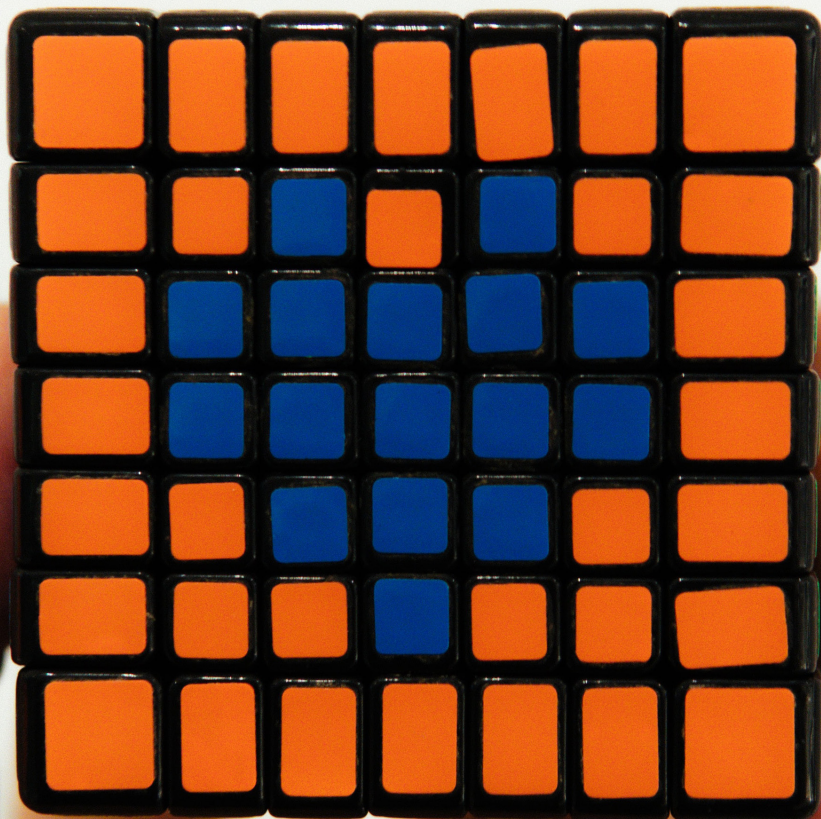


# just gold

## Family Violence Policy

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



This company meets the highest standards of social and environmental impact



# 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.

A large, stylized graphic of an eye, composed of concentric yellow and white shapes, positioned on the left side of the page. The eye is formed by a central white circle, surrounded by a yellow ring, then a white ring, and finally a yellow outer ring that tapers to a point on the right. The entire graphic is set against a white background that curves around the eye shape.

# **Family Violence Policy**



## **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:

Leave Options: Paid/unpaid family violence leave, determined case-by-case.

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.

## **9. Policy Review and Evaluation**

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

## **10. Organisations That Can Help**

Our Watch: Our Watch: <https://www.ourwatch.org.au>

Safe and Equal: Safe and Equal: <https://safeandequal.org.au>

Centre Against Sexual Assault (CASA): 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.



**just gold**

@wearejustgold

Certified



Corporation



Business for good

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