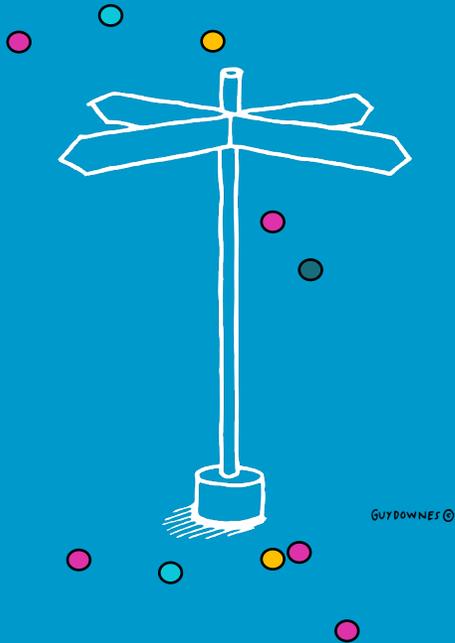


Guide to uplifting **WORKPLACE RESPONSES**

**to domestic, family and
sexualised violence**

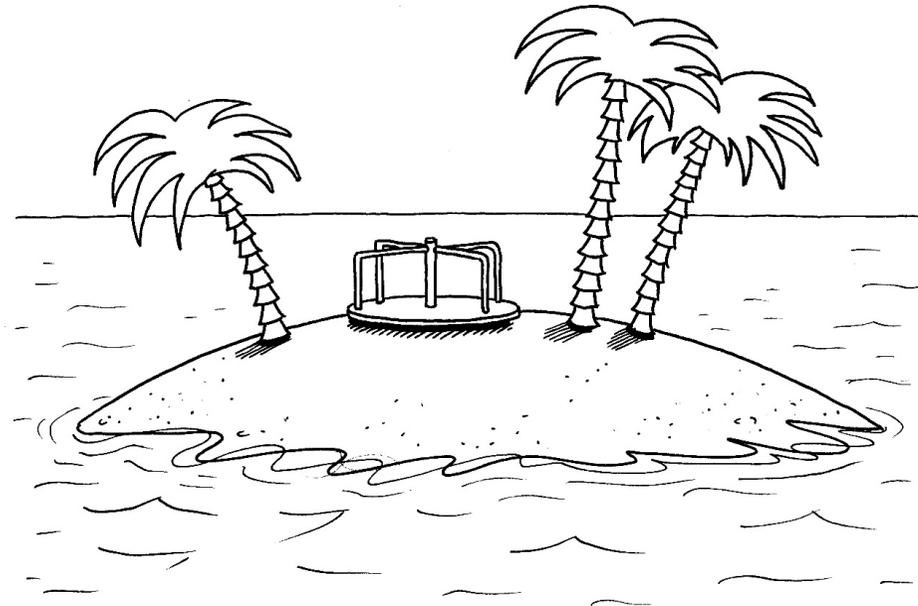


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INSIGHT EXCHANGE

www.insightexchange.net

There is no such place as referral island.



Responses are *more than* referrals.

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Workplaces as responders

Workplaces, are well placed to provide timely and significant support to victims-survivors of domestic, family and sexualised violence (DFSV). We encourage organisations to develop their understanding and readiness to respond in ways that uphold dignity and build on safety.

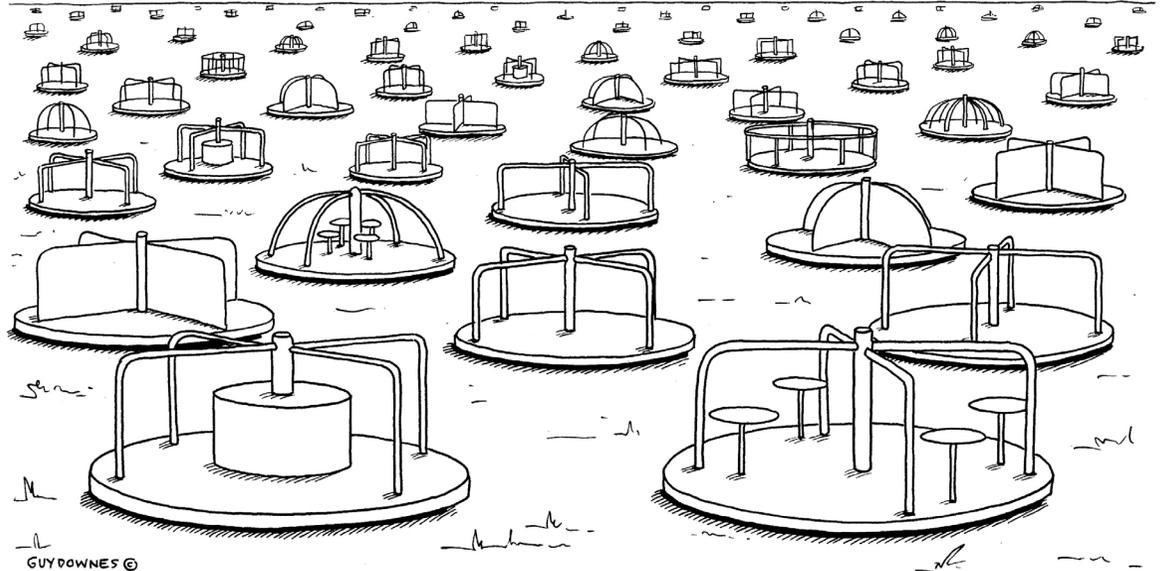
Purpose of this guide

This guide invites you to build on being a workplace that has insight-informed design and responses to people experiencing domestic, family and sexualised violence.

Using Insight Exchange

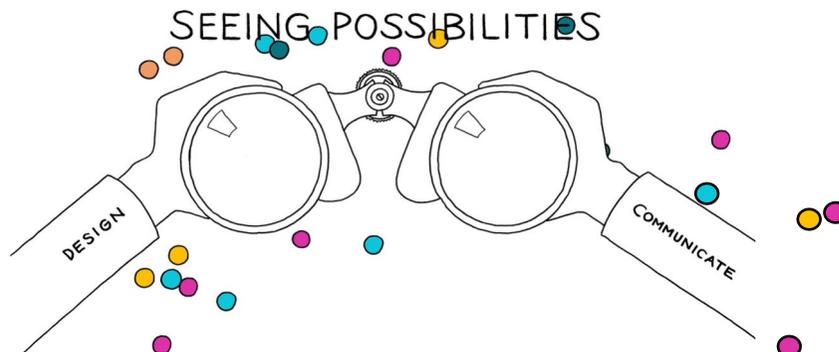
Insight Exchange has many resources made available for free (donated) to support responding industries and organisations. A selection of resources are introduced throughout this guide. No fee can be applied to use or access the material and they cannot be sold, and appropriate acknowledgement and copyright applies.

www.insightexchange.net/guide-using/



Being sent to the ‘referral merry-go-round’ can be endlessly circular, exhausting and empty.

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What we understand about domestic, family and sexualised violence informs how we respond; it influences how we **design** products, services and systems. It influences how we **communicate** about those products, services and systems.

Seeing possibilities: Imagine the difference it would make for victims-survivors if all workplaces, businesses, family, friends and specialist and statutory services were informed and ready to respond?

View the Insight Exchange animation '[Seeing Possibilities](#)' (6mins)

Uplifting workplace responses

In 2020 we released an [Insights Paper: Experiences and perceptions of workplace responses to domestic and family violence](#).

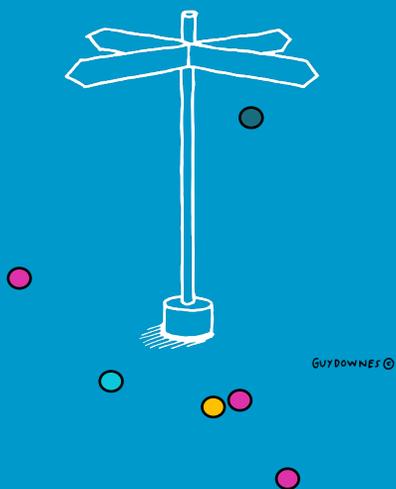
When victim-survivors of DFV were asked what they'd most like us to influence about workplace responses to DFV, respondents' top three wishes were for

1. **People in the workplace to be compassionate and nonjudgmental**
2. **Workplaces to provide more, or better, tangible support and**
3. **Improved understanding and awareness of domestic and family violence**

This guide offers support to workplaces to respond to these wishes in an informed way.

