

Where to get help

Eldercare's Employee Assistance Program

ACCESS Programs

(08) 8215 6799 or 1300 667 700

accesssa.com.au

State support services

Victim Support Service

1800 842 846 (free call)

victimsa.org

Eastern Adelaide Domestic Violence Service

(08) 8365 5033

Western Adelaide Domestic Violence Service

(08) 8268 7700

Domestic Violence and Aboriginal Family Violence Gateway

1800 800 098 (free call)

Migrant Women's Support Program

(08) 8152 9260

Emergency pet accommodation

RSPCA South Australia Safe Kennels Project

1300 477 722

rspcasa.org.au/safe-kennels-project

Where to get help

National support services

1800RESPECT National Sexual Assault Domestic Family Violence Counselling Service

1800 737 732 (free call)

1800respect.org.au

Lifeline

13 11 14

lifeline.org.au

Mensline Australia

1300 789 978

mensline.org.au

**In an emergency situation call
Police on triple zero (000)**



White Ribbon and our Respectful Workplace

**Eldercare's White Ribbon Commitment
and our dedication to maintaining a
respectful work environment for
all employees**



Eldercare is a White Ribbon accredited workplace

We do not accept any form of gender-based violence in our workplaces

About White Ribbon

White Ribbon Australia is a part of a global social movement working to eliminate gendered violence.

The organisation strives for an Australian society where all women and children are safe.

White Ribbon's vision is *a nation where every woman is free from all forms of men's violence and abuse.*

Eldercare's organisational values align with the White Ribbon philosophy. In a society where on average, one woman a week is murdered by her current or former partner*, we recognise the importance of taking a clear stance on preventing and responding to gendered violence.

Since 2018, Eldercare has maintained White Ribbon workplace accreditation in recognition of our efforts to end violence against women.

Visit **whiteribbon.org.au** to learn more.

* Bryant, W. & Bricknall, S. (2017). *Homicide in Australia 2012-2014: National Homicide Monitoring Program report*. Canberra: Australian Institute of Criminology.

A respectful workplace for everyone

One of Eldercare's key values is 'Respect'. We protect the dignity, rights and values of individuals. All people are important to Eldercare and deserve respect.

- We require our employees to be respectful in all of their interactions in the workplace
- We also acknowledge we have a duty of care to provide a safe workplace that is free from violence
- All employees, regardless of gender, can expect to feel respected and to work in a safe environment

If you have experienced behaviour from a colleague that you believe does not demonstrate the value of Respect, you can speak with your Manager or with Human Resources.

Domestic violence

Eldercare takes a zero-tolerance approach to instances of domestic violence.

Domestic violence can take many forms.

- Abuse can be physical, sexual, verbal, emotional, social, spiritual, legal or financial
- It can manifest as hitting, shouting, making threats, wrongful blaming, and sex without consent

Domestic violence (cont).

- It also includes controlling who a person sees, where they go, what they do and how they spend their money

How Eldercare can assist

Eldercare has policies and procedures in place to provide support to employees experiencing domestic violence.

Support is available regardless of gender of the person experiencing violence or the person using violence.

Support is available from every Eldercare Site Manager or from Eldercare's General Manager People at Head Office on (08) 8291 1000.

They can offer confidential guidance in relation to:

- Arranging personal leave (including special entitlements for people experiencing violence)
- Referrals to professional support services including Eldercare's Employee Assistance Program (EAP)
- Developing individualised personal safety plans

Refer to Eldercare's Domestic Violence Policy on ELI for more information.

If violence is a problem for you, or someone you know, you can also access these resources to seek help.