

Domestic, Family and Sexual Violence Action Plan

2024 UPDATE

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Family and domestic violence occurs across all demographic groups, regardless of socio-economic background, religion, education level, age, gender or sexual orientation.

We have a duty as a workplace, as an industry and importantly as human beings to be aware and educate people on family and domestic violence. We need to protect our employees, our friends and family and create an environment that is safe and promotes equality. It's time to take action and as an employer of more than 1,400 team members, we are committed to raising awareness, educating, training and most of all, building capacity to support those who need it.

Dale Hunt

Group Chief Executive Officer



Having personally experienced domestic and family violence during my time working in the club industry, I recognise the need for improved workplace responses. We all have a role to play in supporting those affected, whether as an employer, coworker, family member, or friend.

The key to achieving this is through education and raising awareness so that we can better prepare ourselves to provide support to those who need it. Additionally, it's important to establish a safe and supportive culture that is non-judgmental, along with effective policies and processes to ensure that those seeking help receive the assistance they require.

Arely Carrion

Executive Manager Community

What is Domestic, Family & Sexual Violence?

Domestic, family & sexual violence is any behaviour in an intimate or family relationship which is violent, threatening, coercive or controlling, causing a person to live in fear and to be made to do things against their will.

Domestic, family & sexual violence (DFSV) can be perpetrated by a family member, carer, housemate, boyfriend or girlfriend. Sexual violence can occur as part of coercive control, where perpetrators exert power and dominance over others using patterns of abusive behaviours over time, to create fear and deny liberty and autonomy.

Sexual violence can also be perpetrated by strangers, acquaintances, neighbours, friends or housemates.

Workplaces have a responsibility in domestic, family & sexual violence.

The average person will spend 90,000 hours at work over a lifetime. That's roughly 10.2 years in the workplace or with work colleagues.

Snapshot of Domestic Violence

On average, approximately one woman is killed every week by an intimate partner¹



1 in 4

Australian women have experienced violence by an intimate partner or family member since the age of 15²

82%

of women who experience violence by a current intimate partner do not report it to the police³

32%

of assault hospitalisations are due to domestic and family violence, and 9 in 10 are female victims⁴

92%

of women who experience sexual assault do not report it to the police, with 31% citing shame or embarrassment⁵

140,000

Police respond to over 140,000 domestic and family violence calls every year, one call every four minutes

It is estimated that violence against women and children costs the economy

\$26 billion

each year nationally, with victim-survivors bearing approximately 50% of that cost⁶



90%

Research suggests that up to 90% of incarcerated women have experienced DFSV at some point in their life⁷

¹ Australian National Research Organisation for Women's Safety (ANROWS). Violence against women: Accurate use of key statistics (2018).

² Australian Bureau of Statistics, Personal Safety Survey, 2021-22 (15 March 2023), available at <https://www.abs.gov.au/statistics/people/crime-and-justice/personal-safety-australia/2021-22>.

³ Australian Institute of Health and Welfare, Family, domestic and sexual violence in Australia: Continuing the national story, Cat. No. FDV 3 (2019).

⁴ Australian Institute of Health and Welfare, Family, domestic and sexual violence summary (updated 15 February 2024), available at <https://www.aihw.gov.au/family-domestic-and-sexual-violence/resources/fdsv-summary>.

⁵ Australian Bureau of Statistics, above n 3.

⁶ Ibid.

⁷ KPMG, The cost of violence against women and their children in Australia (May 2016).

⁸ NSW Bureau of Crime Statistics and Research, Recorded Crime Statistics, December 2023 (2024). 'Intimate partner murder' includes a current or former spouse, partner, boyfriend or girlfriend. 'Family violence murder' includes a child, parent, sibling or other family member. 'Other domestic relationship' includes a household member or ex-partner of a current partner.

Making a Difference

We believe that Mounties Group can make a meaningful difference through the implementation of a Domestic, Family, Sexual Violence Action Plan (DFSVAP). Domestic, family and sexual violence is a workplace issue and we have an opportunity to play a role in identifying and responding accordingly.

The impact of domestic, family and sexual violence caused by perpetrators extends to workplaces and can have a negative impact on employee wellbeing, workplace health, safety and productivity.

Mounties Group exists to improve the lives of our members - we connect with hundreds of thousands of individuals and families in the local community, many of whom may not now, or ever engage with local services for support. Providing our community access to information and resources in a safe manner and creating pathways of support to local domestic violence organisations is just one way of helping those in need.

Our Commitment

01.

Support employees experiencing domestic and family violence & respond to employees who may be using violence and abuse

02.

Increase awareness and understanding through education and training, ensuring we are better prepared to respond

03.

Build and promote relationships with local domestic violence community organisations

04.

Extend our support to reach the members and communities within which we operate

Our Commitment

Objective

Education and awareness training across Mounties Group

Offer support to all directors, management and employees of Mounties Group

Raise community awareness

Support club members and the local community

Respond to those using abuse

Build relationships with local domestic violence organisations

Commitment

Mounties Group will increase their understanding about domestic, family & sexual violence

Mounties Group will support any employee who has been or is currently experiencing domestic, family or sexual violence

Communicate our commitment to domestic, family & sexual violence. Provide opportunities for members to learn more

Mounties Groups will extend our support to club members, guests and the local community

Create workplaces that do not tolerate perpetrating behaviour

Collaborate with the community to increase support

Actions

All employees will undertake domestic, family & sexual violence training with employees, becoming more informed and better prepared to respond

Implement domestic, family & sexual violence leave
Increase support options offered to employees
Create support pathways for victims of violence

Launch an awareness campaign externally across all venues
Liaise with local domestic violence organisations
Hold information sessions and events during the campaign

Provide easily accessible information and resources
Uplift external communications and websites
Create support pathways to domestic violence organisations

Review products and services that may perpetrate abuse
Offer counselling and support to those using abuse

Align with local domestic violence organisations to create support pathways for club members and community

Improving The Lives Of Members

We Are Mounties Group

Our Achievements



Educated

Over 1000 employees

30

employees disclosures of abuse

Leader in Catalyst for Change

Club Industry Response to DFV



Break the Silence. End Domestic Violence Luncheon

To educate, Inspire and Lead

\$100,000

Spent on education and awareness programs, employee support and community collaborations

\$75,000

worth of school supplies donated to local families in need

Supported Central Coast Domestic Violence Committee

With The Following:

Reclaim The Night Festival

Walk Against DFV

MotorBike Ride Against DFV



Hosted Not all Men

an event to educate about how men can drive positive change

Donated to

Northern Beaches Womens Shelter

Women and Children First

Liverpool Womens Health Centre

Bonnies Suport Services

Zen Tea Lounge Foundation

Resources

Support Services in Your Area

Western Sydney

Bonnies Support Services

Provide support to women and their children who are escaping domestic violence and homelessness.

02 9729 0939

South West Sydney Legal Centre (SWSLC)

SWSLC provides a range of legal services and domestic violence support and advocacy services.

02 9601 7777

Zen Tea Lounge Foundation

Provides a safe space for women and fosters community connection through wellness workshops and restaurants. Dedicated to empowering women to change their situations and rebuild their lives.

02 8667 8666

Northern Beaches

Women and Children First

A community based service for women and vulnerable families, including women and children escaping domestic and family violence.

02 9971 4499

Central Coast

Central Coast Domestic Violence Court Advocacy Service

Is a free Domestic and Family Violence service that assists women and children experiencing domestic violence.

1800 938 227

