



ANNUAL REPORT

2019–20

**Respect
Victoria**

Preventing
Family
Violence



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Dedication

This work is dedicated to all victim survivors of family violence and those who have been killed as a result of family violence. We keep forefront in our minds all those who are still experiencing family violence today, and for whom we undertake this work.

Aboriginal Acknowledgment

Respect Victoria acknowledges Victoria’s Aboriginal people as the First Peoples and Traditional Owners and Custodians of the land and water on which we rely. We acknowledge and respect that Aboriginal communities are steeped in traditions and customs built on a disciplined social and cultural order that has sustained 60,000 years of existence. We acknowledge the significant disruptions to social and cultural order and the ongoing hurt caused by colonisation.

We acknowledge the ongoing leadership role of Aboriginal communities in addressing and preventing family violence and will continue to work in collaboration with the First Peoples to eliminate family violence from all communities.

Commitment to Dhelk Dja: Safe Our Way

Respect Victoria commits to being guided by the principles, strategic priorities and definition of Aboriginal self-determination in Dhelk Dja: Safe Our Way – Strong Culture, Strong Peoples, Strong Families in our work to address family violence. We recognise that Dhelk Dja is everyone’s business. Everyone, all services and all parts of government in Victoria, are accountable for a future in which Aboriginal people live free from family violence. Only by working together and implementing Aboriginal led solutions can we end family violence.

Chair and Chief Executive Officer Report

On behalf of the Respect Victoria Board and staff, we are pleased to share with you Respect Victoria's Annual Report of operations for 2019-20.

The past financial year has been significant for Respect Victoria. A young organisation, we celebrated our first anniversary in 2019 – marking the passage of the *Prevention of Family Violence Act 2018*. This historic legislation established Respect Victoria as the first statutory authority dedicated to the primary prevention of all forms of family violence and violence against women.

Primary prevention addresses family violence and violence against women at its roots. Violent behaviour does not start with an individual perpetrator and it does not appear out of thin air. Violence is shaped and driven by gender inequality, marginalisation, and other forms of discrimination. These drivers of violence are deeply entrenched and not easily picked apart. They have influenced the behaviours and attitudes of generations.

In one sense, this is the key challenge of our work. Primary prevention is inherently long-term. It is multi-layered. It requires coordination across government, industries, organisations and communities.

As an organisation, we are often confronted by the conflicting realities of an urgent need for change and the long-term nature of primary prevention. In our first full year, we successfully balanced a healthy tension between the two. We delivered real outcomes, while establishing a foundation to ensure we have the capacity and capability to maintain an exceptional standard of work. We work this way because we know changing the culture that allows violence to happen is not a short-term goal – we are in it for the long haul.

In 2019-20, we made significant progress against the first year of our Strategic Plan. We delivered four behaviour change campaigns to challenge the social norms, practices and structures that perpetuate violence.

Our campaign against elder abuse is building traction, with more Victorians becoming aware of and engaging with the issue, acting to prevent it, and seeking help. Our bystander intervention campaign had similarly encouraging results, with more Victorians reporting they would call out violence as a result of seeing the campaign.

We commenced critical action research projects to interrogate the 'why' behind less understood forms of family violence. By building the evidence we can determine what works to prevent elder abuse, LGBTIQ family violence, Aboriginal family violence, and violence against women with disabilities – before they start. Our flagship research project, the Family Violence Data Platform, will give Victoria the ability to track progress on prevention over time. Our National Community Attitudes Survey dissemination project is making existing research practical, meaning more practitioners can understand and use data on prevention of violence against women in their work.

Beginning in March, we were forced to rapidly reassess and reposition our work in the face of the coronavirus (COVID-19) pandemic. The virus has exposed the fault lines of systemic inequality. Indeed, many of the factors that put people at higher risk of coronavirus (COVID-19), and its social and economic fallout, are also responsible for heightened risk of family violence and violence against women.

Respect Victoria moved to convene a regular forum of the family violence prevention sector to respond to the impacts of the coronavirus (COVID-19) pandemic, including in the

context of structural and systemic discrimination. This included the development of guiding principles for primary prevention during the pandemic. These have informed an emergent framework on primary prevention in the disaster management cycle. We redeveloped our campaign strategy to address the 'shadow pandemic' of family violence. We commissioned rapid research into the impacts of the pandemic on older people, LGBTIQ people, and the primary prevention workforce. Importantly, we are positioning the need to build primary prevention into broader disaster preparedness. As we enter periods of phased recovery, Respect Victoria and our partners are advocating for a 'build back

better' approach to rebuilding our society and economy, making them more equitable and inclusive – and therefore safer.

We sincerely thank our partners in the sector who have led this work for decades, and the Minister for the Prevention of Family Violence, the Hon. Gabrielle Williams MP for her ongoing leadership. As Chair and CEO – thank you to our people, the Respect Victoria Board and staff. This work is not possible without you.

As we do this work, we hold in our minds always those people whose lives have been violently taken from them, and those who continue to suffer violence. Our work is dedicated to them.



Melanie Eagle
Melanie Eagle
Chair



Tracey Gaudry
Tracey Gaudry
Chief Executive Officer



About Respect Victoria

Respect Victoria is an independent Statutory Authority dedicated to the primary prevention of all forms of family violence and violence against women. Our focus is stopping violence before it starts, by changing the culture that allows it to happen.

We do this by following a primary prevention approach. Primary prevention works by identifying the underlying causes – or drivers – of violence. These include the social norms, practices and structures that influence individual attitudes and behaviours. Primary prevention focuses on changing behaviour by challenging these drivers across the whole community.

Our Role

Respect Victoria was established under the *Prevention of Family Violence Act 2018* to fulfil Recommendation 188 of the Royal Commission into Family Violence. We deliver on commitments under *Free from violence: Victoria's strategy to prevent family violence and all forms of violence against*

women. We lead on two of the five pillars outlined in *Free from violence* – research and evaluation, and engage and communicate with the community.

Respect Victoria's legislated responsibility under the Act includes providing advice to the Minister for the Prevention of Family Violence on policy, decision making and funding.

We monitor and report on trends in family violence and violence against women. We undertake and disseminate research into the drivers of family violence and violence against women. Using this research, we develop and promote best practice primary prevention programming. We provide advice about what programs work and what should be invested in.

Primary prevention's whole-of-population approach means we bring this work to all areas of Victorian life. Respect Victoria collaborates with government, industry, organisations and communities to promote awareness of and strengthen primary prevention. Informed by research, we lead behaviour change campaigns and engage with stakeholders across sectors and settings to build a culture of respect for all Victorians.



