



NELSON BAY
GOLF CLUB
GOLF • WEDDINGS • EVENTS

DOMESTIC & FAMILY VIOLENCE ACTION PLAN

Supporting our community



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WHAT IS DOMESTIC, FAMILY & SEXUAL VIOLENCE?

Domestic, family & sexual violence is any behaviour in an intimate or family relationship which is violent, threatening, coercive or controlling, causing a person to live in fear and to be made to do things against their will. Domestic, family & sexual violence (DFSV) can be perpetrated by a family member, carer, housemate, boyfriend or girlfriend. Sexual violence can occur as part of coercive control, where perpetrators exert power and dominance over others using patterns of abusive behaviours over time, to create fear and deny liberty and autonomy. Sexual violence can also be perpetrated by strangers, acquaintances, neighbours, friends or housemates.

Workplaces have a responsibility in domestic, family & sexual violence.

The average person will spend 90,000 hours at work over a lifetime. That's roughly 10.2 years in the workplace or with work colleagues



SNAPSHOT OF DOMESTIC VIOLENCE



1 IN 4

Australian women have experienced violence by an intimate partner or family member since the age of 15.



1 IN 5

Australian women have experienced sexual violence since the age of 15.



1 IN 8

1 in 8 men experienced violence from an intimate partner or family member since age 15.

82%

of women who experience violence by a current intimate partner do not report it to the police.

62%

Men with moderate or severe depressive symptoms are 62% more likely to use Intimate Partner Violence.

92%

of women who experience sexual assault do not report it to the police with 31% citing shame or embarrassment.

140,000

Police respond to over 140,000 domestic and family violence calls every year, one call every 4 minutes.

**\$26
BILLION**


It is estimated that violence against women and children costs the economy \$26 Billion each year nationally, with victim survivors bearing approximately 50% of that cost.



SOCIAL RESPONSIBILITY

Over the past decade, public awareness of domestic and family violence (DFV) in Australia has significantly increased. National campaigns, survivor advocacy, and improved media reporting have brought to light the widespread nature and devastating impact of violence occurring within the home. DFV is now recognised as one of the most urgent and complex social issues facing the nation, with far-reaching implications for health, safety, economic participation, and social cohesion.

Nelson Bay Golf Club is committed to creating a safe, supportive and respectful environment for our staff, members and visitors. We recognise that domestic and family violence affects individuals, families and communities, and that workplaces can play an important role in providing support and raising awareness.



OUR COMMITMENT

Through this Domestic Violence Action Plan, the Club aims to increase awareness, provide practical support for employees who may be experiencing domestic violence, and ensure that appropriate policies and procedures are in place.

Our goal is to foster a culture where people feel safe to seek help and where staff understand how to respond with sensitivity and care.

01

SUPPORT

Support employees experiencing domestic and family violence & respond to employees who may be using violence or abuse.

02

EDUCATE

Build awareness and understanding of domestic and family violence and promote respectful, safe behaviours through training and information.

03

PROMOTE

Promote awareness of domestic and family violence while encouraging respectful and healthy relationships within our workplace and community.

04

COMMUNITY

Partner with local organisations to support individuals and families affected by domestic and family violence and contribute to a safer, stronger community.



SUPPORT

Nelson Bay Golf Club is committed to providing a safe and supportive workplace for employees who may be experiencing domestic and family violence. The Club recognises that domestic violence can affect an employee's safety, wellbeing and ability to work.

To support staff during difficult circumstances, the Club is implementing a Domestic Violence Leave Policy and developing internal procedures to ensure employees can seek help in a confidential, supportive environment. Where appropriate, the Club will assist affected employees through flexible work arrangements, leave provisions, safety planning and referrals to specialist support services.

The Club also acknowledges the importance of responding appropriately if concerns arise about an employee using violence or abusive behaviour, and will follow relevant policies and procedures to ensure workplace safety and accountability.

SUPPORT

OBJECTIVE

Provide confidential, practical support for employees affected by domestic and family violence and ensure workplace safety.

ACTIONS

1. Implement a Domestic Violence Leave Policy that provides paid leave and support for affected staff.
2. Develop clear procedures for staff to request support, flexible work arrangements, or workplace adjustments.
3. Maintain an up-to-date list of referral services and ensure staff have access to counselling, safety planning, and crisis support.
4. Train managers to respond sensitively and confidentially to disclosures of domestic violence.
5. Review policies annually to ensure they meet employee needs and legal requirements.





EDUCATE

Education and awareness are essential in creating a workplace culture that recognises and responds appropriately to domestic and family violence. Nelson Bay Golf Club is committed to increasing understanding of domestic violence among staff through training and education initiatives.

