

# Preventing domestic and family violence in the LGBTIQ+ community:

## What can workplaces do?



Responsibility for preventing family violence sits with everyone. This tip sheet outlines some key actions that workplaces can take to help prevent violence in families with LGBTIQ+ people. Together we can address the underlying reasons that violence exists in the community including negative attitudes and beliefs.

### 1. Promote inclusion, respect and equality

- Update **policies and procedures** to be inclusive of LGBTIQ+ people.
- Include visual markers of support like LGBTIQ+ positive posters, social media posts or rainbow stickers.
- Register as a **"Welcome Here"** organisation.
- Work towards being a **Family Friendly** certified workplace.
- Affirm the **Darlington Statement** to show intersex allyship.

### 2. Challenge homophobia, biphobia, transphobia, endosexism

- Be aware of the **language** used in your workplace, and use language which is inclusive of LGBTIQ+ people.
- Implement a plan to intervene and respond effectively to employees who discriminate, and when employees experience discrimination.
- Be aware of and train recruiters in unconscious bias to avoid discrimination in recruitment.



Creating change can lead to **negative reactions**. Expect and plan for it but don't be discouraged!

### 3. Celebrate and educate about LGBTIQ+ people

- Join a social media initiative like #StrongSafeFabulous to show the community that your workplace supports the prevention of domestic and family violence in the LGBTIQ+ community. Download the free #StrongSafeFabulous Toolkit [here](#).
- Train staff in the inclusivity of **LGBTIQ+** people and people with **intersex variations**.

### 4. Create a workplace culture which says no to violence

- Train staff in workplace equality and respect, see tools from Our Watch [here](#).
- Organise a staff meeting to watch one of the #StrongSafeFabulous panel discussions [here](#) on demand to learn from community members and experts about the prevention of DFV in LGBTIQ+ families.
- Institute paid **domestic violence leave** at your workplace.
- Ensure there are policies and procedures in place in case of domestic and family violence incidents in your workplace. Ensure these policies are inclusive of LGBTIQ+ people and relationships.
- Encourage the parents at your workplace to download and use [this](#) free family safety resource which is suitable for all families, including LGBTIQ+ families.

### If a staff member needs help

- In crisis situations, call the police on 000.
- Contact **1800 RESPECT** domestic and family violence line. Open 24/7 on 1800 737 732.
- Contact **Men's Line** to support men with domestic and family violence. Available 24/7 on 1300 789 978.
- Contact [sayitoutloud.org.au](http://sayitoutloud.org.au) for information and guidance relating to gendered violence in the LGBTIQ+ community.
- Contact **QLife** National telephone and web counselling service for LGBTIQ people, families and friends. Open 3pm to midnight on 1800 184 527.



Encourage the leadership of women and gender diverse people.