1

“People in the workplace to be compassionate and nonjudgmental”



In this section you will find access to information and insights about lived experiences of domestic, family and sexualised violence.

In the workplace



I'll be looking to see:

- what you think I (or other victim-survivors) might need
- whether supports can be accessed via different policies that doesn't require identifying or talking about DFSV
- that you believe me without requiring the humiliation and danger of providing documented evidence
- if you trust me to know which things I need most and next
- what you think of me having made a request for support
- whether you are open to me asking for more supports later
- whether more is expected of me because workplace resources have been used to support me
- if my request for support will be used against me
- if I will be judged and/or talked about by others
- how many people will find out and how quickly
- whether you or others will limit my career options now that you know more about me
- how this information will be stored in the workplace

and what this means next...



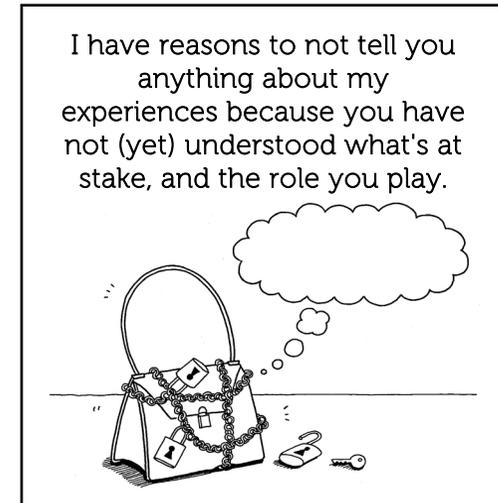
Victim-survivors are alert to workplace culture.

What they observe and/or experience from colleagues and managers informs their personal and interpersonal caution.



Insights Paper: *Experiences and perceptions of workplace responses to domestic and family violence.*

To be strategically silent is a reflection of my skill *not* a measure of my courage.



Workplaces: Build on your understanding to create safety.

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There are many ways workplace can support employees in the workplace.

People with lived experience of DFSV are looking for workplaces that take them seriously and 'Follow their lead'.

FOLLOW MY LEAD

"How you respond to me when I share with you, and in the time that follows, matters significantly to me."

Follow My Lead

Follow My Lead is an awareness raising resource about domestic and family violence for responders.

Follow My Lead speaks from the voices of people with lived experience of domestic, family and sexualised violence who need professionals and their social networks to be more prepared to respond in ways that uphold their dignity and build on safety.

Short Animation



Watch the [Follow My Lead](#) animation (4mins) (English)

Ve aquí la animación [Sígueme a Mí](#) (4mins) (Español)

Booklets



English with Australian support contacts



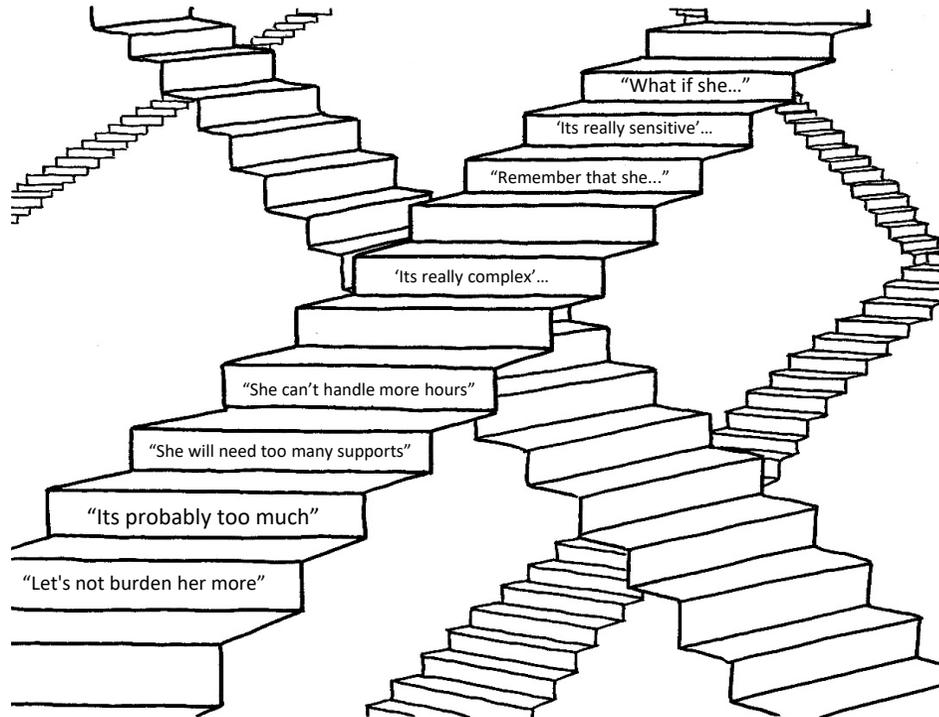
English with New Zealand support contacts



Spanish with Mexico support contacts



Dangerous decisions get made outside of formal processes because assumptions are unchecked and unchallenged.



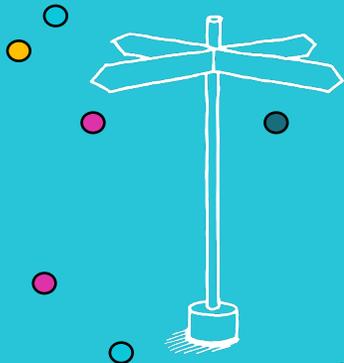
Workplaces: Challenge the assumptions and actions of the 'career limiters'.

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Actions and inactions assumed to be 'helpful' can be unhelpful and harmful.

2

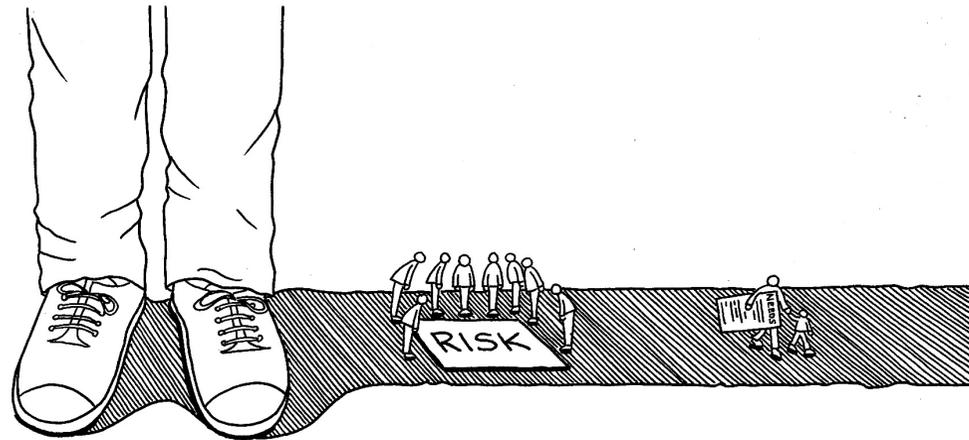
“Workplaces to provide more, or better, tangible support”



GUYDOWNES ©

In this section you will find access to information and insights about the importance of support options – widening the options available to victim-survivors of DFSV and increasing opportunities for choice and control in accessing these options.

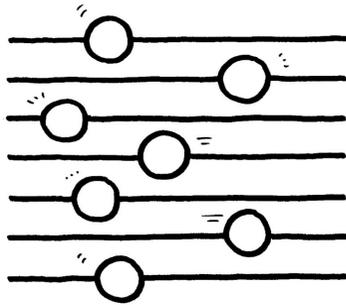
Assessing ‘risk’ is an (important) activity.
It is not an outcome.



Workplaces: What does the victim-survivor identify they need now and next?

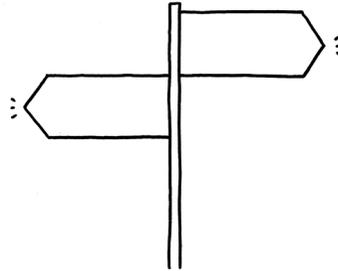
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Options



Perpetrators of violence 'choose' to use violence and are afforded many 'options' to conceal their actions and evade responsibility.

