



**WOMEN  
IN THE  
AWU**

# ANTI VIOLENCE AGAINST WOMEN

## **ANTI VIOLENCE AGAINST WOMEN**

No form of violence towards women is ever acceptable and The Australian Workers' Union is committed to representing violence free workplaces across all industries and sectors.

Violence can be a physical form of abuse but it can be also be any form of behaviour that is intended to create a power imbalance and pose an implicit or explicit threat to health and safety.

There are a variety of different forms of less overt, more pervasive, violence that is intended to make workers feel unsafe, afraid, intimidated and insecure. Methods of bullying such as written and verbal abuse, intimidating and threatening behaviour and communications, can rapidly escalate into a situation of violence.

## **REPERCUSSIONS OF VIOLENCE**

As with any form of conflict in the workplace, violence does not have a localised affect. When people are stressed, scared and insecure there can be severe, and sometimes long-term psychological repercussions. Depression, anxiety disorders and resulting symptoms such as paranoia, mania, fatigue can place enormous strain on personal lives and affect performance and confidence in the workplace.

Prolonged exposure to physical, verbal, implied or non-physical violence can greatly increase the risk of mental health problems.

## **THE AWU AND VIOLENCE PREVENTION**

Workers in violent workplaces or who are the targets of an aggressor should contact the AWU to talk about their situation. The union can provide industrial advice and can also help identify the appropriate body to address the matter with.

## **OTHER SUPPORT**

In the case of perceived criminal behaviour and threats to safety, the police should be contacted.

## **COURSES OF ACTION**

If you know of someone who is a victim of violence being perpetrated in the workplace you should also contact the AWU. The union is your representative with your boss and can act as a third party to relay your concerns while maintaining your privacy.

**Free Call the AWU on 1300 885 653**



**Need more information on this issue? Call the AWU free on 1300 885 653.**