



Gendered Violence Risk Assessment Tool: Work Design



Risk	HSR Action	Relevant Section(s) of the Act
<p>Roles and positions are strongly gender segregated. For example, workplaces where all or most administration staff are women and all or most technical and operational staff are men.</p>	<p>Remind your employer they have a duty to provide or maintain systems of work that are safe and without risk to health, including GV.</p> <p>If you or your DWG have identified GV risks in the systems of work, raise the issue to your employer via consultation. For example, negotiating more flexible working arrangements, including part – time and flexible shift arrangements for roles that are traditionally male dominated may be a way of increasing diversity in the workplace by providing an opportunity for women and gender diverse people with caring responsibilities to occupy those roles.</p>	<p>Section 21(2)(a)</p> <p>Section 35 Regulation 21 (for how HSRs are to be involved in consultation)</p>
<p>Management styles or workplace culture and behaviours that exclude and disrespect some workers. For example, when decisions are made or workplace ‘bonding’ happens at the expense of others and outside of formal work structures like at the pub or over lunch (the ‘boys’ club’).</p>	<p>You can facilitate the representation of diverse people at work by seeking to ensure that the employee representatives on the HSC includes women and LBTQI people.</p> <p>You can also seek to change the composition of your current agreed DWG to include multiple HSRs and Deputy HSRs that identify as women and LBTQI. This must be done by negotiation and agreement with your employer.</p>	<p>Section 72(2) Section 58(1)(c)</p> <p>Section 44(3)</p>



Gendered Violence Risk Assessment Tool



Employers have a legal duty under the 2004 Victorian OHS Act to provide all workers with a healthy and safe working environment - and the Act has as a definition on 'health' that includes psychological health. Therefore, ensuring that the workplace is free from GV is part of that employer duty.

In order to stop GV at work, HSRs need to start raising GV as an OHS issue with their employer! HSRs can do this through two ways:

1. Through consultation with your employer (s35 & s36); Or
2. Through the Health and Safety Committee (HSC) (s72(3)). If you don't have one, request the establishment of one (s58 (1)(c)).

Once your employer is aware that GV is a potential OHS risk that can cause serious injury, you can start using your HSR powers to raise these GV risks to your employer and ensure they are complying with their OHS duty to eliminate and control the GV risks and hazards at your workplace. Below is a table of common GV risks at workplaces; what your employer should be doing to minimise or control the risks; how members of your DWG can take action; and what you as an HSR can do to support the actions of your DWG and ensure your employer is controlling or eliminating these GV OHS risks. All of the sections of the Act and regulations referenced in this tool relate to the duty of the employer to provide and maintain for employees a working environment that is safe and without risks to health.

Tip: If your employer is not responding to, or listening to any of the below suggested HSR actions, take the issue/s to your employer for resolution according to agreed issue resolution procedure (s58(2)(d), s73). If there are no agreed procedures at your workplace, then follow the procedures as prescribed in the Regulations (Regulations 22-25). If this doesn't work, issue a PIN to your employer for failure to consult (s60).

(Note: This GV Risk Assessment Tool for HSRs is a modified version of the GV Risk Assessment Tool created by VTHC's We Are Union Women's Team that can be found in their Stop GV Campaign Kit, available at: unionwomen.org.au/stopgvresources)