Choices



Yet...victim-survivors are judged for the 'choices' they make in an ecosystem of adverse 'options'.

Know the difference.

We need to widen the options for victim-survivors and challenge the choices of people choosing to perpetrate abuse.

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Workplaces need to be flexible and supportive in their response to the needs of people subjected to domestic, family and sexualised violence and abuse.

My Safety & Wellbeing

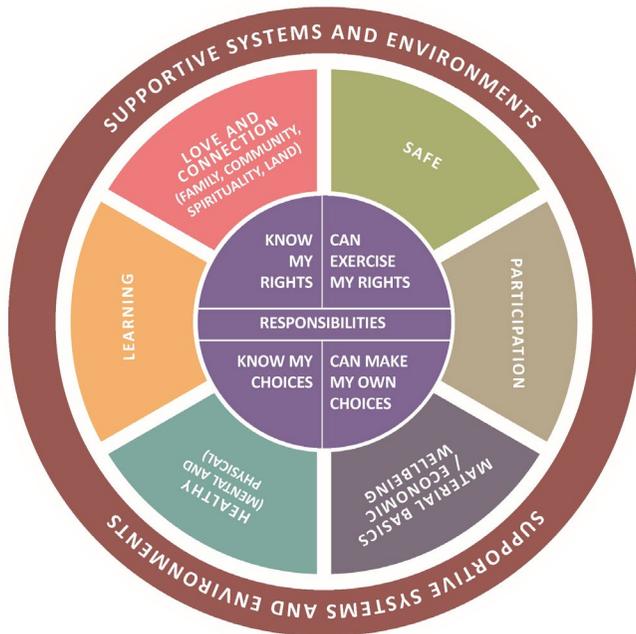


My wellbeing - and that of my children - matters to me and this includes my safety.

Being 'safe' is more than being physically safe – it includes all aspects of my wellbeing.

Each area of my wellbeing will also change over time as my needs, priorities and circumstances change.

The violence I experience can undermine my wellbeing across many areas of my life.



My Safety Kit

My Safety Kit is a reflection resource for people who are – or might be - experiencing domestic and family violence.

www.insightexchange.net/my-safety-kit/

My Safety Kit Booklets



English with Australian support contacts

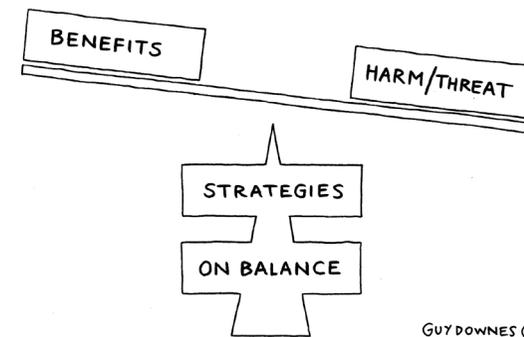


English with New Zealand support contacts



Spanish with Mexico support contacts

My Safety Kit - Decision Making Tool



An introduction to the My Safety Kit [decision-making tool](https://vimeo.com/489707070) (3.5 mins) [https://vimeo.com/489707070]

Making decisions
relies on knowing
what your
options are.

My Support Options

The following pages present a list of support options that a person with lived experience of DFSV may need, noting what is needed today may be different tomorrow.

This list of options has been developed by listening to shared insights of peoples lived experience of DFSV.

The support options were identified in the publications listed (adjacent). The options are ideas not advice. They are not exclusive or exhaustive.



Our thanks extend to people with lived experience who contributed to these reports and the people and organisations who undertook this work for the benefit of many.

Examples of options are drawn from lived experience insights in the following sources:

Insight Exchange (2020). Insights Paper: Experiences and perceptions of workplace responses to domestic and family violence (Appendix A, B and C, open text responses). Retrieved from: <https://www.insightexchange.net/wp-content/uploads/2020/02/Insights-Paper-Workplaces-and-EAPs-FINAL-web.pdf>

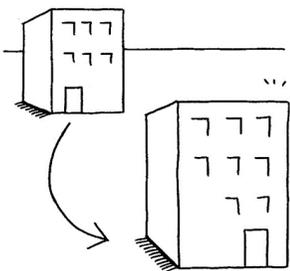
Fitz-Gibbon, K., Pfitzner, N., McNicol, E. & Rupanagudi, H. (2021). Safe, thriving and secure: Family violence leave and workplace supports in Australia. Monash University, Victoria, Australia. DOI: 10.26180/17131691. Retrieved from: <https://research.monash.edu/en/publications/safe-thriving-and-secure-family-violence-leave-and-workplace-supp>

McNicol, E., Fitz-Gibbon, K. & Brewer, S. (2022). From workplace sabotage to embedded supports: Examining the impact of domestic and family violence across Australian workplaces. Monash University, Victoria, Australia. DOI: 10.26180/21268686. Retrieved from: https://bridges.monash.edu/articles/report/From_workplace_sabotage_to_embedded_supports_examining_the_impact_of_domestic_and_family_violence_across_Australian_workplaces/21268686

McFerran, L. (2011). Gendered Violence & Work: Safe at home, safe at work? Australian Domestic and Family Violence Clearinghouse, University of New South Wales: Sydney. Retrieved from: https://bridges.monash.edu/articles/report/From_workplace_sabotage_to_embedded_supports_examining_the_impact_of_domestic_and_family_violence_across_Australian_workplaces/21268686

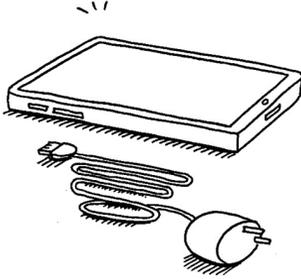
My Support Options

Explore: www.insightexchange.net/my-support-options/



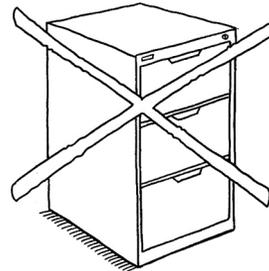
Change my work location

GUYDOWNES ©



Access to a pre-paid/work-funded mobile

GUYDOWNES ©



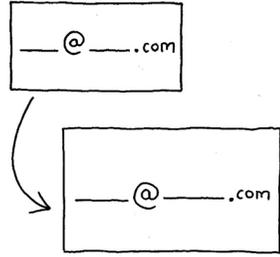
No records about DFSV kept without my express permission

GUYDOWNES ©



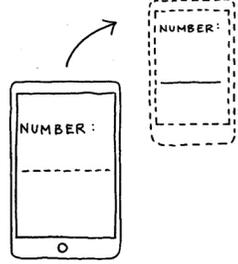
Alternative mail address

GUYDOWNES ©



Alternative email address

GUYDOWNES ©



Alternative phone number

GUYDOWNES ©

If my workplace doesn't offer these listed options – do they offer something similar?

I need other options to support to my safety and wellbeing...



My Support Options

Explore: www.insightexchange.net/my-support-options/



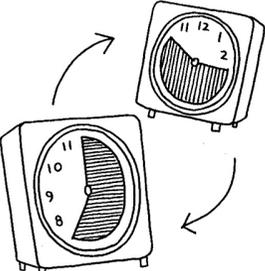
Access to secure parking



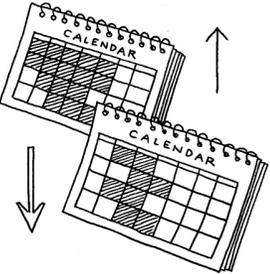
Secure/restricted access to staff areas



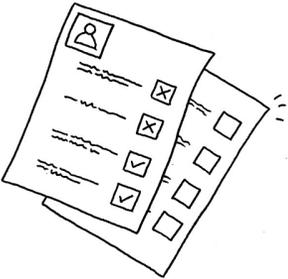
Flexible lunch breaks



Change/vary my work start and finish times



Change my work hours



Adjusted/alternative duties

If my workplace doesn't offer these listed options – do they offer something similar?

I need other options to support to my safety and wellbeing...



