and abuse or responding to someone who is using violence and abuse</p> <p>Do you hurt the people you care about? Are you using domestic and family violence? Thinking about talking to someone? Don't know where to turn to get support to change your actions?</p> <p>There are places that can help – See link for contacts in Australia and NZ.</p> <p>https://www.insightexchange.net/i-am-i-can/</p> <p>[Link to I am I can landing page on Insight Exchange OR copy the support contacts from the landing page into your intranet]</p>	

Section 4

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

At [Organisation X] we know that for people experiencing 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.

Read about support for people who are experiencing violence or wondering about their relationships.

In this section you can explore

- ✓ My Safety Kit, a reflection resource including a decision-making tool and support contacts
- ✓ My Dignity –My body is mine is a reflection resource (with support contacts) for people who have or may be experiencing sexualised violence and people who want to learn more
- ✓ Guide to Selecting a Counsellor
- ✓ Links to information and support for
 - Economic and financial abuse
 - Technology Facilitated Abuse

INSIGHT EXCHANGE CONTENT:	OTHER USEFUL CONTENT
<p>4.01 My Safety Kit</p> <p>My Safety Kit a reflection resource including a decision-making tool and support contacts [Link to PDF on Insight Exchange for best copy]</p> <ul style="list-style-type: none"> • My Safety Kit [Link to PDF on Insight Exchange for best copy] • My Safety Kit Aotearoa [Link to PDF on Insight Exchange for best copy] • Animation about <i>My Safety Kit</i> - An introduction for people reflecting on their relationships (2.4mins) [Embed animation] • View the <i>My Safety Kit</i> animation An introduction to the decision-making tool (3.5 mins) [Embed animation] 	
<p>4.02 My Dignity - My body is mine</p> <ul style="list-style-type: none"> • My Dignity –My body is mine is a reflection resource (with support contacts) for people who have or may be experiencing sexualised violence and people who want to learn more [Link to PDF on Insight Exchange for best copy] 	
<p>4.03 Guide to Selecting a Counsellor</p> <ul style="list-style-type: none"> • Booklet – Guide to Selecting a Counsellor [Link to PDF on Insight Exchange for best copy – new version coming 2022] 	
Other suggested content	
<p>4.04 Links to Support for economic and financial abuse</p> <p>Read Centre for Women's Economic Safety (CWES)</p> <ul style="list-style-type: none"> • Fact Sheets • A directory with links to organisations that may be useful. <p>[Link to CWES for best copy]</p>	
<p>4.05 Links to Support for Technology Facilitated Abuse (TFA)</p> <p>If you are experiencing online abuse as part of domestic and family violence, eSafety Commission hosts advice to help you stay safe.</p> <p>[Link to eSafety Commission for best copy]</p>	

Section 5

People thinking about their responses to colleagues, friends, family and contacts who may be experiencing violence and abuse

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.

In this section you can explore:

- ✓ Follow My Lead - A resource to inform your understanding and readiness to respond (animation and booklet format)
- ✓ My Safety Kit - A short animation for responders introducing My Safety Kit, a reflection resource including a decision-making tool and support contacts
- ✓ My Dignity - a reflection resource (with support contacts) for people who have or may be experiencing sexualised violence and people who want to learn more

In this section Leaders and Managers can also explore reference material and resources to further inform workplace responses:

- ✓ Workplace Insights Paper - Perceptions and experiences of workplaces' responses to domestic and family violence
- ✓ Workplace Scenarios Kit - Real-world scenarios to review and refine workplace responses within and across business areas and teams

SUGGESTED CONTENT:	OTHER USEFUL CONTENT
<p>5.01 Follow My Lead</p> <p>An awareness raising resource that speaks from the voice of people with lived experience of domestic and family violence who need professionals and their social networks to be more prepared to respond effectively; more prepared to respond in ways that uphold dignity and build on safety.</p> <ul style="list-style-type: none"> • Follow My Lead animation (4mins) [Embed animation] • Follow My Lead (Booklet – Australian Contacts) [Link to PDF on Insight Exchange for best copy] • Follow My Lead Aotearoa (Booklet –NZ contacts) [Link to PDF on Insight Exchange for best copy] 	
<p>5.02 My Safety Kit</p> <ul style="list-style-type: none"> • Understand more about <i>My Safety Kit</i> – An introduction for responders (2.5mins) Animation [Embed animation] 	
<p>5.03 My Dignity - My body is mine</p> <ul style="list-style-type: none"> • My Dignity –My body is mine is a reflection resource (with support contacts) for people who have or may be experiencing sexualised violence and people who want to learn more. [Link to PDF on Insight Exchange for best copy] 	
<p>In this section Leaders and Managers can also explore reference material and resources to further inform workplace responses:</p>	
<p>5.04 Workplace Insights Paper Perceptions and experiences of Workplaces' responses to domestic and family violence [Link to PDF on Insight Exchange for best copy]</p>	
<p>5.05 Workplace Scenarios Kit</p> <ul style="list-style-type: none"> ✓ Real-world scenarios to review and refine workplace responses within and across business areas and teams [Link to PDF on Insight Exchange for best copy] 	



FURTHER CONTENT

Page 3 of the Insight Exchange [Support Menu](#) (from the *Futures Framework*) outlines a readings and resources list which could further inform your workplace intranet content menu.



INSIGHT EXCHANGE

© 2021 Insight Exchange | www.insightexchange.net

Free electronic copies of this Workplace Intranet Guide are available on www.insightexchange.net We welcome your feedback via the contact us page.



Sign up for Insight Exchange Updates via our Contact Us page | www.insightexchange.net/contact-us/



[Vimeo](#)



[Instagram](#)



[Facebook](#)



[LinkedIn](#)



[YouTube](#)