



# Domestic and Family Violence Workplace/Community Goal Setting

## INSTRUCTIONS

This goal setting tool aims to assist your organisation or community to address domestic and family violence (DFV). This two pager helps you to understand domestic and family violence, prepare for making change, create goals for your community or organisation and implement these goals. It is suggested that this toolkit activity is completed in conjunction with the support and input of leaders in your organisation and community. Working together in a group such as with colleagues or community members will assist in completing the goal setting.

The goals that are set do not have to be groundbreaking they could be as simple as holding a morning tea, changing your policies or connecting with a local DFV service in your area.

## PREPARATION

### Learn

**Learn more about domestic and family violence** and the impact it has on people experiencing violence.

### Read

**Read** about what your organisation can do to end domestic and family violence in your workplace or communities

### Awareness

Start to **create awareness** of domestic and family violence within your workplaces and communities

### What you can do

Start to think about the **strengths your organisation** has already and identify areas of improvement to better address domestic and family violence within your workplace/community

## 3 GOALS

### GOAL 1

### GOAL 2

### GOAL 3

## Goal 1.

Action/Details	3 months	6 months	12 months
<b>What action will you undertake</b> e.g. will you develop or change policy, have a fundraiser, get a guest speaker, develop a partnership with a local DFV service, do an internal survey, organise training for staff or for the community			
<b>Who will implement this action within your workplace/ community</b> e.g. is there a volunteer who could assist, do you have a project manager			
<b>Who do you need to engage within your workplace/ community to get investment to assist with implementation of the action</b> e.g. is your chief executive officer on board, is your chair on board, is management aware, have you engaged leaders or elders within your community, who are the external organisations that can help (e.g., <a href="#">Australia's CEO Challenge</a> , <a href="#">Volunteering Queensland</a> , <a href="#">Givit</a> , and others)			
<b>Your intended outcomes of your actions</b> e.g. more awareness of DFV, employees feel more safe in their workplace or community, policies have changed, attitudes have changed			



## Goal 2.

Action/Details	3 months	6 months	12 months
<b>What action will you undertake</b> e.g. will you develop or change policy, have a fundraiser, get a guest speaker, develop a partnership with a local DFV service, do an internal survey, organise training for staff or for the community			
<b>Who will implement this action within your workplace/ community</b> e.g. is there a volunteer who could assist, do you have a project manager			
<b>Who do you need to engage within your workplace/ community to get investment to assist with implementation of the action</b> e.g. is your chief executive officer on board, is your chair on board, is management aware, have you engaged leaders or elders within your community, who are the external organisations who can help (Eg Australia’s CEO Challenge, Volunteering Queensland, Givit, and others)			
<b>Your intended outcomes of your actions</b> e.g. more awareness of DFV, employees feel more safe in their workplace or community, policies have changed, attitudes have changed			

## Goal 3.

Action/Details	3 months	6 months	12 months
<b>What action will you undertake</b> e.g. will you develop or change policy, have a fundraiser, get a guest speaker, develop a partnership with a local DFV service, do an internal survey, organise training for staff or for the community			
<b>Who will implement this action within your workplace/ community</b> e.g. is there a volunteer who could assist, do you have a project manager			
<b>Who do you need to engage within your workplace/ community to get investment to assist with implementation of the action</b> e.g. is your chief executive officer on board, is your chair on board, is management aware, have you engaged leaders or elders within your community, who are the external organisations who can help (Eg Australia’s CEO Challenge, Volunteering Queensland, Givit, and others)			
<b>Your intended outcomes of your actions</b> e.g. more awareness of DFV, employees feel more safe in their workplace or community, policies have changed, attitudes have changed			

### Resources to assist you on your journey

**Our Watch** <https://workplace.ourwatch.org.au>

**Challenge DV:** [www.challengedv.org](http://www.challengedv.org)

**End domestic and family violence,  
Department of Justice and Attorney-General, online resources**  
[www.justice.qld.gov.au/initiatives/end-domestic-family-violence/resources](http://www.justice.qld.gov.au/initiatives/end-domestic-family-violence/resources)

**DV Work Aware** [www.dvworkaware.org](http://www.dvworkaware.org)

**Work Haven** <https://workhaven.com.au>

## DEVELOP A PROACTIVE RESPONSE TO DFV IN THE WORKPLACE

### Recognise

Raise awareness in the workplace and be alert to the possible signs and impacts of DFV in the workplace.

### Respond

Implement an identified policy response to DFV, train staff and let employees know that the workplace will respond in appropriate and supportive ways to disclosures of DFV and will manage any identified safety risks.

### Refer

Maintain up to date details of specialist services and for employees to access relevant services and to receive necessary support.

### Record and monitor

Aim for continuous improvement in your approach and implement and review your approach regularly to ensure it is still supporting your workplace or community.