My Support Options

Explore: www.insightexchange.net/my-support-options/



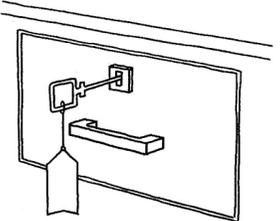
A safe/private place to make calls

GUYDOWNES ©



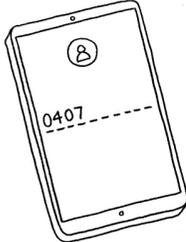
A separate work computer to look up information

GUYDOWNES ©



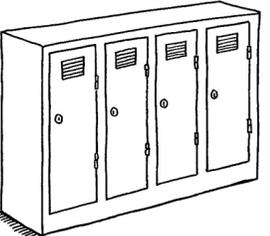
A place to securely store documents

GUYDOWNES ©



Change of work contact details or visibility of my details

GUYDOWNES ©



Safe lockers for storage of personal items

GUYDOWNES ©



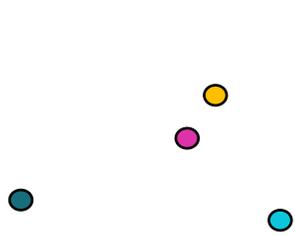
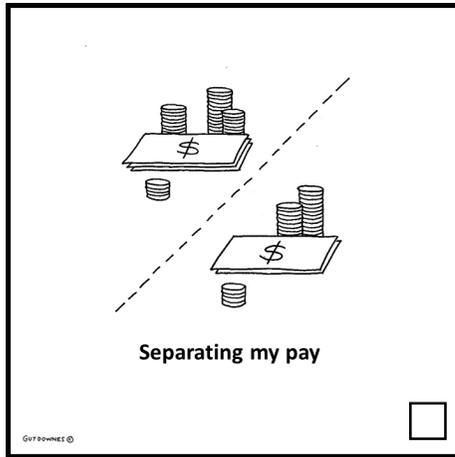
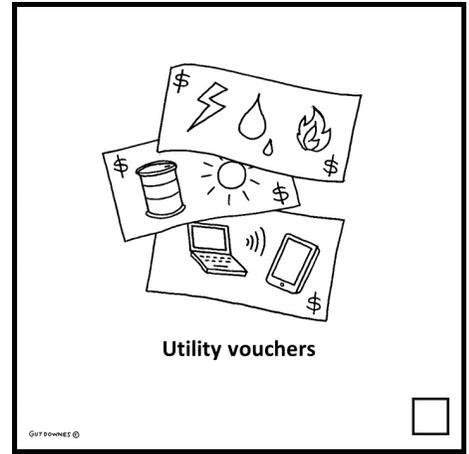
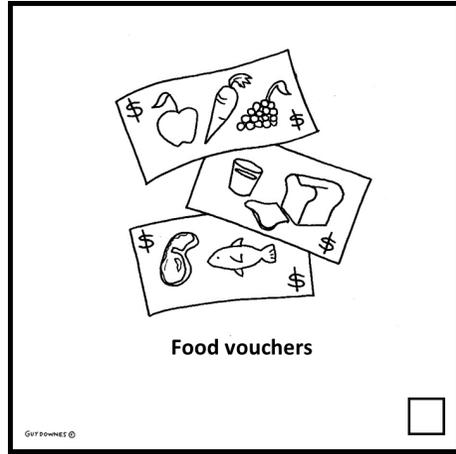
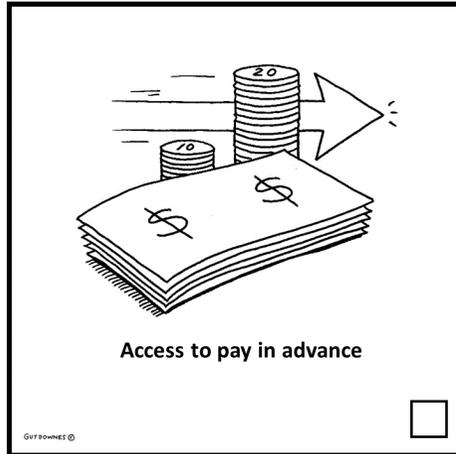
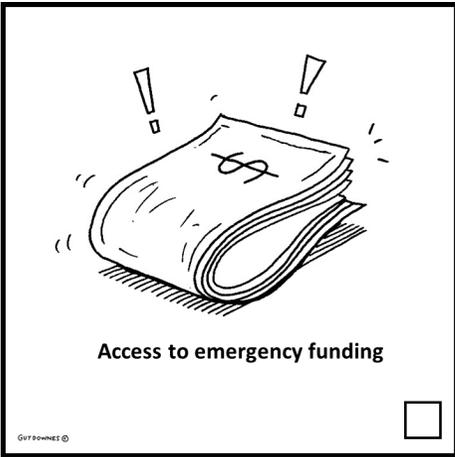
If my workplace doesn't offer these listed options – do they offer something similar?

I need other options to support to my safety and wellbeing...



My Support Options

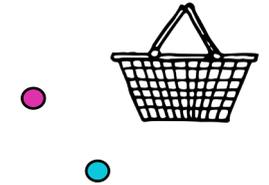
The support options are ideas not advice. They are not exclusive or exhaustive. What is needed today may be different tomorrow.
Explore: www.insightexchange.net/my-support-options/



If my workplace doesn't offer these listed options – do they offer something similar?

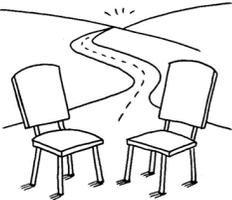


I need other options to support to my safety and wellbeing...



My Support Options

Explore: www.insightexchange.net/my-support-options/



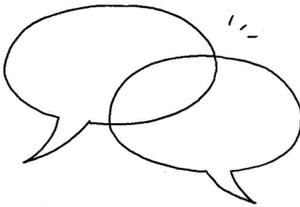
Resources toward career management/progression

GUYDOWNES ©



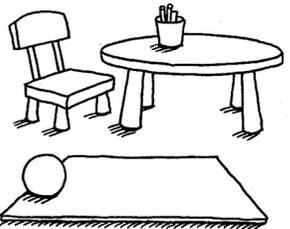
Domestic and Family Violence Leave (Paid)

GUYDOWNES ©



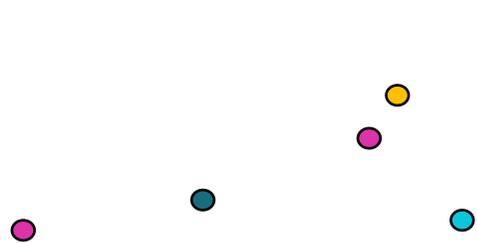
Colleagues I can trust and talk to

GUYDOWNES ©



After school space at workplace for children (e.g. to safely complete homework)

GUYDOWNES ©



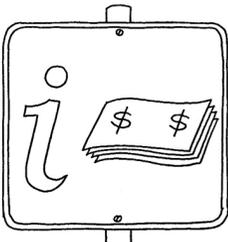
If my workplace doesn't offer these listed options – do they offer something similar?

I need other options to support to my safety and wellbeing...



My Support Options

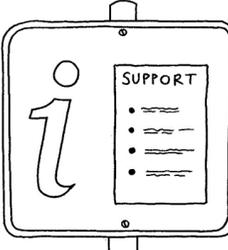
The support options are ideas not advice. They are not exclusive or exhaustive. What is needed today may be different tomorrow.
Explore: www.insightexchange.net/my-support-options/



Information on financial hardship supports



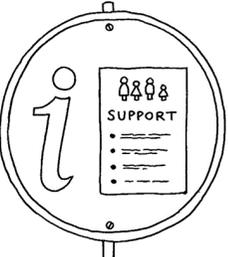
Access to free (violence-informed) counselling



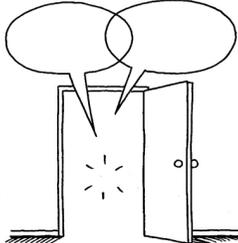
Information about DFSV support options



Legal assistance



Information about support options for my children



Employee assistance program

If my workplace doesn't offer these listed options – do they offer something similar?

I need other options to support to my safety and wellbeing...



