

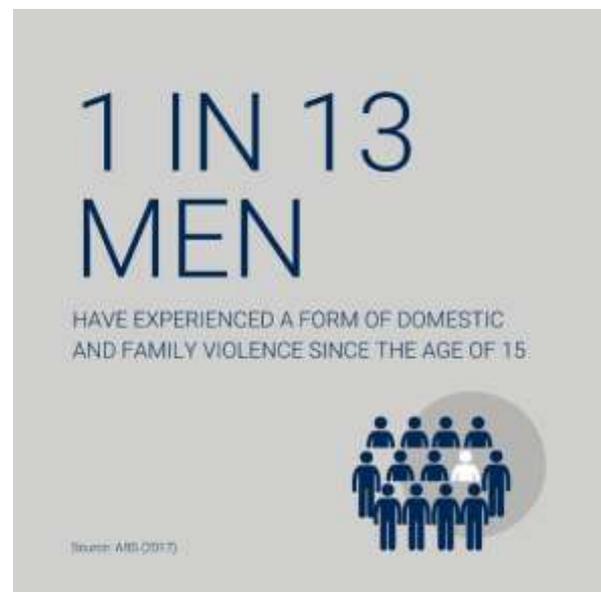
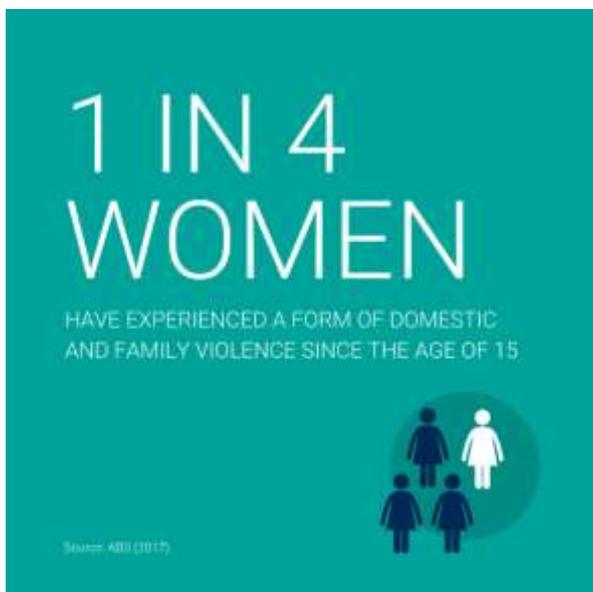
Challenge Zero Summary

Challenge Zero is Challenge DV's (formerly Australia's CEO Challenge) workplace domestic and family violence (abuse) prevention and response program. Challenge Zero provides workplaces with an evidence based and supportive approach to strive towards zero instances of domestic and family violence, contributing to the overall wellbeing of its people so that they can realise their potential and contribute fully to themselves, work, families, career and communities. Domestic and family violence (abuse) is a complex societal issue that impacts individuals, families, communities, workplaces and the economy.

The Australian Bureau of Statistics acknowledges that there is no single nationally or internationally agreed definition as to what constitutes 'Family Violence', 'Domestic Violence' or any similar term.

Domestic and family violence can be described as...

'when one person uses violence or abuse to control another person. It affects people of all cultures, religions, ages, genders, sexual orientations, educational backgrounds and income levels. Domestic and family violence manifests in many forms and can include threatening behaviour, stalking and harassment, physical, sexual, financial, verbal, spiritual, social or emotional abuse.'



Why does ending DFV matter?

In Australia, domestic abuse has been found to be a leading cause of homelessness and a key contributor to affecting an individual's wellbeing and relationships. It is important that as individuals and workplaces, we understand and are aware of domestic abuse and how that may impact team members.



Having a proactive approach to preventing and responding to domestic abuse enables workplaces to better support its people, increase workplace safety, attract, and retain talent, have improved culture, engagement and enhanced workplace performance.

Our approach to ending Domestic and Family Violence

Underpinning our approach to supporting workplaces, Challenge Zero focusses on Prevention, Response and Leadership. Changing what others think and do, and influencing how they feel, is determined by cultural maturity, behaviours, and attitudes.

Challenge Zero is based on maturity pathways and the influence of workplace enablers as key drivers for sustainable culture change and to positively impact the prevention of domestic and family violence. We have developed workplace enablers to drive action and create change.



Legal and ethical obligations

Australian workplaces are governed by legal and ethical obligations when considering domestic abuse risks and the influence a workplace has on the wellbeing of its people.

This work directly aligns with the National Plan to reduce violence against women and their children – 2010 – 2022. Challenge DV is actively collaborating with Australian Government, Our WATCH, Male Champions of Change and Central Queensland University to establish guidelines to standardise the approach to workplace prevention for domestic abuse.

Visible leadership, prevention and strengthening workplace response have been identified as core priorities for the guidelines to inform workplaces on best practice. Our Challenge Zero model builds on existing workplace practices and provides an approach for supporting a healthy workplace culture and individual wellbeing based on the following 5 steps:

Step 1	Commitment and Leadership
Step 2	Planning
Step 3	Implementation
Step 4	Education and Awareness
Step 5	Monitor, Review, and Adjust

To find out more head to challengedv.org or contact us team@challengedv.org