



## DEPARTMENT FOR CORRECTIONAL SERVICES

# STATEMENT OF COMMITMENT TO GENDER EQUALITY AND RESPECT AND THE PREVENTION OF VIOLENCE AGAINST WOMEN

The South Australian Department for Correctional Services (DCS) is committed to *preventing violence against women*, through promoting a culture that *embraces gender equality* and respect in our workplace.

The DCS Gender Equality and Respect (GER) Action Plan has been developed in alignment with the Our Watch Workplace Equality and Respect Standards. Violence against women is driven by gender inequality within social, cultural and organisational structures. The workplace is a key environment to address gender inequality and to prevent violence against women. The GER action plan will guide us in addressing this prevalent issue.

In DCS, we are committed to:

- exhibiting and expecting the highest standards of respectful behaviour in all our workplace interactions;
- zero tolerance of disrespect, harassment, discrimination and violence in the workplace, including domestic and family violence;
- providing access to all positions, including leadership roles for women and men;
- removing barriers for equal participation of women in the workforce;
- supporting flexible working arrangements for men and women; and
- providing employees equal access to opportunities and outcomes regardless of gender.

We recognise that violence against women is perpetrated by men in the majority of instances. Our commitment is to contribute to changing this social problem through engaging men and women in our organisation to create a workplace that is safe and respectful and free from all forms of discrimination, violence and abuse.

***“Disrespect of women does not always lead to violence against women, but all violence against women starts with disrespect”***

– Malcolm Turnbull, 2017

## EXPECT RESPECT!

*We acknowledge that members of the LGBTIQ+ communities may also experience violence, disrespect and discrimination. Under the Public Sector Act 2009 Code of Ethics, any act of violence, disrespect or discrimination in the workplace is not tolerated.*