Just Gold is Australia’s first full-service consulting & creative agency that is a certified social enterprise.
Hello, #WeAreJustGold

Just Gold is Australia's first full-service management consulting & creative agency that is a certified social enterprise.

We offer affordable high-end strategic communications, D & I, social impact, management consulting and design & creative services for all.

1. We employ and empower highly skilled professionals who are facing employment barriers.

2. We partner with government and businesses to deliver commercial projects while expanding their ethical footprint. The profits from those projects fund our impact program.

3. We activate purpose driven projects by offering accessible or pro bono consulting and creative services.

4. We initiate and invest in social change projects when we identify a gap in the national dialogue. vulnerable groups.
1. Policy Statement

Just Gold is committed to providing a supportive and safe work environment, recognizing the significant impact of family violence. This policy outlines our approach to supporting staff affected by family violence and managing associated risks.

2. Scope

This policy applies to all Just Gold employees, including full-time, part-time, casual, and contract staff.

3. Definition of Family Violence

Family violence encompasses behavior that is violent, threatening, coercive, controlling, or intended to instill fear. It includes physical, sexual, emotional, and financial abuse.

4. Support for Affected Employees

Just Gold offers support including:


Workplace Support: Referrals, employment assistance, and workplace support plans, including safety-related working condition changes.
5. Procedure for Accessing Support

Disclosure: Employees can disclose to their manager or HR, with alternative channels if uncomfortable.

Confidentiality: All disclosures are treated with utmost confidentiality.

6. Legal and Industry Compliance

This policy aligns with legal requirements and industry standards, ensuring compliance and relevance. See: https://www.worksafe.vic.gov.au/addressing-family-violence-workplace

7. Preventive Measures and Training

Regular training on family violence recognition and response, including primary prevention initiatives targeting gender equality.

8. Response to Disclosures

Trained staff available to support colleagues or clients disclosing family violence experiences.


Annual review for effectiveness, relevance, and compliance with laws and best practices.

10. Organisations That Can Help

Our Watch: https://www.ourwatch.org.au
Safe and Equal: https://safeandequal.org.au
Centre Against Sexual Assault (CASA): https://casa.org.au
11. Link to Just Gold’s The Invisible Woman Project

This policy also aligns with the principles and findings of Just Gold’s The Invisible Woman Project, which focuses on gender and age equity.

The project sheds light on the intersectionality of gender-based violence, highlighting its prevalence and impact across different demographics.

The insights from this project reinforce the importance of this policy and our commitment to addressing and preventing gender-based violence.

Future Commitments

Over the next year, our key focus areas will be:

- Enhancing awareness and understanding of family violence principles among Just Gold staff and key partners.
- Incorporating family violence risk assessments into existing assurance processes.
- Strengthening our support systems for those affected by family violence within our organisation.