Section 1 Report on Operations

Respect Victoria

Highlights from the Year

Respect Victoria Turns One

On 4 October 2019 we celebrated the first anniversary of the passage of the *Prevention of Family Violence Act 2018*, establishing Respect Victoria as Victoria's first agency dedicated to preventing all forms of family violence and violence against women.



Primary Prevention Action Research

We use evidence to stop violence before it starts. We set our multi-year research agenda, commencing foundational projects to better understand the drivers of different forms of family violence.



Respect Women: 'Call It Out'

Everyone has a role to play in calling out violence. We ran our campaign promoting bystander intervention on public transport during the *16 Days of Activism Against Gender-Based Violence (16 Days)*, supported by community engagement across Victoria's 79 Local Government Areas.



Respect Older People: 'Call It Out'

Elder abuse remains one of the most unrecognised forms of abuse Victorians face. We ran this campaign with a focus on raising awareness of elder abuse in multicultural communities.

National Community Attitudes Survey

The National Community Attitudes towards Violence Against Women Survey measures Australian attitudes towards gender equality and violence. In partnership with Australia's National Research Organisation for Women's Safety (ANROWS) and VicHealth, we supported primary prevention practitioners to understand and use this critical data on attitudes to gender equality and violence against women.



Respect Each Other: 'Call It Out' (COVID-19)

The disruption of restrictions and physical distancing has put real pressure on families. As Victoria increased restrictions, we launched this campaign encouraging Victorians to be active bystanders to family violence, and for victims and perpetrators to seek support.



COVID-19 Rapid Research

The coronavirus (COVID-19) pandemic changed how people live. We commenced rapid evidence gathering to understand its impact on the prevention of family violence and violence against women.



Guiding Principles on Primary Prevention During COVID-19

Together with agencies in the prevention sector, we developed a set of guiding principles to prevent family violence and violence against women during coronavirus (COVID-19), informing an emergent primary prevention and disaster management framework.



Family Violence Data Platform

Understanding progress is critical to creating a violence free Victoria. We completed the first phase of this project, establishing a set of primary prevention indicators to track population-level progress on the prevention of family violence and all forms of violence against women.

Vision

All people are safe, equal and respected, and free from all forms of family violence and violence against women.

Purpose

To prevent all forms of family violence and violence against women before they happen, by driving evidence-informed primary prevention.

Principles

Our work is guided by the following principles:

Human rights	Human rights are essential in a democratic and inclusive society that respects the rule of law, human dignity, equality and freedom.
Gender equality	Gender equality is the precondition for a more equal society and includes the social rights, responsibilities and opportunities of women, men, trans and gender diverse people.
Self-determination	Self-determination is the foundation for better outcomes for Aboriginal people. It is an approach that recognises and respects the inherent strength and diversity of Aboriginal people, families and communities.
Intersectionality	Intersectionality recognises people’s lived experiences and the interconnected nature of their identities across gender and gender identities, sexual orientation, race, ethnicity, Aboriginality, language, religion, class, socio-economic status, ability and age.

Pillars

To achieve our vision, we will:

1 Research, monitor and evaluate	2 Communicate and engage	3 Drive uptake	4 Coordinate and collaborate	5 Advise and influence
▼ Inform policy and practice through research, monitoring and evaluation into the drivers of violence and how violence can be prevented.	▼ Build community awareness of the drivers of all forms of family violence and violence against women, contribute to cultural change and challenge these drivers.	▼ Drive uptake of best practice primary prevention by setting the standard and supporting policy makers and practitioners in government, industry, organisations and communities.	▼ Coordinate and collaborate to strengthen primary prevention across government, industry, organisations and communities.	▼ Advise and positively influence government, industry and organisations on effective primary prevention policy, practice and investment.

Pillar 1

Research, Monitor and Evaluate

Inform policy and practice through research, monitoring and evaluation efforts into the drivers of violence and how violence can be prevented.

Foundational Frameworks

In 2019-20, Respect Victoria progressed foundational frameworks for our research work and beyond:

- We commenced development of a Systemic Theory of Change. The Theory of Change will define the path to achieve our long-term vision of a future free from violence. It will inform our research agenda, our campaigns, stakeholder engagement, and how we monitor and evaluate our work.
- We developed an intersectionality strategy to inform all aspects of our work. It addresses how social factors – like ethnicity and gender – contribute to the inequality, discrimination and disadvantage that drive family violence and violence against women. It will be used as a model for other Victorian organisations to deliver and evaluate primary prevention with an intersectional lens.

- Responsibility for the statewide *Free from violence* monitoring and evaluation framework transitioned from the Office for Women to Respect Victoria. We are leading this work to strengthen primary prevention across Victoria. The framework will enable policy makers and practitioners to assess program effectiveness and share evidence of what works to influence community attitudes, behaviours and structures.

Action Research Projects

In 2019-20, Respect Victoria set our multi-year research agenda using a participatory consultation process. Our projects apply an action research methodology – meaning the people impacted are part of the research. The aim of this research is to better understand the drivers of different forms of violence, and what works to prevent them from occurring in the first place.



Older Victorians

Evidence shows that most violence experienced by older people occurs in an intergenerational family context. But there are gaps in our understanding of how to prevent this violence from happening in the first place. Working with the National Ageing Research Institute (NARI), we are building knowledge of the drivers of intergenerational family violence and developing evidence-informed prevention strategies. This research draws

on the lived experience of older Victorians, working directly with them, their family members and service providers.

A review of current evidence has been completed, which has informed a pilot intervention. We are addressing ageism – a key driver of elder abuse – by pairing older and younger Victorians together, reducing loneliness and increasing their social connectedness.



LGBTIQ Victorians

In heterosexual relationships, the transition to parenthood is widely understood to be a high-risk time for the onset of family violence. However, for LGBTIQ couples – this critical time is less understood.

Working with drummond street services, we determined that rigid constructs of gender, gender roles, sexuality and family structures provide the context in which family violence occurs for LGBTIQ people. Social norms stereotype new parents as cisgender and heterosexual. That means that along with the challenges of having

a new baby, LGBTIQ parents are confronted by exclusionary stereotypes at every point on their journey as a new parent. From maternal-child health, to parents' groups, the workplace and their own families, LGBTIQ parents are faced with unique hurdles that are not often understood or accounted for. To challenge these drivers of family violence, we worked with parents and perinatal sector professionals to create training and resources to make the transition to parenthood for people in this community more inclusive, and therefore safer.



