



# Prevention of Violence Against Women

## Statement of Commitment

### **Our commitment**

Macedon Ranges Shire Council is committed to creating a safe, inclusive and respectful community.

### **Our role**

Council recognises that violence against women harms the entire community. As a large employer and through its role in delivering close to 100 services in the community, Council engages with many individuals, families and organisations. Council is ideally placed to promote prevention of violence against women and children.

Our aim is to prevent violence before it occurs. Strategies include addressing the underlying causes of violence against women such as gender inequality; beliefs in rigid gender roles and stereotypes; and behaviours that contribute to, or condone, violence such as sexist jokes, victim blaming or underplaying the seriousness of violence against women.

As part of our commitment to preventing violence against women we annually coordinate awareness raising activities for White Ribbon Day and the 16 Days of Action. We have also included a Family Violence Clause in our Enterprise Bargaining Agreement and provided training to staff and Councillors on how to identify and discourage sexist and other disrespectful behaviour at work, home or elsewhere in the community.

### **We support the following principles:**

- All women have the right to safe and respectful relationships and to live free from violence
- All members of the community are responsible for taking action to prevent violence against women and for developing a culture of respect and equity
- All men have an important role to play in preventing violence against women
- All women and men have the right to opportunities for equal participation in public and private life

### **We will:**

- Demonstrate leadership in prevention of violence against women
- Raise employee and community awareness of the causes and consequences of violence against women
- Provide an inclusive and equitable working environment
- Provide information to staff about ways they can prevent violence against women
- Advocate for gender equity in planning, decision-making and service delivery across Council