Is your workplace ready if asked for something listed on the support menu?

How will you respond?

"Yes"

OR

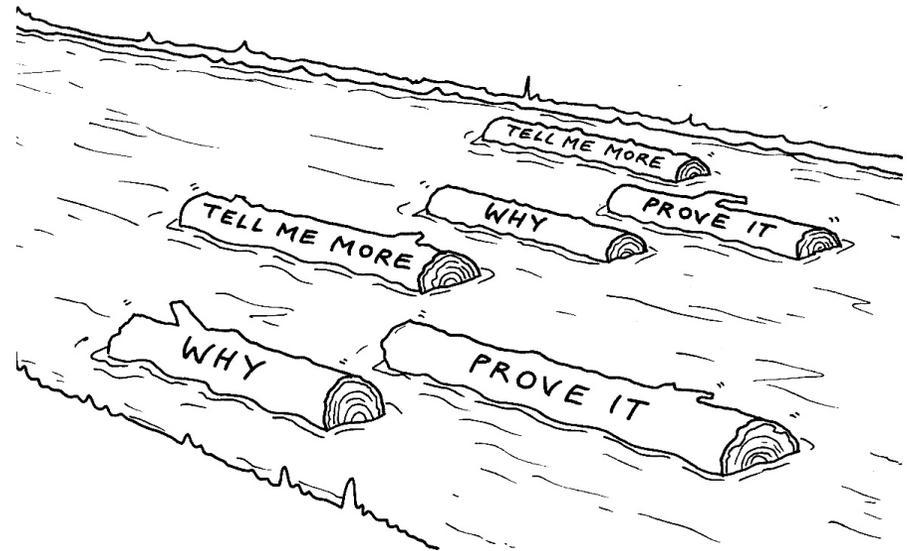
"No"

How can we find a way?

We acknowledge that the support options offered by each workplace will be dependent on the type, systems and size of the business.

Where a resource can't be directly provided by a workplace – the workplace needs to be prepared to assist with access to the support needed through other providers or strategies.

Is asking "WHY do you need this?" in the way of asking "WHAT do you need?"



Workplaces: Question the steps it takes to know about and access your support options.

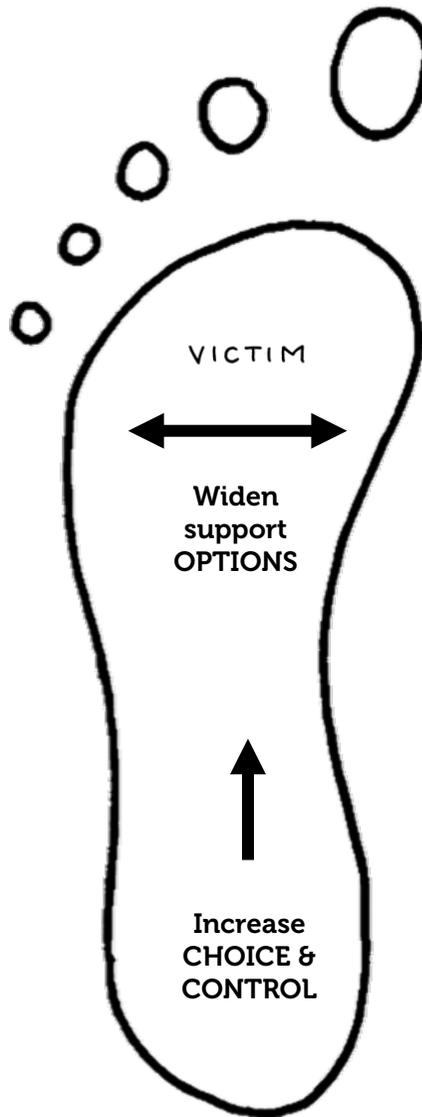
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What does your organisation need to do to widen support options and increase choice and control of victim-survivors of DFSV?



Support Options - Status

- Who needs to be involved in pre-approving that all (or as many as possible) of the options are available?
- Who needs to be involved in being aware of and ready to implement these options?
- Which of these options can be made through a range of policies/initiatives so that access is not contingent on a disclosure of DFSV?
- For the support options you can't directly provide – who can assist and where is that organisational knowledge held?



Do you contract or rely on a security provider?

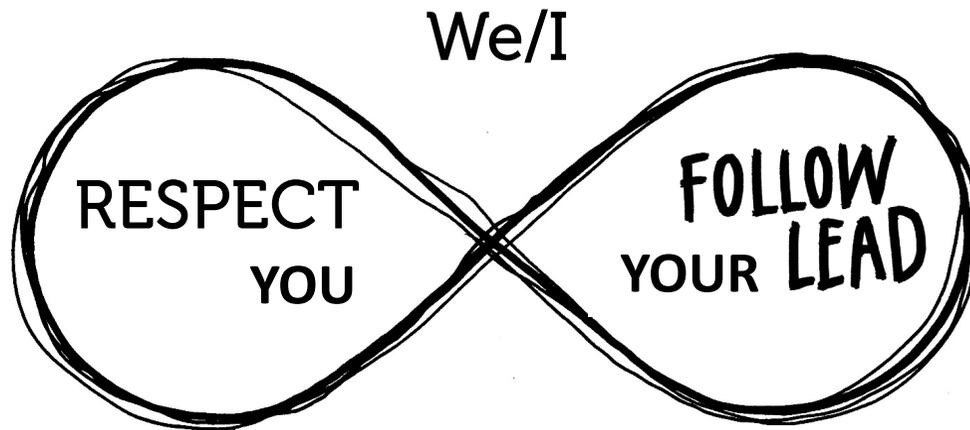
Invite your security provider to build on their understanding of domestic, family and sexualised violence through the free (donated) [Introductory Module: Security](#) (50mins).



Do you contract an employee assistance provider (EAP)?

Invite your employee assistance provider to build on their understanding of domestic, family and sexualised violence through the free (donated) [Introductory Module: Any Responder](#) (50mins).





Respect: *You will be treated with courtesy, compassion, cultural sensitivity and respect for your rights and dignity.*

Charter of Victims Rights
(Victims Rights and Support Act 2013)

Expertise: *We value your lived experience and your expertise to uphold or reclaim your dignity, and to stay safe and protect the people you love.*

Follow My Lead
(Insight Exchange)

Profoundly 'simple' commitments can have simply 'profound' value and impact.

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So, what does it mean to follow a person's lead when it comes to support options?

"Just as every person is unique, the violence I experience is unique..." ...therefore ... "what I need now and next may differ from other employees who have asked for support".

[\[Follow My Lead\]](#)

"I may need something else, or something adapted to meet my safety and wellbeing needs.

Will you take me seriously and respect my lived-expertise?"



I need other or additional supports



“I know I need [_____] and I would like to know if the workplace provides this support?

Or if the workplace can support me to access this support?”

“I am wondering if I need [_____] and whether the workplace has support like this or something similar?”

“I am wondering if the workplace has other support options I might not have considered?”



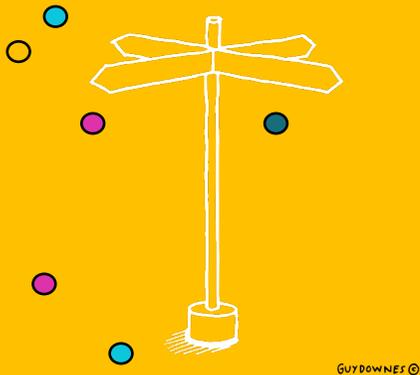
Is your workplace ready if asked for something that is not listed in the support options menu?

How will you respond?



3

“Improved understanding and awareness of domestic and family violence”



In this section you will find access to information and insights that can directly inform your foundational understanding and quality of responses.

Futures Framework:

This is an over-arching framework that can help guide your organisation’s commitment and direction in responding to DFSV. It has 3 spheres of focus – workplace responses, customer/client responses and ecosystem responses.

The framework is designed to share responsibility for understanding and change. Boards, executive leaders & managers can pick it up, communicate with teams and begin implementation.