Women with a Disability

While family violence affects people from all cultures, ages and socio-economic groups, the extent, nature and dynamics of violence vary across people and communities. The intersection of gender and disability means that the nature and dynamics of violence against women with disabilities is different than women without disabilities. Working with

the University of Melbourne, our research indicates that one in three women with disabilities in Australia report at least one incidence of violence since the age of 15. These women are at a high risk of sexual violence. We are now using this evidence to design, test and evaluate interventions to prevent violence against women with disabilities from occurring in the first place.

Pillar 2

Communicate and Engage

Build community awareness of the drivers of all forms of family violence and violence against women, contribute to cultural change and challenge these drivers.

Behaviour Change Campaigns

In 2019-20, Respect Victoria continued to deliver behaviour change campaigns to shift the social norms, practices and structures that allow all forms of family violence and violence against women to occur. These campaigns shine a light on some of the less understood forms of violence and give Victorians the tools to help prevent violence from occurring.

This year, we delivered three discrete behaviour change campaigns addressing gender inequality and other forms of discrimination: *Respect Older People: 'Call It Out'*, *Respect*

Women: 'Call It Out' (Public Transport) and most recently, *Respect Each Other: 'Call It Out' (COVID-19)*.

Respect Older People: 'Call It Out'

Between two and 14 per cent of older people experience elder abuse. Because of the stigma surrounding this form of abuse, however, it is under-reported – meaning its prevalence is likely to be even higher than the statistics suggest.

People who speak little English are at increased risk of elder abuse, as language barriers can make it difficult to get information and navigate services.

Respect Victoria is committed to eliminating all forms of family violence – including elder abuse. In October and November 2019, we ran a second wave of *Respect Older People: 'Call It Out'*, with a specific focus on Victoria's cultural and linguistically diverse communities. The campaign raises awareness of what elder abuse really looks like and targets the negative attitudes that drive it. Coinciding with Seniors Month in October 2019, the campaign included advertisements and support materials translated into five of Victoria's major language groups – Arabic, Chinese, Greek, Italian and Vietnamese. Working with the National Ageing Research Institute and the Seniors, Ageing and Carers Branch of the Department of Health and Human Services, we tailored accessible and user-friendly materials to reach each of these communities.



COVID-19 Rapid Research

Disasters are well established as having major, gendered repercussions. In response to the coronavirus (COVID-19) pandemic, Respect Victoria undertook rapid evidence gathering to understand the impact of the pandemic on the prevention of family violence and violence against women. With our partners at the Gender and Disaster Pod, NARI and drummond street services, we co-designed three projects to develop primary prevention guidance and policy advice in preparation for future disasters:

- *Primary Prevention Practitioners: Workforce impact of the pandemic* – the impact of restrictions on Older Victorians. Research will inform guidance for emergency managers and service providers to prevent elder abuse during and after a disaster.
- *coronavirus (COVID-19) and LGBTIQ Family Violence: Prevention in the Pandemic* – the impact of the pandemic on LGBTIQ family violence. Research will inform policies, programs and resources to reduce the risk of LGBTIQ family violence in disaster and emergency situations.
- *Elder Abuse and Disaster: Prevention, Resilience and Recovery* – the impact of the pandemic on primary prevention practitioners. Research will inform recommendations about the resourcing and support needed for primary prevention practitioners in disaster and emergency situations.

These resources will be finalised in early 2020-21. They will contribute to the overall knowledge base on primary prevention and the disaster cycle. The aim is to prevent violence before it starts during future disasters, whether that be the bushfire season or beyond.



More recently, the coronavirus (COVID-19) pandemic raised concerns about an increase in elder abuse. Messaging around the pandemic has amplified the perceived vulnerability of older people, which could lead to a rise in ageism – a key driver of elder abuse. We needed to show Victorians that older Australians are capable, but still need our support – just like anyone else. As more Victorians stay at home, older people can end up isolated or

without their usual supports. For others, it may mean moving back in with relatives and those most likely to perpetrate acts of elder abuse.

To raise awareness of this risk and to counter ageism, we ran a further phase of the campaign during the month of June. Launched on World Elder Abuse Awareness Day, we created three online videos to support *Respect Older People: 'Call It Out'*. Featuring conversations

between older Victorians and their grandchildren, these resources used a primary prevention frame to counter ageism as a key driver of elder abuse. By showcasing how older people are staying connected to their families, the videos highlighted the 'positive opportunities' the pandemic presents for the transformation of traditional power dynamics, norms, practices and structures to help keep everyone safe.



**RESPECT
EACH OTHER**

Connection keeps us strong.



Respect Women: 'Call It Out' (Public Transport)

Safety in public spaces is everyone's business. Every Victorian has a role to play in preventing violence against women but they need the tools to do it.

In November and December 2019, Victoria recognised the global *16 Days of Activism Against Gender-Based Violence campaign (16 Days)* for the fourth consecutive year. Respect Victoria's call to action for *16 Days* encouraged Victorians

to call out sexual harassment on public transport, supported by our *Respect Women: 'Call It Out' (Public Transport)* campaign. The campaign gives people the tools to call out inappropriate behaviours before they escalate. This meant bringing every Victorian into the conversation around violence prevention and emphasising the role each of us has in preventing violence against women.

To support this call to action across local communities, Respect Victoria funded the Municipal Association of Victoria (MAV) to develop and deliver a series of community-based engagements and activities. These included community run activities by women's health organisations, family violence agencies, and others, as well as the annual Melbourne Walk Against Family Violence. In partnership with MAV and the Domestic Violence Resource Centre of Victoria, we developed resources that supported every one of Victoria's 79 Local Government Areas to run *16 Days* in their local communities.



Respect Each Other: 'Call It Out' (COVID-19)

From March 2020, a series of restrictions and stay at home orders were implemented to reduce the spread of coronavirus

(COVID-19) across Victoria. While necessary to protect public health, these measures led to a growing concern for people affected by family violence. People at risk or experiencing family violence

were now forced to spend extended periods of time with perpetrators, against the backdrop of financial uncertainty, job losses, home-schooling, isolation from community and support systems, and other stressors.



