

Challenge DV

YOUR WORKPLACE PARTNER TO END
DOMESTIC & FAMILY VIOLENCE

DFV Workplace Training Programs

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ChallengeDV.org

Workplace Training Programs

Our workplace training solutions include a blended model of face-to-face, virtual and e-learning. They have been designed on best practices and have been developed over two decades of delivering gender-based violence prevention and education sessions with diverse populations across Australia. We use a continuous improvement model incorporating feedback, evaluation, up to date statistics and expert advice

- **Face-to-Face**

This is our preferred method of delivery and includes interactive activities, small group conversations, customised case studies, movement, and colour to meet all adult learning styles. Challenge DV has developed its training methodology based on a trauma informed approach and we believe this approach is best suited in order to reduce the likelihood of re-traumatisation for your staff.

- **Virtual**

This alternative training modality has similar content as the face-to-face program and includes interactive activities, polls, and customised case studies. Our virtual training is designed to complement your existing workplace learning or as an alternative to face-to-face training, particularly during times when staff are unable to attend face-to-face sessions or for staff in regional and remote locations.

- **E-Learning**

Our online e-learning is suitable for all staff and provides an understanding of why domestic and family violence (DFV) is a workplace issue, the prevalence and includes case studies and reinforces the framework of recognise, respond, and refer.

Keeping Your Staff Safe

*Participant Safety:

Trauma-informed practice indicates that non-triggering language and imagery is preferable when presenting difficult material where everyone's experience of DFV in the room will be different. Challenge DV ensures that all training is developed with a trauma-informed lens whilst co-creating a sense of safety in the room for all participants. Best practice involves utilising face-to-face training which assists in managing everyone's safety.

Our training principles



Recognise – How to recognise the signs of DFV within individuals & workplaces.

Respond – Responding appropriately to changes in work performance, behaviours, or appearance as well as how to respond to disclosures.

Refer – Where to refer people affected by DFV and how to encourage seeking help safely.

PRODUCT OFFERING 1

Specialist Training

Face-to-Face - 3 Hours

Virtual Training - 2 Hours

This Domestic and Family Violence (DFV) Training Program provides the tools an organisation needs to Recognise, Respond and Refer those employees affected by DFV.

Your workforce will develop the knowledge, confidence and skill set to manage the epidemic that impacts all of us.

Topic explored

- Causes, prevalence, and impacts of domestic and family violence. Definition of what DFV is and the attitudes that normalise, perpetuate and condone this within communities.
- Strategies to respond safely without escalating risk.
- How to use workplace policies, workplace procedures, and access support available.

Learning outcomes

- Increase participants understanding and confidence to Recognise, Respond and Refer to DFV.
- Participants will be able to explain why DFV is a workplace issue.
- Participants will develop an understanding of what underpins and causes DFV.
- Certificate of completion and post training survey available.

Who should attend?

This training is suitable for all workplace staff who are Leaders, Managers, Human Resources, Diversity & Inclusion, People & Culture and any other staff who are passionate about creating a world without violence.

*A pre-requisite for virtual training is for staff to have previously completed either our face-to-face or eLearning program on how to Recognise, Respond and Refer to DFV.

Contact us for a customised quote for your workplace.

PRODUCT OFFERING 2

First Responder Training

Face-to-Face - 2 Hours

Virtual Training - 1.5 Hours

We all have a role to play in creating workplaces, homes, schools and communities where everyone is safe, equal and valued. This 1.5 hour training program has been developed to support those leaders and staff who are passionate about creating a world without violence.

Topic explored

- Causes, prevalence, and impact of DFV
- Definition of what DFV is and the attitudes that normalise, perpetuate and condone this within our societies.
- Strategies to respond safely without escalating risk.
- How to refer someone to support using your workplace procedures and supports.

Learning outcomes

- Increase staff understanding and confidence to Recognise, Respond and Refer a staff member to supports.
- Participants will have an understanding of why DFV is a workplace issue.
- Certificate of completion and post training survey available.

This training can be provided in a blended model, either face-to-face or virtually. The training is best suited to workplace staff such as peer support, mental health first aiders, supervisors and any staff who are passionate about creating change and providing support to those staff who are affected by DFV.

*A pre-requisite for virtual training is for staff to have previously completed either face-to-face or eLearning to Recognise, Respond and Refer to DFV.

Contact us for a customised quote for your workforce.

PRODUCT OFFERING 3

Safety Planning

Face-to-Face - 2 Hours

Virtual Training - 1.5 Hours

This training program has been developed to support your staff in developing the skills and confidence in utilising a workplace safety plan.

Safety planning is an important aspect of how you can support your staff. A safety plan is a personalised and practical plan that can help the workplace know the best and safest way to respond.

Topic explored

- Causes, prevalence, and impact of DFV.
- The role of safety planning within the workplace.
- High risk indicators which increase the risk of lethality to someone experiencing violence.
- Workplace strategies and supports available.
- Conversation starters and interactive case studies to understand the complexity of the topic.
- Should your workplace not have a safety plan then a best practice template will be made available.