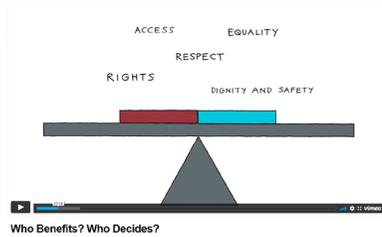
Leadership roadmap and support menu

The steps on how to implement the futures framework have been laid out in a practical way in the **“Leadership Roadmap”** document, that offers clear steps for organisational leaders through to team members. The other accompanying resource to guide implementation is the **Support Menu** with all the steps and resources for staff to access and explore.

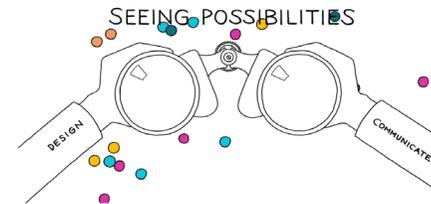


www.insightexchange.net/futures-framework/

© 2021 Excerpt: Insight Exchange Futures Framework



View the Insight Exchange animation [‘Who Benefits? Who Decides?’](#) (4mins)



View the Insight Exchange animation [‘Seeing Possibilities’](#) (6mins)



The [Futures Framework](#) is designed to support organisations and institutions in developing a strategic and holistic response to domestic, family and sexualised violence.

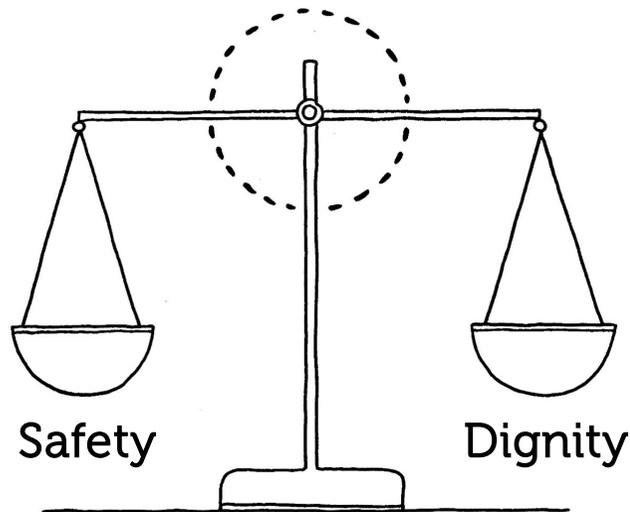


The [Leadership Roadmap](#) is designed to support organisations and institutions in setting out a sequence of work to implement the Futures Framework.



The [Support Menu](#) is designed to support organisations and institutions in building their understanding of domestic, family and sexualised violence.

Safety and dignity are not always equal or aligned



To design 'out' and 'without' dignity is to 'design in' more danger.

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Introductory Modules

Every response matters, and therefore the understanding of every industry matters. The introductory modules are designed to build on understanding of and responses to domestic, family and sexualised violence.

www.insightexchange.net/introductorymodules/

Foundations and Foundations Applied

The *Foundations and Foundations Applied* are created for this purpose. They consist of two digital productions with embedded Auslan Sign-language throughout.

The Foundations (45mins) walks through key ideas and accompanying lived experience insights that are important to our foundational understanding – any role, any sector.

The Foundations Applied (40mins) shows the foundational ideas applied into Insight Exchange resources available to any individual and organisation.

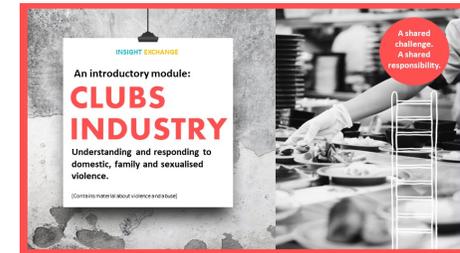
Build on your foundational understanding through these free (donated) modules: www.insightexchange.net/foundations/

Introductory Modules



Each module is 50 minutes and contains lived experience insights, data, concepts, animations and introduction to resources you can take forward (at no cost) into your industry.

www.insightexchange.net/introductorymodules/



Foundations and Foundations Applied



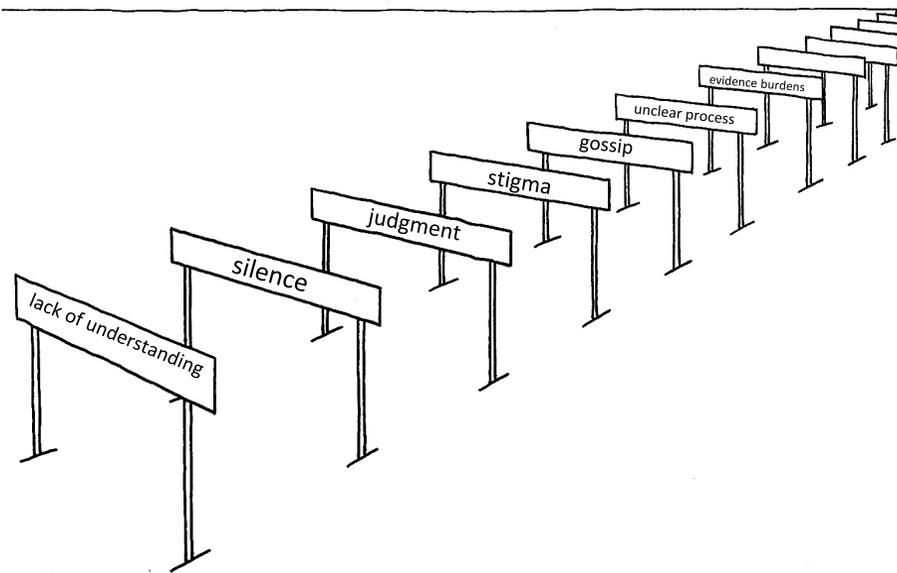
Reviews are published on the internet page, as well as the short application required to embed the Foundations and Foundations Applied into e-learning platforms.

Build on your foundational understanding through these free (donated) modules:

www.insightexchange.net/foundations/



How many unspoken hurdles are present in your workplace – making access to your domestic and family violence leave unsafe or impossible?



Workplaces: A proactive and supportive workplace removes hurdles. Each one.

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WORKPLACE RESPONSES

According to UN Women **Between 55 and 70 per cent of people experiencing domestic and family violence are in the paid workforce.** Starting with a workplace responses focus is vital.

COMMUNICATION

With so many **people experiencing DFSV being in the paid workforce**, how well is your workplace communicating internally with employees? And how much more important is that when we know close to 50% of victim-survivors don't tell anyone? This doesn't mean they don't want or need access to information and options. Your intranet communication really matters.

Australian Institute of Health and Welfare 2019. Family, domestic and sexual violence in Australia: continuing the national story 2019. Cat. no. FDV 3. Canberra: AIHW



The [Workplace Intranet Content Guide](#) is designed to support organisations in their intranet communication about DFSV. The 5 areas in the workplace intranet guide are important in serving different purposes.

WORKPLACE SCENARIOS

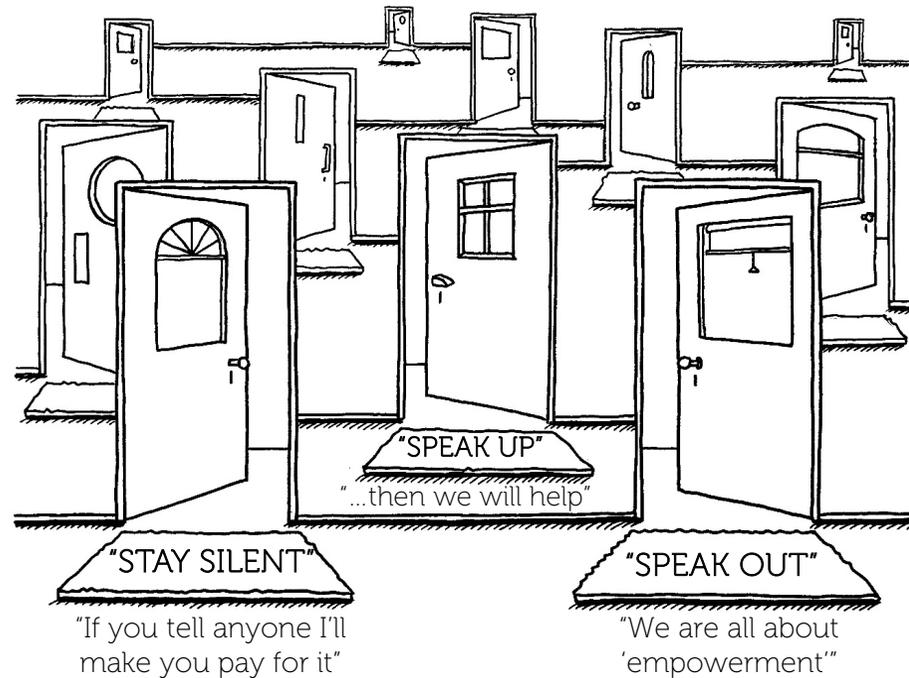
The **workplace scenarios kit**, which is designed to provide practical support to organisations as they assess their existing and potential responses to experiences of DFSV.