Responding directly to the pandemic, the *Respect Each Other: 'Call It Out' (COVID-19)* campaign reinforced that there is never an excuse for abuse. The campaign – a revised advertisement based on The Victorian State Government campaign, *There's Nothing Good*

About Dads Who Abuse Women – was originally produced in response to the 2016 Royal Commission into Family Violence. Focused on family life in the home, it encouraged both victims and perpetrators to recognise family violence and seek support. It also demonstrated

how others can do their part, encouraging bystanders – like neighbours, other family members and friends – to know the warning signs, and call out abuse when they see it.



Source: Bond, M & Price-Ackers, C 2019, *The Shannon Company Family Violence Campaign Tracking Quantitative research report Wave 9*, EY Sweeney, Melbourne.

Bond, M & Price-Ackers, C 2020, *The Shannon Company Family Violence Campaign Tracking Quantitative research report Wave 10*, EY Sweeney, Melbourne.

Engagement

Primary prevention's whole-of-population approach means Respect Victoria works across all areas of Victorian life. We work with stakeholders across government, industry, community and organisations to ensure we fulfil our legislative remit and progress our strategic goals.

Throughout the first year of our 2019-22 Strategic Plan, we continued to build our relationships with those who have led this work for decades. We maintained regular engagements with our partners in the primary prevention and family violence response sector, including VicHealth, Domestic Violence Resource Centre Victoria, the Dhelk Dja Partnership Forum, the Victim Survivors Advisory Council, Our Watch, ANROWS, response services, women's health agencies and gender equality organisations.

To support our legislative remit, we continued to strengthen our relationship with departments and independent offices of the Victorian Government to ensure their work supports primary prevention in all aspects of policy and service delivery. This included regular reporting to the Family Violence Reform Implementation Monitor, and regular engagement with family violence prevention work at the Commonwealth level.

We hosted an event in the halls of the Victorian Parliament to build awareness of our work among legislators. We shared with Members of Parliament our role and legislative remit to prevent violence before it starts, launching our *Respect Women: Call It Out (Public Transport)* campaign in support of the *16 Days of Activism*

Against Gender-Based Violence (16 Days).

In 2019-20, we took our primary prevention work to new spaces, crossing both industries and geography. We brought our work to regional Victoria – Geelong, Gippsland and the Mallee – to determine the opportunities and challenges for primary prevention in local and regional communities.

We started new relationships focused on primary prevention in

public transport, the university sector, sport and the construction industry. We shared Victoria's leading working on primary prevention with the world, hosting delegations from New Zealand, Brazil, Colombia and Peru.

We met with the UN Human Rights High Commissioner. We joined gender equality advocates from across the Asia-Pacific to support Melbourne's bid to host the 2022 Women Deliver conference.



Launching *Respect Women: Call It Out (Public Transport)* in support of *16 Days of Activism Against Gender-Based Violence*, Parliament of Victoria, November 2019.

Pillar 3

Drive Uptake

Drive uptake of best practice primary prevention by setting the standard and supporting policy makers and practitioners in government, industry, organisations and communities.

Family Violence Data Platform

Recommendation 143 of the Royal Commission into Family Violence is to ensure Victoria can measure the extent of and response to family violence in different communities. To fulfil this recommendation, Respect Victoria are working with the Victorian Crime Statistics Agency to create a Family Violence Prevention Data Platform.

We completed the first phase of this project, which was to identify a set of primary prevention indicators that will be built into the online interactive dashboard.

The platform will also help us identify and respond to gaps in family violence data for different communities. The result will be the ability to monitor trends in the prevention of family violence and violence against women over time.

Practitioner Forums

Together with our partners, we hosted policy forums and professional development events for prevention practitioners.

With VicHealth we hosted a forum on bystander action to call out sexism and sexual harassment. Practitioners from across a range of sectors learned about best practice to prevent

workplace sexual harassment, how to be a proactive bystander, and resources to support their primary prevention work.

With the Gender and Disaster Pod we ran training for prevention practitioners on gender in disaster response and recovery. The training strengthened the capacity of health, community and emergency sectors to challenge gender stereotypes and inequalities in disaster contexts, giving them strategies to prevent and respond to family violence during disasters – whether that is during the coronavirus (COVID-19) pandemic, our next bushfire season, or beyond.

In partnership with ANROWS and VicHealth, we supported practitioners to understand and use decades of findings from the National Community Attitudes towards Violence against Women Survey (NCAS). Understanding Australians' knowledge and attitudes to gender equality and violence against women, and how those attitudes change over time, is critical for people whose work is dedicated to primary prevention. This project included a series of workshops and an online community of practice to show practitioners how they can use the NCAS to support their prevention work.

We developed a toolkit for practitioners, giving them creative ways to raise awareness of harmful attitudes and behaviours. Tools range from helping practitioners deal with backlash and resistance to gender equality, how to tap into media and social

media, how to use storytelling in prevention work, and more.

Research Translation

We commenced work to turn our research findings into practical guidance. This includes

determining how research findings will inform our behaviour change campaigns, prevention programs and policy advice.



National Community Attitudes Survey Workshop in Carlton, October 2019.



The Behavioural Insights Gender Equality Event, 27 August 2019.
L to R: Nithya Gopu Solomon (VicHealth), Laura Wilkinson (Portable), Heather Nancarrow (ANROWS), Tracey Gaudry (Respect Victoria).

Pillar 4

Coordinate and Collaborate

Coordinate and collaborate to strengthen primary prevention across government, industry, organisations and communities.

Coordination and collaboration with other agencies is key to our success. Over 2019-20, Respect Victoria continued to build collaborative relationships with our government and community partners across family violence prevention and response.

The coronavirus (COVID-19) pandemic drove an intense period of collaboration, as reporting of family violence spiked. As with all disasters, the pandemic has exacerbated and further entrenched existing social and economic inequalities. If left unchecked, this has the potential to drive an increase in family violence in the medium to longer term. Critically, investment and resourcing of primary prevention cannot be forgotten in the disaster response and recovery cycle. Adequately resourcing prevention is vital to minimise the incidence of family violence associated with coronavirus (COVID-19), the bushfire season, and future emergencies in general.

In April, Respect Victoria convened and led a regular forum of agencies focused on preventing violence during the pandemic and in a wider disaster context. This

included building understanding and responding to the gendered impacts of disaster, and the impact on diverse communities. Together we developed a set of guiding principles to help maintain focus on the underlying drivers of family violence and violence against women both during and after disaster. These principles ensure consistency in primary prevention during the pandemic. They aim to mitigate spikes in family violence in future disasters, including the bushfire season.