The Club's management team has completed domestic violence awareness training with Port Stephens Family and Neighbourhood Services, and additional training opportunities will be provided to staff as they become available. Through education programs and workplace resources, employees will gain a better understanding of the signs of domestic violence and how to respond with sensitivity and care.

By building awareness, the Club aims to create an environment where employees feel confident to seek help and where colleagues understand the importance of support and respect.

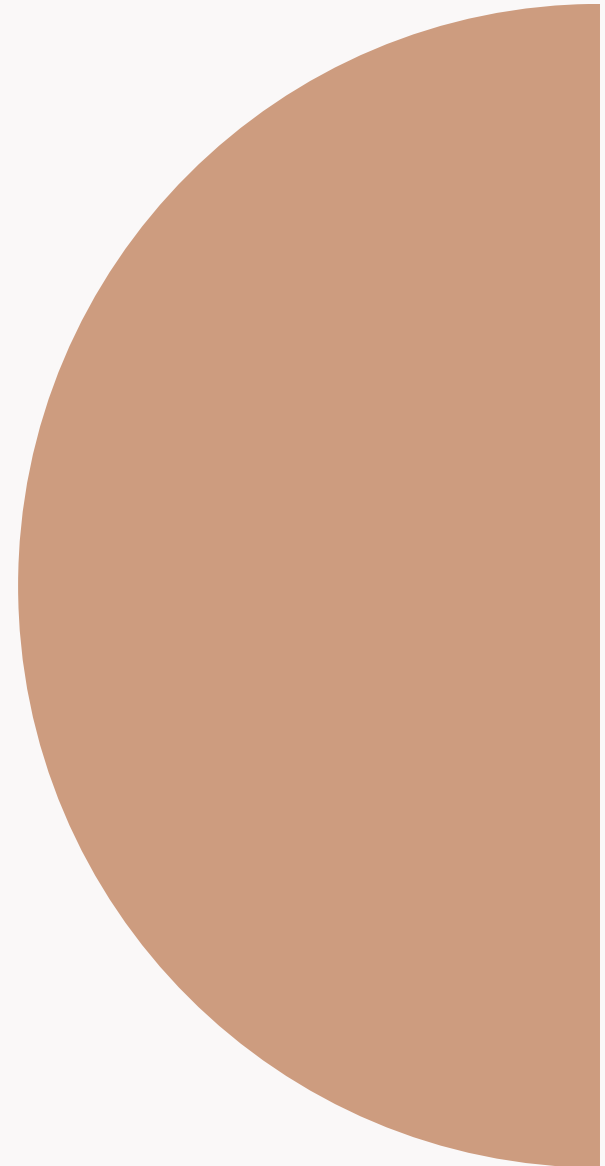
EDUCATE

OBJECTIVE

Increase staff awareness and understanding of domestic and family violence and promote respectful and healthy behaviours.

ACTIONS

1. Provide domestic violence awareness training to all staff, starting with management and frontline staff.
2. Deliver ongoing education on recognising signs of domestic violence and how to respond appropriately.
3. Incorporate messaging about healthy relationships and respectful workplace behaviours into induction programs and staff resources.
4. Evaluate training effectiveness through feedback and participation metrics.





PROMOTE

Nelson Bay Golf Club is committed to promoting awareness of domestic and family violence and encouraging a culture of respect, inclusion and healthy relationships within the workplace and across our member community.

Through communication, education and community engagement, the Club aims to raise awareness of the impacts of domestic and family violence while promoting behaviours that support respect, equality and safety.

By encouraging positive relationships and respectful interactions, Nelson Bay Golf Club seeks to create an environment where employees, members and visitors feel safe, valued and supported.

PROMOTE

OBJECTIVE

Raise awareness of domestic and family violence and foster a culture of respect and healthy relationships within the workplace and club community.

ACTIONS

1. Develop internal communications that promote positive, respectful behaviours and raise awareness of domestic violence.
2. Share Clubs and Community DV Assets on internal signage
3. Include healthy relationships messaging in staff correspondence, social media, and venue communications.
4. Engage staff and members in campaigns or events that highlight respectful relationships and domestic violence awareness.
5. Monitor and evaluate campaigns to ensure they encourage engagement and impact behaviour positively.





COMMUNITY

Nelson Bay Golf Club recognises that domestic and family violence is a community issue that requires collective action and support. As part of its community engagement, the Club will continue to build and strengthen relationships with local organisations that provide services to individuals and families affected by domestic violence.

