



# We stand

for workplace equality & respect.

## Statement of commitment to workplace equality and respect and the prevention of violence against women

The South Australian Attorney-General's Department is committed to the prevention of violence against women, through promoting a workplace culture that embraces gender equality and respect.

The *Our Watch Workplace Equality and Respect Standards*, *White Ribbon Australia Accreditation Program* and *Public Sector Code of Ethics* have guided our Workplace Equality and Respect and White Ribbon programs of work.

We recognise that violence against women is driven by gender inequality within social, cultural and organisational structures. The workplace is a key environment within which we can address these issues.

White Ribbon defines violence against women according to the definition found in the *United Nations Declaration on the Elimination of Violence against Women*:

'any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivations of liberty, whether occurring in public or private life'

The impact of this violence against women can be physical, financial, sexual and psychological. It affects women's well-being and prevents them from fully participating in society. It also affects families, the community and society as a whole.

We commit to providing a workplace that is safe, respectful and free from all forms of discrimination, violence and abuse.

As a department we commit to:

- championing gender equality
- ensuring that all roles, including leadership roles, and development opportunities are accessible to all employees
- supporting flexible working arrangements for all employees
- having workplace policies and procedures to support victims of domestic violence
- improving safety and identifying risks within the workplace
- training staff in how to respond if someone discloses that they are the victim of family and domestic violence
- zero tolerance of disrespect, harassment, discrimination and violence in the workplace, including domestic and family violence
- providing a workplace where our staff feel safe, respected and can excel as professionals regardless of gender.

**Caroline Mealor**  
Chief Executive

**Adam Kilvert**  
Executive Director  
Policy and Community

**Andrew Swanson**  
Executive Director  
Finance, People and Performance

**Joanna Martin**  
Executive Director  
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**Mark Hanson**  
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**Dini Soulio**  
Commissioner  
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**John Ovenstone**  
Director  
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**Sally Smith**  
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Planning & Land Use Services

**Linzi Wilson-Wilde**  
Director  
Forensic Science SA

**Martin Hinton QC**  
Director of Public Prosecutions

**Laura Stein**  
Crown Solicitor

The Attorney-General's Department values equality, respect and inclusion.

**We have a zero tolerance to violence against women.**

We are all responsible for the safety and wellbeing of others and working respectfully across the department.