Respect Victoria is also working to build a strong primary prevention system into the future. We mapped Victoria's current infrastructure for primary prevention of violence against women and family violence, identifying strengths to build on. By bringing new partners into this work, we will ensure everyone – government, industry, organisations and communities – takes responsibility for preventing family violence and violence against women. The result will be a more coherent and strategic system to drive prevention wherever Victorians live, work, learn and play.

Pillar 5

Advise and Influence

Advise and positively influence government, industry and organisations on effective primary prevention policy, practice and investment.

It is Respect Victoria's legislated responsibility to advise the Minister for the Prevention of Family Violence on policy, decision-making and funding. In 2019-20, this included advising on investment priorities based on consultation with the family violence sector and key stakeholders.

Building on the advice of the Family Violence Reform Implementation Monitor, we are supporting the Victorian Government to build governance arrangements for primary prevention. This includes strengthening relationships with key partners in the gender equality and primary prevention sectors, as well as new partnerships for prevention.

In 2019-20, Respect Victoria contributed to Victorian Government policy, including implementation of the *Gender Equality Act 2020* and proposed

reforms on sexual harassment in the workplace. We provided advice to government via work with the Family Violence Steering Committee, Family Violence Interdepartmental Committee, the Sexual Harassment Interdepartmental Committee, Dhelk Dja Partnership Forum, the Perpetrator Accountability Steering Committee, the Prevention Working Group, and other working groups.

Respect Victoria actively engaged with various organisations and communities on program development to prevent family violence and violence against women in various settings, including education, sport, local government, and the community health sector.

Foundations

Establishing our own, solid foundations gives Respect Victoria the capacity it needs to work effectively with others on primary prevention. In our first full year of operation, we built a foundation of sound governance, organisational and core business infrastructure to establish ourselves within the sector.

People, Leadership and Culture

In 2019-20, Respect Victoria grew from 18 to 25 people, enabling us to deliver across all strategic priority areas. This included the creation of our Strategy, Policy and Planning function, the recruitment of a new team for this function, and a General Manager of Operations. Like many organisations, the coronavirus (COVID-19) pandemic saw us move to remote working arrangements in March 2020. While we are not able to co-locate, our culture continues to thrive online through regular social activities, our employee recognition program, and support for staff.

Governance

Respect Victoria is guided by our Board of Directors and subject matter experts from our governance sub-committees. We achieved over 99 per cent compliance with Department of Premier and Cabinet financial and compliance obligations. The Board undertook a self-assessment as part of an annual performance review.

Strategy, Planning and Project Delivery

To continue to build our organisational capacity, Respect Victoria established a comprehensive set of enterprise development initiatives for 2020-21. We continued work on research and campaign strategies, including rapid adaptation and re-development in response to the coronavirus (COVID-19) pandemic.

Policy, Procedures and Processes

We have established a comprehensive suite of corporate policies. Staff know and are supported by these policies, which also provide our Board with strategic oversight of activities and operations. Our internal policies and procedures will continue to develop and evolve as we grow.

Systems, Equipment and Technology

In 2019-20, we completed the Machinery of Government transition from the Department of Health and Human Services to the Department of Premier and Cabinet. This encompassed all IT hardware, HR and payroll services, financial systems and processes, procurement, information management and security.

Data, Information and Knowledge Security

Our data migrated to the Department of Premier and Cabinet’s information management system in 2020. This required significant modification and will continue into 2021.

Finance

In 2019-20, Respect Victoria acquitted our full budget allocation. This is an exceptional result in our first full financial year, while the organisation is still in a significant build phase.

Premises

We relocated our premises to a new physical office location in the Melbourne CBD following the end of our lease.

Risk Management

Risk management is part of everything we do. In 2019-20, Respect Victoria developed tools including our risk management policy, risk management framework, risk appetite statement, risk dimensions, risk register and our risk tolerance matrix. We will continue to build on this work in 2020-21.



Section 2

Report on Governance, Finance and Compliance

Governance and Organisational Structure

Respect Victoria is governed by a skills-based Board of eight Directors including a Chair, operating as part of the Victorian Government under section 85 of the *Public Administration Act 2004*.

The Board is accountable to the Minister for the Prevention of Family Violence for the exercise of its functions. As outlined under section 16 of the Act, the Board is responsible for the oversight and management of the Agency and ensuring that the roles and functions performed by the Agency comply with the functions of the Agency under this Act.

Ten Board meetings were held during 2019-20.

Respect Victoria Board



Melanie Eagle Chair

Melanie Eagle is the Chief Executive Officer of Hepatitis Victoria and a Board Director of Hepatitis Australia. In these capacities she works as a collaborator with various research institutes. She is Chair of the Disability Workers Registration Board and a Director at Alfred Health.

Her past roles include work with the Department of Justice in women's advocacy, victim services and social policy, including family violence law reform.

Melanie spent her early career as a private practice lawyer specialising in discrimination and sexual assault, before joining the Victorian Equal Opportunity and Human Rights Commission.

Her previous board experience includes: Director, Star Health Service; Member, Victorian Disability Advisory Committee; Management Committee Member, Chronic Illness Alliance; Patron, Epilepsy Foundation and Mayor and Councillor of the then City of St Kilda. She has qualifications in Law, Arts, Social Work and International Development, and is a Graduate of the AICD.

Respect Victoria Committees: Board (Chair), Finance, Audit and Risk Committee (ex-officio), Research and Evaluation Advisory Committee (member).



Dr Andi Diamond Board Director

Dr Andi Diamond is the Chief Executive Officer of the City of Monash. Her experience extends across local government, health, emergency and community services. She is a Board Director of St John Ambulance Victoria.

She has served on numerous boards, including as President of the Metropolitan Fire and Emergency Services Board.

Respect Victoria Committees: Research and Evaluation Advisory Committee.



Dr Kate Fitz-Gibbon Board Director

Dr Kate Fitz-Gibbon is the Director of the Monash Gender and Family Violence Prevention Centre, and an Associate Professor in Criminology at Monash University.

Kate brings extensive expertise in family violence, femicide, criminal justice and law reform. She has advised on homicide law reform, family violence and youth

justice reviews in Australian and international jurisdictions.

Respect Victoria Committees: Research and Evaluation Advisory Committee (Chair).



Rod Jackson Board Director

Rod Jackson is an Advisory Panel Member of the National Indigenous Knowledges Education Research Innovation Institute at Deakin University. He is a Member of the Rail Tunnel Aboriginal Advisory Council, the Board of Australian Football League SportsReady and the Victorian Aboriginal Honour Roll Advisory Panel. He is a Reconciliation Adviser to both the Victorian Responsible Gambling Foundation and City West Water. Rod is a Board Director of the Indigenous Trajectory of the Emotional Well-Being Institute - Geneva.

