



# CFMEU

CONSTRUCTION

## 16 Days of Activism Against Gender-based Violence 2021

### Delegates / HSR's Toolbox Guidance Notes

#### What are we doing?

Between Thursday November 25 and Friday December 10, the union will be supporting 16 days of activism against gendered violence. This campaign is about awareness, education and encouraging all of us to speak about the scourge of domestic and family violence. Domestic and family violence spans all sections of our community and it is up to all of us to speak about the issue and take action if we think that something isn't right.

#### What is domestic & family violence?

Domestic and family violence is violent, threatening or controlling behaviour between family members and/or intimate partners that over time causes a person to feel fear, physical harm and/or psychological harm. It can include:

- Physical, verbal, emotional, sexual or psychological abuse;
- neglect;
- financial abuse;
- stalking;
- harm to an animal or property;
- restricting your spiritual or cultural participation; and
- exposing children to the effects of these behaviours.

#### Why are we doing this?

Domestic and family violence has a far reaching impact and the CFMEU is committed to continuing to show leadership on this issue. While most men are not perpetrators, this violence is overwhelmingly perpetrated by men and according to Australian research, is partly based on rigid expectations and attitudes (stereotypes) about what it means to be a 'man' or a 'woman'.

The CFMEU has a large percentage of male members nationwide and we believe the union has an important role to play in working with and educating our members about gender equality and the scourge of domestic and family violence.

*"There are other issues like men's depression & suicide prevention, which I think are more important"*

The CFMEU's commitment to family and domestic violence is not about taking away from work that we do on men's depression and suicide prevention, nor is it about demonising men. We will continue our work tackling the issues that affect men's health, but we all stand to benefit from eliminating domestic and family violence.

Domestic and family violence spans all sections of the community and we want to encourage more men to speak out against it.

In Victoria 64% of Women experience bullying, harassment or violence in their workplaces. The CFMEU is strong on Health and Safety. Gendered Violence in the workplace is illegal, and we will fight to respect and protect all workers.



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This is just one part of our work to break down the stigma and barrier to talking about domestic and family violence and encouraging action. There are lots of different ways that we can do this, but we want to be a part of community driven change and to change attitudes.

We want to put the fence at the top of the cliff, not park the ambulance at the bottom.

#### What are the facts?

In Australia, 1 in 3 women have experienced physical and/or sexual violence by someone known to them.

Family violence is a bigger health risk for women than smoking, drinking and obesity. It contributes to a range of negative health outcomes, including poor mental health, problems during pregnancy and birth, alcohol and illicit drug use, suicide, injuries and homicide.

*"I know someone who was in that situation and I don't understand why they didn't leave..."*

Domestic and family violence is an extremely complex issue. Leaving a violent situation can be the hardest step and the most dangerous time for someone. It needs to be carefully planned with appropriate support. Think about the last time you moved home. Now consider: - you have been assaulted, you are ashamed, you may not

have money, your kids are terrified and you may not know where to go...

#### How can we do better?

##### **RESPECT – CALL IT OUT**

We know that as a community we can drive change. We all need to learn, understand and make a difference individually. It is up to all of us to oppose violence against women and promote a culture of non-violence and respect in our workplaces, our communities and in our homes.

#### What can men do?

##### **RESPECT – CALL IT OUT**

1. We can declare that violence against women is never acceptable.
2. Men need to work alongside women in ending violence against women.
3. We need to be having the private conversations, with our mates, our sons, our families. Women and girls need respect and need to be treated as equals. We also need to be having the public conversations, using our influence where we can.
4. Men need to help other men understand that violence against women is fuelled by attitudes and beliefs that women are worth less than men, or are the property of men.

### **IMPORTANT NUMBERS** If you are in need of urgent assistance call '000'

The National Sexual Assault, Family and Domestic Violence Counselling Line - 1800 RESPECT (1800 737 732) - is available 24 hours a day, seven days a week for any Australian who has experienced, or is at risk of, family and domestic violence and/or sexual assault.

#### **CFMEU 24/7 Assistance**

Victoria - Incolink 1300 000 129

QLD/SA/WA - Mates In Construction 1300 642 111

NSW – Foundation House (02) 9555 4034

ACT – CCW 1800 211 470