



Our Equal Local Government Briefing for People Leaders

What is Our Equal Local Government Project

For the past year Gippsland Women's Health (GWH) in partnership with the Gippsland Local Governments has been working on the Our Equal Local Government (OELG) project to address work-related gendered violence.

Work-related gendered violence is defined as physical and/or psychologically harmful behaviour directed at any person, that affects them because of their sex, gender, sexual orientation, or because they do not adhere to socially prescribed gender roles and the behaviour creates a risk to health and safety.

CEOs and members of your local government have been working with GWH to identify and implement initiatives that aim to prevent work-related gendered violence.

What we have heard from local government staff is:

- The need to improve confidence in reporting systems.
- Make learning and development opportunities available to staff on work-related gendered violence.
- The need for workplace tools and resources to support improved awareness and understanding of work-related gendered violence.

What we have done about what we heard:

- Let's Get Going an interactive in-person workshop that explores the drivers of gendered violence.
- Councillors Leading for Gender Equity workshop which focuses on applying the principles of gender equity and gendered violence prevention as a Councillor.
- Communications plan to raise awareness of work-related gendered violence in local government and in the community.
- Your Call an anonymous third-party reporting platform to help support confidence when reporting.

Your role in improving gender equity and preventing work-related gendered violence

Promoting gender equity and preventing work-related gendered violence starts with leadership.

You can do this by:

- Participating in and encouraging staff to participate in Let's Get Going.
- Talk about work-related gendered violence in your team meetings.
Here's a [short video](#) to help you.
- Promote the communications campaigns happening in your local government area.
- Explain and encourage your team to use the third-party reporting platform.
- Read up on your rights and responsibilities in promoting gender equity and preventing work-related gendered violence (Resources on the next page).
- Watch [How Violence Is Normalised](#) with your team.
- Speak to your Our Equal Local Government representative (Listed below).
- Visit Our Equal Local Government [webpage](#).

Rights and responsibilities under that Acts

Employers

Under the Occupational Health and Safety Act 2004 (OHS Act) employers must as far as reasonably practicable ensure a safe work environment, eliminate risks to health and safety, provide safe systems of work and support employees to do their jobs safely and without risk to health, consult with health and safety representatives and employees about health and safety issues, and ensure people other than employees are not exposed to health and safety risk.

Under the Equal Opportunity Act 2010, employers have a duty to not engage in discrimination or sexual harassment, and to take reasonable steps to eliminate these behaviours.

Employees

Under the Occupational Health and Safety Act 2004 (OHS Act) employees must take care of their own and others health and safety in the workplace and cooperate with their employer on any action taken to comply with the Act.

Under the Equal Opportunity Act 2010, an individual who discriminates against or sexually harasses another person in the workplace can be held responsible, and therefore legally liable for their behaviour.

For more information visit:

[Occupational Health and Safety Act 2004](#)

[Equal Opportunity Act](#)

[Sex Discrimination Act](#)

[Fair Work Act 2009](#)

[Respect at Work Amendment Act 2021](#)

Local Government representatives

Local Government Area	Local Government Representative
Bass Coast	Emma Sorensen – Manager People and Culture Rachel Sands – Free From Violence Project Officer
South Gippsland	Ingrid Leighton – Coordinator Organisational Development Michelle Jorgensen – Manager People and Culture
Baw Baw	Angela Tumino – Acting People and Culture Business Partner
Latrobe	Kath Stephenson – Diversity and Development Business Partner Belinda Forester – Free From Violence Project Officer
Wellington	Erin O’Neill – Coordinator Human Resources Gemma Elston – Coordinator Social Connection and Inclusion Kelly Morris – Free From Violence Project Officer