Rod is an experienced leader of national and Victorian Aboriginal Community Controlled Health Organisations. He is a Respected Person/Elder on the County and Magistrates Courts, and volunteers with the Independent Prisoner Program.

Rod represents Respect Victoria in the Dhelk Dja Partnership Forum.

Respect Victoria Committees: Finance, Audit and Risk Committee.



Julia Mason Board Director

Julia Mason is currently a Board Director of the Transport Accident Commission (TAC) and Community 21.

Julia has extensive experience in strategy, finance and operations in the energy, advertising, real estate, and finance industries.

Her previous roles include Executive Director of the National Stem Cell Foundation of Australia, and senior commerce and finance positions with Sensis and BP. She has served as Chair of the Victorian State Emergency Services and One in Five, and as a Board Director of VicUrban and Same Business Different Outcome. Julia lectured in Corporate Financial Management with FinSia and is a graduate of the Williamson Community Leadership Programme.

She holds an MBA from the University of Chicago Booth School of Business.

Respect Victoria Committees: Finance, Audit and Risk Committee (Chair).



Liana Papoutsis Board Director

Liana Papoutsis is an experienced consultant providing services in the areas of family violence, gender equality and human rights. She is a passionate human rights, international relations and law academic, and a family violence and social change advocate. Liana brings to Respect Victoria her own lived-experience of surviving and starting life again after family violence, which she has used to inform foundational family violence reforms like Victoria's Support and Safety Hubs.

Liana was an inaugural member of the Victorian Government's Victim-Survivors' Advisory Council.

Respect Victoria Committees: Research and Evaluation Advisory Committee.



Steve Walsh Board Director

Steve Walsh has been a practicing lawyer for over 30 years. His legal experience includes family violence in migrant and refugee communities, social justice, and ensuring access to justice for diverse communities. Steve retired from his role as Chair, Director and Principal at Maurice Blackburn Lawyers in 2018. He maintains his practicing certificate and is a member of the Law Institute of Victoria.

Respect Victoria Committees:
Finance, Audit and Risk Committee.



Emily Maguire Board Director (resigned August 2019)

Emily Maguire has over 12 years' experience in the not-for-profit and government sectors. She was most recently the Chief Executive Officer of Domestic Violence Resource Centre, a statewide agency that works to prevent and respond to family violence and violence against women. Emily has previously held senior policy and project roles with Our Watch, the Department of Education and Early Childhood Development, CASA House, the Office of Women's Policy, VicHealth and the Australian Human Rights Commission. She holds a Bachelor of Arts from La Trobe University.

Finance, Audit and Risk Committee

The Standing Directions of the Minister for Finance under the *Financial Management Act 1994* (Vic) (FMA) require that each Public Sector Agency, appoint an Audit Committee to provide oversight and assurance.

The purpose of the Finance, Audit and Risk Committee is to assist the Board to fulfil its governance duties and to ensure risk and reporting processes (both financial and non-financial) are in place to monitor compliance with all relevant laws, regulations, and codes, including the FMA and the Standing Directions of the Minister for Finance under the FMA.

Under section 53 of the *Financial Management Act 1994*, on 17 April 2020, the Assistant Treasurer approved Respect Victoria's annual financial statements to be consolidated with those of the Department of Premier and Cabinet and provided an exemption from establishing an internal audit function.

The Finance Audit and Risk Committee also fulfils the role of the Executive Remunerations Committee.

Six meetings of the Finance Audit and Risk Committee were convened during 2019-20.

Committee members:

- Julia Mason (Chair)
- Rod Jackson
- Steve Walsh
- Melanie Eagle (ex-officio).

Research and Evaluation Advisory Committee

The Research and Evaluation Advisory Committee (REAC) informs and supports Respect Victoria's research and evaluation activities. It advises on mechanisms to create, share and use the highest quality evidence on the primary prevention of all forms of family violence and violence against women.

The Committee assists the Board to ensure that investment in research and evaluation (including collaborations and partnerships) aligns with Respect Victoria's Strategic Plan and provides clear benefits to the Victorian community.

Four meetings of the Research and Evaluation Advisory Committee were convened during 2019-20.

Committee Members:

- Dr Kate Fitz-Gibbon (Chair)
- Dr Andi Diamond
- Melanie Eagle
- Liana Papoutsis.

Senior Leadership Team



Tracey Gaudry Chief Executive Officer

Tracey Gaudry has held leadership roles in corporate, community and for-purpose organisations for more than 20 years. A former professional cyclist and dual Olympian, Tracey is a Director of the world governing body for the sport of cycling, the Union Cycliste Internationale (UCI), where she has been instrumental in driving global reform in governance, advocacy, grassroots development and gender, economic and cultural diversity.

She serves on the Advisory Council for Sports Environmental Alliance and the Deakin University Sport Network Advisory Board. She is a former CEO of the Amy Gillett Foundation and the Hawthorn Football Club, and has held senior executive roles in the professional services sector including EY, DLA Piper and Jacobs.

Tracey holds qualifications in Commerce, Science and Management.

Respect Victoria comprises four functional work areas: Strategy, Policy and Planning, Communications and Engagement, Research and Evaluation, and Operations.

Respect Victoria's key functions and operations are driven through oversight of a key senior leadership team incorporating:

- Tracey Gaudy – Chief Executive Officer
- Amy Prendergast – Director Strategy Policy and Planning
- Kerry Grenfell – General Manager Communications and Engagement
- Dr Anne Stephens – General Manager Research and Evaluation
- David Gunn – General Manager Operations.

With staff, these positions have responsibility for specific functions and operations aligned with Respect Victoria's legislative remit, strategy and business planning, aimed to drive evidence-informed primary prevention.

2019–20 Financial Management Compliance Attestation Statement

I, Melanie Eagle, on behalf of the Responsible Body, certify that Respect Victoria has no Material Compliance Deficiency with respect to the applicable Standing Directions under the *Financial Management Act 1994* and Instructions.



Melanie Eagle
Chair of the Board

Operating Statement

The Department of Health and Human Services (DHHS) provided financial services to Respect Victoria from 1 July 2019 to 31 January 2020. From 1 February 2020 to 30 June 2020, financial services were provided by the Department of Premier and Cabinet (the Department).

