



WHAT CAN YOU DO?

As an individual

What you walk past is what you accept!

Show respect at all times, recognise the signs of abuse in others and be willing to reach out and show support.

As a business

Look at your policies.

Can you do more to support staff who may be experiencing abuse? Provide training to supervisors and managers to help them recognise the signs of abuse.

As a leader

Lead by example.

Show respect in all elements of life and business. Be an advocate in your community.

As a club or community group

Help to spread the message.

Draw the line against domestic and family violence in your club and make club culture one of respect.



“Employers need to be aware of the signs of domestic and family violence and be willing to offer support. Absenteeism, lateness, leaving early, withdrawal or a drop in performance – all can be symptoms of a difficult family situation.”

Karen Beckham

- Dalrymple Bay Coal Terminal Pty Ltd



“Perpetrators are not confined to any age group – they range from teenagers to people in their 80s; they are your family members, colleagues, teammates, friends and acquaintances. Men especially need to know there is help out there – talk to someone, get help, tackle your issues before they lead you to my court room.”

Magistrate Damien Dwyer

OUR PLEDGE

WE **LISTEN** - WE **CARE** - WE **TAKE ACTION**

“Together we commit to eliminating domestic and family violence in our community”

AN INITIATIVE OF THE DOMESTIC VIOLENCE TASKFORCE



DOMESTIC AND
FAMILY VIOLENCE
STOPS HERE





THE ISSUE



one in three
Australian women
have experienced
physical and/or
sexual violence
by someone
known to them



**one woman
every week***
is killed by a current
or former partner
*Over 12 months,
on average



one in four
Australian children
are exposed to
domestic violence

*Statistics courtesy of White
Ribbon Australia: Domestic
Violence Statistics 2017



**Domestic
violence is the
No 1 call-out for
a general duties
police car.**

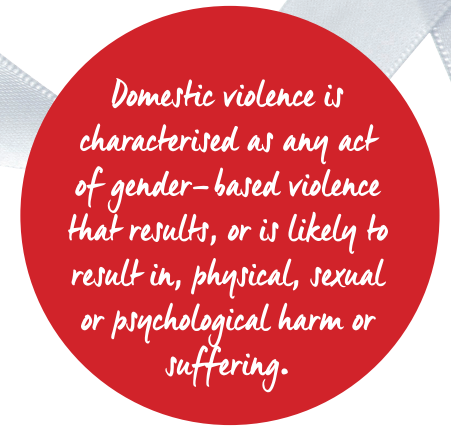
LOCAL STATISTICS

In 2016-17:

**▪ There were 3765 calls for police assistance,
an average of 10 calls a day**

- 1211 reports in relation to a breach of domestic and family violence protection orders
- The Central Region, which includes Mackay recorded the largest increase in breach of domestic violence protection order offences per 100,000 people in Queensland
- There were 1063 applications for protection orders

Queensland Police Service – Annual Statistical Review



*Domestic violence is
characterised as any act
of gender-based violence
that results, or is likely to
result in, physical, sexual
or psychological harm or
suffering.*

Enough is enough.

WE ARE DRAWING A LINE

We cannot leave our heads in the sand any longer – from CEOs, to managers, work colleagues, friends and family, we all have a role to play in the fight against domestic and family violence.

As a community, we have a human obligation to do what we can to deliver an environment that is safe for all our citizens.

Standing united, drawing a line and declaring our region will not tolerate this behaviour is the first step to providing a vision for lasting change in the Mackay region. And it must be a cultural change, a change from the very foundations of our society. This can often be a slow process, but hopefully this campaign and the actions we take become the catalyst for putting an end to the violence.

Council is committed to demonstrating leadership and providing support, but we can't do it on our own. We need your help. Our business, religious, sporting and community leaders need to help drive this change. We need community champions to step up and help us draw, and hold, the line.

We all have an obligation to do more in condemning violent behaviour, displaying respect and supporting victims of abuse.

With the collective support of the community, we can build a safe, caring and connected region, which can proudly boast of being an "inclusive, safe and caring community".

Mayor Greg Williamson

HOW DID WE GET HERE?

Council has always been a supporter of White Ribbon Day events and anti-violence campaigns – we've always advocated for an inclusive, safe and caring community. Unfortunately, this blight on our community isn't going away. The following steps have been taken to raise awareness -

In October 2015:

Mackay volunteers rallied with other councils and declared with giant letters at the BB Print Stadium that "Mackay Cares".

October 2016: Business leaders met for a breakfast with guest speaker Dame Quentin Bryce, who encouraged them to support an end to domestic and family violence by pushing the message through their businesses.

November 2016:

The mayor, deputy mayor and council formed a Domestic Violence Taskforce - the first meeting was held.

May 2017: Mayor Greg Williamson held a Domestic and Family Violence Awareness Leadership Forum.

More than 100 community leaders attended.

November 2017: Mackay drew the line and declared "Domestic and family violence STOPS here".

DRAWING THE LINE

Changing culture is no easy feat, but the Domestic Violence Taskforce has identified three key actions:

- 1 Providing staff with information and support through policy, procedure and training:**
Council staff have endorsed an enterprise agreement granting an employee experiencing domestic and family violence access to up to 20 days per year of paid leave for medical appointments, legal proceedings and other activities. This has been recognised as a 7-Star family and domestic violence leave provision by the Services Union.
- 2 Support and build partnerships with domestic and family violence support agencies**
- 3 Understand the role of men in community safety:**
Help to identify measures to keep victims safe and provide rehabilitation programs for the perpetrators.

“ There's a stereotype that you're stupid or foolish – people ask “Why didn't you just leave?” But it's never that simple; I stayed in an abusive relationship for 14 years because I was terrified of losing my children, and even my pets. My abusive relationship also made it hard to hold down a job. ”

**Kelly Lee - Domestic Violence survivor
and author of Reborn the Rose**