The workplace Kit is designed to respond to and focus on the 6 themes from the Insights Paper. Before commencing the kit individuals/teams are encouraged to view *Follow My Lead* animation which holds central concepts underpinning the kit.



Explore and use the [Workplace Scenarios Kit](#)

Being 'evidence-based' is not being 'assumption-based'.



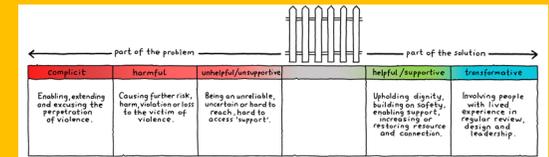
Workplaces: Ask me what I need. Don't assume to know if I am 'safe' or what I 'lack' or 'need'.

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QUALITY RESPONSE CONTINUUM

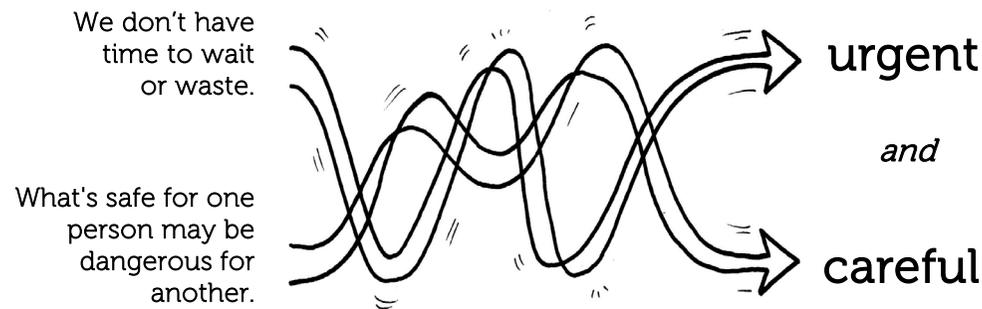
What do we need to be thinking about when it comes to the **quality** of our responses to DFSV?

The [quality response continuum](#) is an Insight Exchange tool designed to support critical reflection about the quality of our responses.



On the **quality response continuum** landing page there is a [library of examples](#) and in this you can:

- identify situations that relate to an industry or situation where you might be a responder
- click on the link to explore one or more examples
- reflect on your individual and/or organisational responses in your context.



Uplifting responses to violence and abuse is urgent and careful work. Both *always* matter.

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LIVED EXPERIENCE INSIGHTS

Peoples lived experiences are central to how we understand and respond to domestic, family and sexualised violence.

Explore lived experience insights:



Explore the [Insights Paper](#): Experiences and perceptions of workplace responses to domestic and family violence.

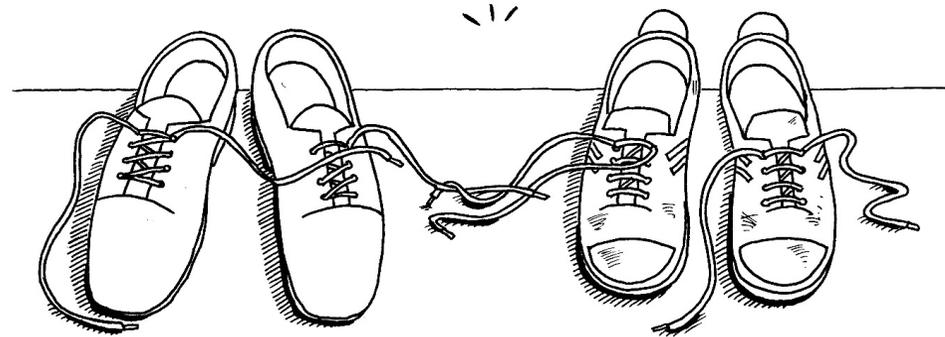


Explore the [Voices of Insight](#) de-identified narratives developed through the Insight Exchange interview process.



Explore the [financial abuse collection](#) interviews by Rosie's Place and de-identified narratives assembled by Insight Exchange.

"You'll ask or expect to hear about my abusive 'partner'..."

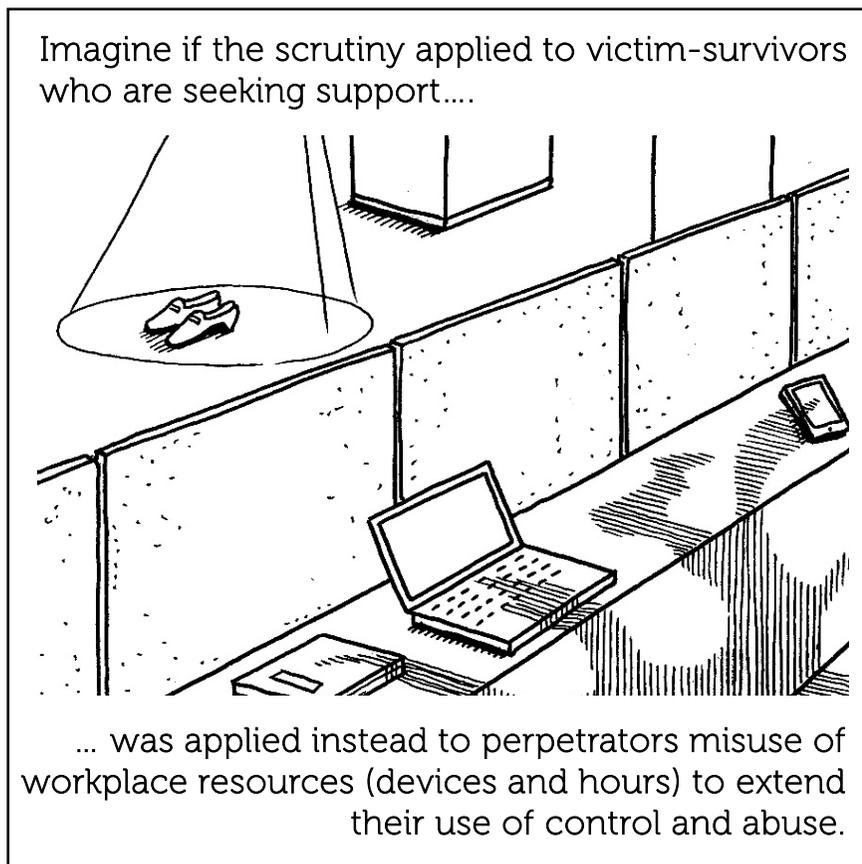
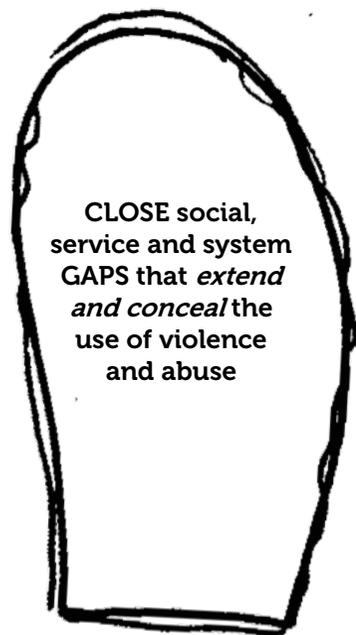


...But I'm not wanting to tell you (or anyone) – it is my son."

Workplaces: Can a victim of domestic, family and sexualised violence access your support options without having to tell you who is perpetrating the abuse?