The Club works with community organisations such as Port Stephens Family and Neighbourhood Services and the Salvation Army to support initiatives that assist women and children escaping domestic violence. This may include raising awareness, sharing information with members and supporting fundraising initiatives for local services and refuges.

Through these partnerships, the Club aims to contribute positively to the safety and wellbeing of the wider community.

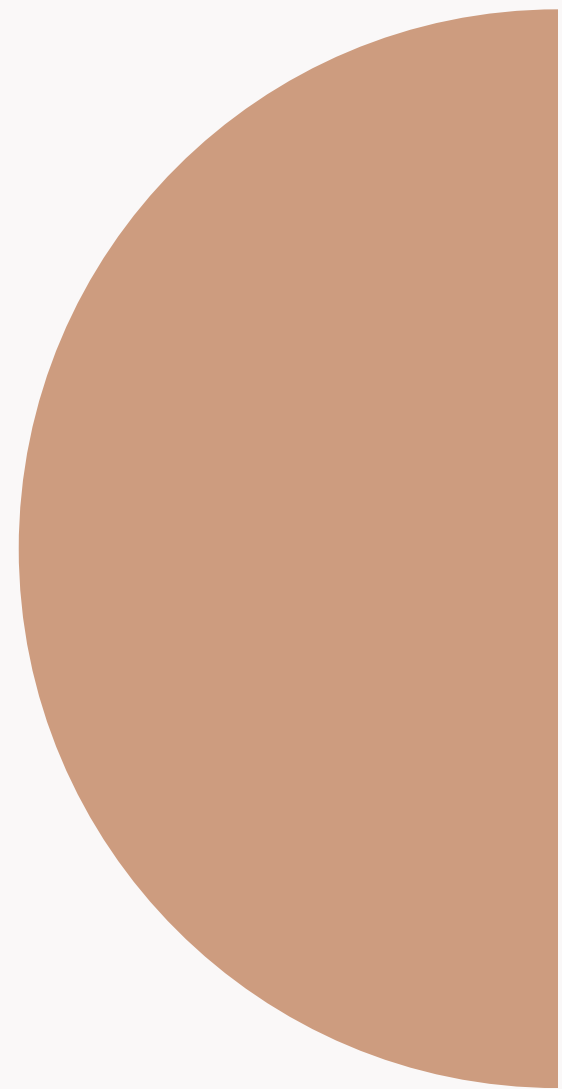
COMMUNITY

OBJECTIVE

Build partnerships with organisations to support individuals and families affected by domestic violence and contribute to a safer, stronger community.

ACTIONS

1. Continue collaborating with organisations such as Port Stephens Family and Neighbourhood Services to raise awareness and support practical initiatives.
2. Continue collaborating with organisations like ClubsNSW and Clubs For Communities on industry wide actions and events.
3. Promote community-based campaigns and fundraising efforts that provide assistance to women and children escaping domestic violence.
4. Support the ClubsNSW Purple Friday initiatives.
5. Partner with Escabags Australia to supply emergency escape bags.
6. Share discreet information about local support services to staff and members to enhance community access to resources.
7. Review and expand community initiatives annually to increase impact and strengthen relationships.



SUPPORT SERVICES

1800 RESPECT

1800RESPECT is the national domestic, family and sexual violence counselling, information and support service. If you or someone you know is experiencing, or at risk of experiencing, domestic, family or sexual violence

Call 1800 737 732 Text 0458 737 732

Visit www.1800RESPECT.org.au for online chat and video call services

DOMESTIC VIOLENCE LINE

Call 1800 656 463

SEXUAL VIOLENCE HELPLINE

Call 1800 424 017

KIDS HELP HELPLINE

Call 1800 424 017

MENSLINE AUSTRALIA

Call 1300 78 99 78

PORT STEPHENS FAMILY AND NEIGHBOURHOOD SERVICES

Offer support and information services that include Child, Youth & Family Counselling and Casework, Homelessness Services, advice on Crisis Accommodation, and Transitional Accommodation, Financial Assistance, Financial Counsellor, Home to School Mentoring, Youth Centre and more.

Call 02 4987 1331 Visit www.psfans.org.au

THE YACAABA CENTRE

The Yacaaba Centre has been dedicated to supporting the residents of the Tomaree Peninsula in Port Stephens. We offer a wide range of vital services designed to empower individuals and families, including counselling, educational programs, and community support.

Call (02) 4984 2176 Visit www.yacaabacentre.com.au

IF YOU ARE IN DANGER

Call 000 OR TEXT 106

NELSON BAY GOLF CLUB