Under section 53 of the *Financial Management Act 1994*, on 17 April 2020, the Assistant Treasurer approved Respect Victoria’s financials to be included in the accounts of the Department.

The financial operations of Respect Victoria are consolidated into those of the Department and are audited as part of the Department’s accounts by the Victorian Auditor-General’s Office. A complete financial report is therefore not provided in this annual report.

A financial summary of expenditure for 2019–20 according to the Department’s accounts is provided below.

Respect Victoria received a government appropriation directly from the Department.

	2020	2019
Output Appropriation	\$9,047,420	\$10,893,703
EXPENDITURE		
Communications, Engagement, Research and Evaluation	\$5,004,067	\$4,645,066
Salaries and On-costs	\$3,139,142	\$1,754,278
Operating Expenses	\$738,434	\$555,843
Contract Staff Costs	\$268,505	\$125,622
Total Operating Expenditure	\$9,150,148	\$7,080,809
Output Appropriation Transferred to Trust Fund	-	\$750,000
Output Appropriation Spent on Leasehold Improvements	-	\$52,233
Net Surplus/(Deficit)	(\$102,728)	\$3,010,661

Table 01 > Operating statement for the year ended 30 June 2020

2019-20 Financial Performance Disclosures



Consultancy Expenditure

Consultancies \$10,000 or greater

During 2019-20, Respect Victoria engaged one consultancy with individual costs greater than \$10,000. Consultancy expenditure for the financial year totalled \$55,000 (Table 2).

Consultant	Purpose of Consultancy	Start Date	End Date	Total Approved Project Fee (ex. gst)	2019-20 Expenditure (ex. gst)	Future Expenditure (ex. gst)
Lyn Walker and Associates	Capture the Infrastructure and Systems of Family Violence and Violence Against Women in Victoria	14 Jun 19	30 Apr 20	\$70,000	\$55,000	-
Total				\$70,000	\$55,000	-

Table 02 > Consultancies valued at \$10,000 or greater

Consultancies less than \$10,000

There were no consultancies in this category.

Advertising Expenditure

Advertising \$100,000 or greater

Advertising expenditure relating to Respect Victoria’s campaigns with individual costs greater than \$100,000 are detailed in Table 3.

Name of Campaign & Campaign Summary	Start / End Date	Advertising (Media) Expenditure (ex.gst)	Creative & Campaign Development Expenditure (ex.gst)	Research & Evaluation Expenditure (ex.gst)	Print & Collateral Expenditure (ex.gst)	Other Campaign Expenditure (ex.gst)	Total (ex.gst)
Respect Older People: ‘Call It Out’ Respect Victoria is committed to eliminating all forms of family violence, including elder abuse. With a specific focus on Victoria’s cultural and linguistically diverse (CALD) communities, this campaign aimed to: raise awareness of elder abuse as a form of family violence; demonstrate where and how elder abuse starts; shift the attitudes of entitlement that underpin elder abuse; and promote the critical role of preventing elder abuse.	Oct 2019 - Nov 2019	\$259,125	\$118,376	-	\$13,803	\$23,427	\$414,731
Respect Women: ‘Call It Out’ (Public Transport) Coinciding with UN Women’s 2019 16 Days of Activism Against Gender-Based Violence, Respect Victoria re-aired the Respect Women: ‘Call It Out’ (Public Transport) campaign. Developed in consultation with key representatives from across the family violence and behaviour change sectors including Victoria Police and Public Transport Victoria, this campaign was designed to bring all Victorians into the conversation about sexual harassment on public transport by providing the tools to call out inappropriate behaviours before they escalate.	Nov 2019 - Dec 2019	\$233,920	\$31,984	-	\$9,290	\$23,427	\$298,621
Respect Each Other: ‘Call It Out’ (COVID-19) Responding directly to the coronavirus (COVID-19) pandemic, the Respect Each Other: ‘Call It Out’ (COVID-19) campaign reinforced the message that there is never an excuse for abuse. It supported Victorians to understand the warning signs of family violence and to be active bystanders and ‘call them out’. It also encouraged those experiencing family violence to seek professional support, including victims and perpetrators during this particularly challenging and unprecedented time.	May 2020 - Jun 2020	\$1,008,788	\$130,777	-	-	\$23,427	\$1,162,992



Name of Campaign & Campaign Summary	Start / End Date	Advertising (Media) Expenditure (ex.gst)	Creative & Campaign Development Expenditure (ex.gst)	Research & Evaluation Expenditure (ex.gst)	Print & Collateral Expenditure (ex.gst)	Other Campaign Expenditure (ex.gst)	Total (ex.gst)
Respect Older People: ‘Call It Out’ The coronavirus (COVID-19) pandemic magnified concerns around an increase in elder abuse. As more Victorians stay at home, for older people this can mean ending up isolated or without usual supports. For others, it may mean moving back in with relatives and those most likely to perpetrate acts of elder abuse. For this reason, a further phase of the campaign was undertaken, airing on television for the first time since its initial launch in 2019.	Jun 2020	\$383,286	\$19,615	-	-	\$23,427	\$426,328
Total		\$1,885,119	\$300,752	-	\$23,093	\$93,708	\$2,302,672

Table 03 > Advertising expenditure valued at \$100,000 or greater

Advertising Expenditure less than \$100,000

There was no expenditure in this category.

Information and Communication Technology Expenditure

Information and communication technology expenditure for the 2019-20 financial year totalled \$225,022, a summary of which is shown in Table 4.

Total ICT Expenditure (excl. GST)	Business As Usual (excl. GST)	Non-Business As Usual (excl. GST)	Non-Business As Usual Operational Expenditure (excl. GST)	Non-Business As Usual Capital Expenditure (excl. GST)
\$225,022	\$158,322	\$66,700	\$66,700	-

Table 04 > Information and Communication Technology expenditure

Budget Performance Output Statement

Respect Victoria contributes to the reporting on performance measures within the 2019–20 Budget Paper for Gender Equality and the Prevention of Family Violence Policy and Programs. This reporting is the responsibility of the Victorian Government Office for Women.

2019–20 Compliance Disclosures

Occupational Health and Safety

We are committed to ensuring all staff and other individuals in the workplace remain safe and healthy at work in accordance to the obligations under the *Occupational Health and Safety (OH&S) Act 2004* and the Occupational Health and Safety Regulations 2007.