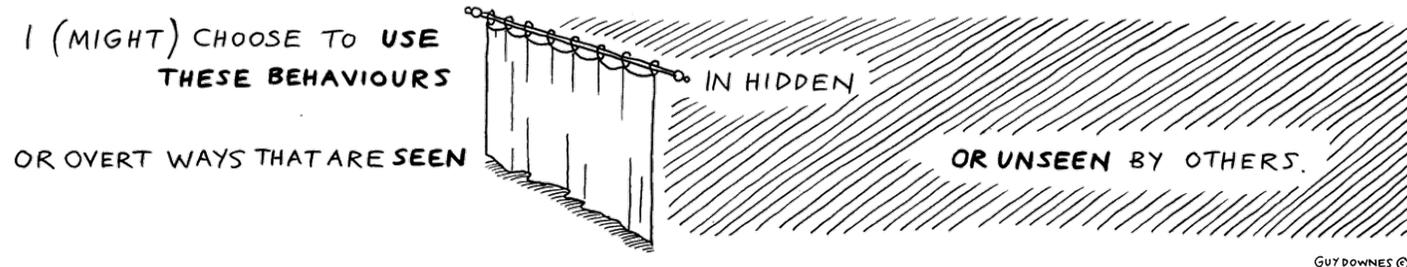
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**Responding to people
who are perpetrating
violence and abuse**



**Workplaces: Is your workplace resourcing the
perpetration of abuse?**

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People using violence choose who, where and when to be violent against someone, and they also choose who, where and when to hide the violence and abuse.

They also choose when to not be violent.

[Excerpts from Insight Exchange animation 'I am I can' www.insightexchange.net/i-am-i-can/]

I AM I CAN

'[I am. I can](#)' was created to invite reflection about the use of violence (in any form) being a 'choice'.

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



Additional material and resources

www.insightexchange.net



INSIGHT EXCHANGE

The following 3 pages outline the content available on the Insight Exchange website.

INSIGHT

EXCHANGE

RESOURCES



What is in the [insight](#) menu?

- [Follow My Lead](#) - is an awareness-raising resource for any person who at some point may be listening to and responding to their friends, family members, colleagues, peers or to the people who use their service, who are experiencing domestic and family violence.
- [My Safety Kit](#) - a reflection resource designed to support people who are, or may be, experiencing domestic and family violence.
- [My Support Options](#) - menu designed to share examples of what victim-survivors of domestic, family and sexualised violence have wished for and/or asked for from their workplace.
- [My Dignity](#) - an information and reflection resource about sexualised violence.
- [My Economic Safety](#) - information and insights about economic abuse
- [Selecting a counsellor](#) - a guide designed to support your selection of a counsellor and to support your reflections about the value and safety of the counselling experience.
- [Voices of Resistance](#) - a project that documented four women's resistance and responses to the violence they experienced
- [Voices of Insight](#) - de-identified narratives of people's lived experience of domestic and family violence highlighting the ways in which a person has resisted and responded to the violence used against them.
- [Voices of Experience](#) - written insights and reflections from people with lived experience of domestic and family violence and other adversities
- [Voices Unsilenced](#) - insights and efforts of people with lived experience who are informing social and systemic change
- [Arts Lab Collection](#) - a series of original artworks inspired by the Insight Exchange Voices of Insight narratives.
- [I am I can](#) - invites reflection about the use of violence (in any form) being a 'choice'.

EXCHANGE



What is in the [exchange](#) menu?

Futures Framework

[Futures Framework](#) is designed to support organisations and institutions in developing a strategic and holistic response to domestic, family and sexualised violence.

- [Workplace Responses](#) [Employees, Contractors, Volunteers]
- [Client and Customer Responses](#) [Consumers, Patients, Collaborators]
- [Ecosystem Responses](#) [Community, Suppliers, Shareholders, Systems]

In focus

- [In focus Strangulation](#)
- [In focus Clubs Industry](#)
- [In focus Hotel Industry](#)
- [In focus Retail Industry](#)
- [In focus Security Industry](#)

Other Exchange initiatives

- [Language Lab](#) - provides a set of resources to inform more accurate representations of violence through language.
- [Arts Lab](#) – introduces the idea (and related projects) that explore our responsibility of representation of domestic and family violence beyond relying on words alone and to include the use of visual arts.
- [No Hidden Door](#) - an initiative designed to highlight the importance of auditing the 'doors' to information that are currently available to victim-survivors of domestic, family and sexualised violence. Explore the reports, collection and guidance.
- [Future Leaders](#) - Today's tertiary students will become tomorrow's leaders. Read below about the Future Leaders Insight Exchange Program. This program has been donated by Insight Exchange and has no cost barriers.

RESOURCES



What is in the [resources](#) menu?

- [Introductory Modules](#) videos designed for Any Responder, Clubs Industry, Fitness Industry, Hotel Industry and Security Industry.
- [Foundations and Foundations Applied](#) videos designed to build on your understanding of and responses to domestic, family and sexualised violence.
- [Reflections Kit](#) – is a resource collating an outline of the Insight Exchange resources featured in the Futures Framework suite and Foundations and Foundations Applied videos.
- [Quality Response Continuum](#) - The quality response continuum is a tool designed to support critical reflection about the quality of our responses. View the Quality Response Continuum animation. Explore and add to the library of examples.
- [Español](#) - Resources developed in Spanish are hosted across the website and as a distinct set on this page.
- [Short Guides](#) - Short guides on 'where to start' developed for Local Government and Member Organisations. Page also includes an archive of short guides for during and beyond the Covid-19 pandemic.
- [Small Business- Starter Kit](#) – A free (donated) *Small Business Starter Kit* is designed to support your foundational understanding about domestic, family and sexualised violence and the meaningful difference you can make as a small business to your employees and customers.
- [Animations](#) - short animations have been developed to introduce Insight Exchange resources.
- [Publications](#) – including booklets, resource kits, tools and other material produced by Insight Exchange (and collaborators).
- [Creating Conversations](#) - an event series designed to bring people together with the understanding that domestic and family violence is a 'shared social issue'.
- [Videos](#) – of Insight Exchange events including Creating Conversations events and masterclasses featuring Dr Linda Coates and Dr Allan Wade from the Centre for Response-Based Practice, Canada.
- [Scenarios](#) - developed by (i) organisations engaging with Insight Exchange and the ideas of response-based practice, or (ii) organisations (local and international) who are also working to understand, apply and share practices informed by response-based practice.
- [Posters and Cards](#) - designed to share access to Insight Exchange resources and freely available for any organisation or institution to use in the workplace, with clients/customers and in community.

INSIGHT EXCHANGE

Insight Exchange centres on the expertise of people with lived experience of domestic and family violence and gives voice to these experiences. It is designed to inform and strengthen social, service and systemic responses to domestic and family violence.

Launched in Australia in November 2017, Insight Exchange was established and developed in collaboration with Dr Linda Coates and Dr Allan Wade from the [Centre for Response-Based Practice](#), Canada.

Insight Exchange is governed by Domestic Violence Service Management, a registered Australian charity (ABN 26 165 400 635).

Insight Exchange is sustained by generous donations from individuals and a silent donor, for the benefit of many.

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For more information visit www.insightexchange.net

Insight Exchange website has a quick-exit button.



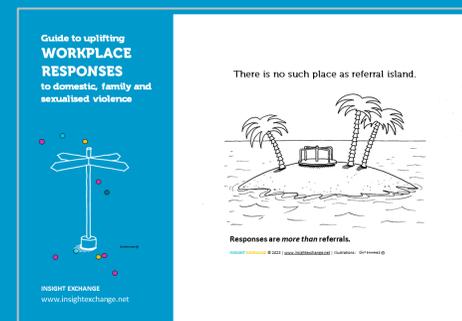
Insight Exchange acknowledges the Traditional Custodians of the land on which our work and services operate and pay our respects to Elders past and present. We extend this respect to all First Nations peoples across the country and the world. We acknowledge that sovereignty of this land was never ceded.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



This resource 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 asexual + identities as well as heterosexual and cisgender identities.

This guide is hosted on the Workplace Responses landing page:

www.insightexchange.net/workplace-responses/



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Read more about using our resources: www.insightexchange.net/guide-using/

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