Learning outcomes

- Develop an understanding of the importance of safety planning.
- Demonstrate the ability to sensitively, empathetically and safely complete a workplace safety plan.
- Increased awareness of high-risk indicators.
- Increase confidence in responding when the workplace may be at risk.
- Certificate of completion and post training survey available.

This training is best provided face-to-face and is suitable for all workplace staff who are leaders, managers, Human Resources, Diversity & Inclusion, People & Culture, and any other staff who are passionate about creating a world without violence.

*A pre-requisite for virtual training is for staff to have previously completed either face-to-face or eLearning to Recognise, Respond and Refer to DFV.

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PRODUCT OFFERING 4

Creating Change

Face-to-Face - 3 Hours

Virtual Training - 2 Hours

This training program Creating Change – Being an Active Bystander supports participants to act when confronted with harassment or abuse. An active bystander is someone who takes action after witnessing or hearing about an incident that is harassing, violent, abusive or discriminatory.

We know that to create a world free from violence, we need individuals who are confident to be active bystanders within our community to create change.

Topic explored

- Causes, prevalence, and impact of domestic and family violence.
- Behaviours and attitudes that justify, excuse, blame, trivialise or minimise domestic and family violence (DFV).
- Strategies to respond directly and indirectly as active bystanders.
- How to take action to challenge a culture that supports abusive and harassing behaviours.
- Practical tools to be an active bystander including strategies to engage in conversation while working remotely.

Learning outcomes

- Increase understanding and confidence to discuss DFV, harassment and discrimination.
- Build skills and confidence to challenge attitudes and behaviours that enable DFV.
- Demonstrate an understanding of the bystander effect and how to overcome this.
- Demonstrate an understanding of the active bystander tools that can be utilised to challenge discrimination, harassment or bullying within the workplace or community.
- Certificate of completion and post training survey available.

Who should attend?

This training is suitable for all workplace staff who are leaders, managers, Human Resources, Diversity & Inclusion, People & Culture and any other staff who are passionate about creating a world without violence.

*A pre-requisite for virtual training is for staff to have previously completed either face-to-face or eLearning to Recognise, Respond and Refer to DFV.

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PRODUCT OFFERING 5

Respectful Relationships

Face-to-Face - 3 Hours

Virtual Training - 2 Hours

Workplaces have a vital role to play in creating a world where staff are not only safe but are also respected, valued, and treated as equals regardless of their gender.

This training program supports workplaces to model respectful relationships at work and embed a whole of workplace approach to build a culture of respect and gender equality.

Topic explored

- Causes, prevalence, drivers, and impact of domestic & family violence (DFV).
- Strengths-based approaches to being leaders in the primary prevention of DFV.
- How to contribute to creating a whole of organisation approach to creating change.
- Practical tools to embed respectful relationships across the workforce.
- Strategies to create change within workplaces and community.

Learning outcomes

- Increase your understanding and confidence to discuss DFV, harassment and discrimination.
- Build your skills to challenge attitudes and behaviours that can lead to DFV.
- An understanding of the drivers of DFV.
- Understand the link between gender inequality and DFV.
- Develop an awareness of your unconscious bias.

Who should attend?

This training is suitable for all workplaces and its team members who have completed Specialist DFV training.

We all have a role to play in creating workplaces, homes, schools, and communities where everyone is safe, equal and valued.

*A pre-requisite for virtual training is for staff to have previously completed either face-to-face or eLearning to Recognise, Respond and Refer to DFV.

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PRODUCT OFFERING 6

Workplace Resilience

Face-to-Face (2 facilitators) - 3 Hours

We know that resilient team members can manage their wellbeing and perform effectively in the workplace.

This training program provides your staff with the ability to understand the role of resilience, how to develop resilient teams, strategies to safety plan with your staff, as well as the signs of workplace stress, burnout, compassion fatigue and vicarious trauma.

Topic explored

- Understanding and identifying stress, burnout, compassion fatigue and vicarious trauma in your workforce.
- The importance of setting personal and professional boundaries.
- Building resilience within teams.
- How teams can implement strategies to foster connection in times of isolation.
- Practical application of knowledge through developing participants' own Wellness Plan.
- Referral pathways, internal and external to provide support.

Learning outcomes

- Increase understanding and confidence to identify the differences between workplace burnout, stress, compassion fatigue and vicarious trauma.
- Build the skills to develop team protective factors to increase resilience.
- Develop an increased understanding of workplace boundaries and the importance of this when supporting staff.
- Completion of a Wellness Plan and clear guidelines on when to seek help.
- Certificate of completion and post training survey available.

Who should attend?

This training is suitable for all workplace staff who are leaders, managers, Human Resources, Diversity & Inclusion, People & Culture and any other staff who are passionate about creating a world without violence.

*A pre-requisite for virtual training is for staff to have previously completed either face-to-face or eLearning to Recognise, Respond and Refer to DFV.

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Contact Us

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