Incident management

During 2019–20, two notifiable incidents occurred while working remotely from home during the coronavirus (COVID-19) pandemic. Notifiable incidents are those that require the OH&S Officer to be notified if they occur.

There were no recorded major incidents during the 2019–20 financial year.

Disclosure of Major Contracts

Respect Victoria did not enter in any contracts greater than \$10 million in value.

Freedom of Information Act 1982

The *Freedom of Information Act 1982* (the FOI Act) enables the public to apply to access documents held by public sector agencies including Respect Victoria. The purpose of the FOI Act is to extend as far as possible the right of the community to access information held by government departments, local councils, Ministers and other bodies subject to the FOI Act.

An applicant has a right to apply for access to documents held by Respect Victoria. This comprises documents both created by Respect Victoria or supplied to Respect Victoria by an external organisation or individual, and may also include maps, films, microfiche, photographs, computer printouts, computer discs, tape recordings and videotapes.

The FOI Act allows Respect Victoria to refuse access, either fully or partially, to certain documents or information.

Examples of documents that may not be accessed include: cabinet

documents; some internal working documents; law enforcement documents; documents covered by legal professional privilege, such as legal advice; personal information about other people; information provided to Respect Victoria in-confidence; and, information acquired by Respect Victoria through its function.

From 1 September 2017, the FOI Act has been amended to reduce the Freedom of Information processing time for requests received from 45 to 30 days. In some cases, this time may be extended.

If an applicant is not satisfied by a decision made by Respect Victoria they have the right under section 49A of the FOI Act to seek a review by the Office of the Victorian Information Commissioner within 28 days of receiving a decision letter.

Making a freedom of information request

Freedom of information requests can be made using the options available on our website. An application fee of \$29.60 applies. Access charges may also be payable if the document pool is

large, and the search for material is time-consuming.

Access to documents can also be obtained through a written request to Respect Victoria, as detailed in section 17 of the FOI Act. When making a Freedom of Information request, applicants should ensure requests are in writing and clearly identify what types of material/ documents are being sought.

Requests for documents in the possession of Respect Victoria should be addressed to:

Chief Executive Officer
Respect Victoria
GPO Box 4912
Melbourne VIC 3001

Freedom of information statistics

During 2019–20, Respect Victoria did not receive a Freedom of Information application from a member of the public. There were also no decisions reviewed by the Office of the Victorian Information Commissioner or the Victorian Civil and Administrative Tribunal.

Further information

Further information regarding the operation and scope of Freedom of

Information can be obtained from the FOI Act, regulations made under the FOI Act, and foi.vic.gov.au.

Compliance with the Building Act 1993

Respect Victoria does not own or control any government buildings and is exempt from notifying its compliance with the building and maintenance provisions of the *Building Act 1993*.

Compliance with the Protected Disclosure Act 2012

The *Protected Disclosure Act 2012* (PDA Act) encourages and assists people in making disclosures of improper conduct by public officers and public bodies. The PDA Act provides protection to people who make disclosures in accordance with the PDA Act and establishes a system for the matters disclosed to be investigated and rectifying action to be taken.

Respect Victoria does not tolerate improper conduct by employees, nor the taking of reprisals against those who come

forward to disclose such conduct. It is committed to ensuring transparency and accountability in its administrative and management practices, and supports the making of disclosures that reveal corrupt conduct, conduct involving a substantial mismanagement of public resources, or conduct involving a substantial risk to public health and safety or the environment.

Respect Victoria will take all reasonable steps to protect people who make such disclosures from any detrimental action in reprisal for making the disclosure. It will also afford natural justice to the person who is the subject of the disclosure to the extent it is legally possible.

Reporting procedures

Disclosures of improper conduct or detrimental action by Respect Victoria or any of its employees may be made to:

Chief Executive Officer
Respect Victoria
GPO Box 4912
Melbourne VIC 3001

Alternatively, disclosures may also be made directly to:

Independent Broad-based
Anti-corruption Commission

Level 1, North Tower
459 Collins Street
Melbourne VIC 3000

Phone: 1300 735 135
Website: ibac.vic.gov.au

Protected disclosures statistics

During 2019–20, Respect Victoria did not receive a disclosure from an individual, nor did it notify the Independent Broad-based Anti-corruption Commission of any disclosures.

Compliance with the Carers Recognition Act 2012

Respect Victoria supports the principles of the Carers Recognition Act 2012 and demonstrate this through our commitment to providing flexible working arrangements for our staff to support their roles as carers.

Compliance with the Disability Act 2016

Respect Victoria acknowledges the importance of strengthening the rights of people with a disability and is committed to creating and maintaining an accessible and inclusive environment for all people with a disability.

Local Jobs First

The Local Jobs First Act 2003, introduced in August 2018, brings together the Victorian Industry Participation Policy (VIPPP) and Major Project Skills Guarantee

(MPSG) policy, which were previously administered separately.

Departments and public sector bodies are required to apply the Local Jobs First policy in all projects valued at \$3 million or more in metropolitan Melbourne, or for statewide projects, or for projects valued at \$1 million or more in regional Victoria.

MPSG applies to all construction projects valued at \$20 million or more. Respect Victoria did not engage in any applicable tenders or projects during the 2019-20 financial year.

Additional Agency Information Available on Request

In compliance with the requirements of the Standing Directions of the Minister for Finance, details in respect to the items listed below have been retained by Respect Victoria and are available on request, subject to the provisions of the FOI Act and any other relevant laws and Respect Victoria policies.

- a.

A statement that declarations of pecuniary interests have been duly completed by all relevant officers.
- b.

Details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary.
- c.

Details of publications produced by the entity about itself, and how these can be obtained.
- d.

Details of any major external reviews carried out on the entity.
- e.

Details of major research and development activities undertaken by the entity.
- f.

Details of overseas visits undertaken including a summary of the objectives and outcomes of each visit.
- g.

Details of major promotional, public relations and marketing activities undertaken by the entity to develop community awareness of the entity and its services.
- h.

Details of assessments and measures undertaken to improve the occupational health and safety of employees.
- i.

A general statement on industrial relations within the entity and details of time lost through industrial accidents and disputes.
- j.

A list of major committees sponsored by the entity, the purposes of each committee and the extent to which the purposes have been achieved.
- k.

Details of all consultancies and contractors including:

i)

consultants/contractors engaged

ii)

services provided

iii)

expenditure committed to for each engagement.

The information is available on request from:

Chief Executive Officer
Respect Victoria
GPO Box 4912
Melbourne VIC 3001



Notes:

[illegible]

