



HACSU IS BREAKING THE SILENCE ON GENDERED VIOLENCE

We're workers in disability, mental health, and AOD, working together to improve our working lives and build a better future.

WHO IS HACSU

The Health and Community Services Union is a growing union, made up of 12,000 workers like you.

We work across the healthcare and community sectors. As a union, we look out for those who look after our community.

Joining HACSU is joining a community of thousands of workers, built off a history of over a century of activism.



HACSU
Health & Community
Services Union

**BREAKING
THE SILENCE**

VICTORIA
State Government

Supported by



HACSU has been named a recipient of WorkSafe Victoria's \$3 million **WorkWell Respect Fund.**

Together, we're creating **safer workplaces** by embedding policies, training and resources to address the causes of **work-related gendered-violence.**

Our members frequently face serious challenges around **gendered-based violence & sexual harassment** — often because employers are not supported with resources to embed prevention & early-intervention strategies.



Be part of something bigger. Join the only specialist union for disability, mental health and AOD workers in Victoria.

HACSU.ASN.AU

Authorised by Paul Healey, State Secretary | 7 Grattan St, Carlton VIC



For the next 18 months, HACSU will work with leading service delivery providers to develop specialised training programs tailored to workers, employers, and government departments in the mental health and disability sectors.



Be part of something bigger. Join the only specialist union for disability, mental health and AOD workers in Victoria.

[HACSU.ASN.AU](https://www.hacsu.asn.au)

Authorised by Paul Healey, State Secretary | 7 Grattan St, Carlton VIC



Our partners



Women's Health Victoria is dedicated to improving the health and wellbeing of all Victorian women. Women's Health Victoria is one of the three statewide services, which along with nine regional services have been a driving force progressing and shaping Victoria's women's health and equality for four decades.



Phoenix Australia is an expert in trauma-related mental health and wellbeing. For over 25 years, we have been Australia's National Centre of Excellence in Posttraumatic Mental Health and internationally recognised leaders in our field. We are committed to driving forward the mental health agenda both at home and abroad.



**Australian
National
University**

**THE GLOBAL
INSTITUTE
FOR WOMEN'S
LEADERSHIP**

The Global Institute for Women's Leadership (GIWL) was chaired and founded by the Hon. Julia Gillard AC – the only woman to have served as Prime Minister of Australia – in 2018. ANU bring together rigorous research, practice and advocacy to better understand and address the causes of workplace gender inequality and the lack of gender diversity in leadership positions across sectors and countries.



**THE UNIVERSITY OF
SYDNEY**

Founded in 1920, the first of its kind in Australia, the University of Sydney Business School offers a new multidisciplinary research initiative leveraging several decades of research expertise on women's working lives to establish an action-oriented, practical approach to building a gender equal future of work.

Be part of something bigger. Join the only specialist union for disability, mental health and AOD workers in Victoria.

HACSU.ASN.AU

Authorised by Paul Healey, State Secretary | 7 Grattan St, Carlton VIC





“This is a golden opportunity to implement long-overdue reforms that directly address the unique challenges that health and community services workers face.

By focusing on prevention, education, and stronger procedures, we'll not only support our members and healthcare workers but also ensure better outcomes for consumers, patients, and participants.”

**– Paul Healey
HACSU Branch Secretary**

Be part of something bigger. Join the only specialist union for disability, mental health and AOD workers in Victoria.

HACSU.ASN.AU

Authorised by Paul Healey, State Secretary | 7 Grattan St, Carlton VIC



A Collaborative, Worker-Focused Approach

✓ 2 disability and mental health employers will trial the proposed, best-practice employer and worker response and all training packages built.

✓ Training will be provided to approximately 1000 disability workers and 600 mental health workers.

✓ 6 mental health workers and 6 disability workers will act as an expert reference group to work through feedback on training and procedures from the shopfloor.

✓ Purpose-built gendered violence and sexual harassment training for the caring industry will be created inclusive of prevention and early-intervention measures.

✓ All training and new workplace policies and procedures will be academically tracked and reviewed by the ANU GIWL and the University of Sydney.

✓ All research findings and feedback will be provided to Worksafe and the Sexual Harassment Learning Network to guide the implementation of policies.



Be part of something bigger. Join the only specialist union for disability, mental health and AOD workers in Victoria.

HACSU.ASN.AU

Authorised by Paul Healey, State Secretary | 7 Grattan St, Carlton VIC

 **HACSU**

**BREAKING
THE SILENCE**

STALKING, INTIMIDATION, THREATS, VERBAL ABUSE, OSTRACISM, EXCLUSION
SEXUALLY EXPLICIT GESTURES, OFFENSIVE LANGUAGE & IMAGERY, PUT DOWN
INNUEENDO, INSINUATIONS, SEXUAL HARASSMENT, SEXUAL ASSAULT, RAPE

Break the Silence on Gendered Violence

Learn more about your rights
or find support services at

worksafe.vic.gov.au/it-comes-in-many-forms



HACSU
Health & Community
Services Union



Supported by



Workplace gendered violence comes in many forms

- Stalking, intimidation or threats
- Ostracism or exclusion
- Sexually explicit gestures
- Offensive language & imagery
- Put downs, innuendo, & insinuations
- Being undermined in your role or position
- Sexual harassment, assault, or rape

Work-related gendered violence varies in severity and its effect. It can contribute to physical injury and illness, as well as mental injury.

worksafe.vic.gov.au/it-comes-in-many-forms

Call your **HACSU Organiser to report instances of workplace gendered violence including sexual harassment.**



Supported by



YOUR HEALTH & SAFETY REP IS:

NAME:

CONTACT:

**THE ROLE OF YOUR HSR IS TO INSPECT
WORKPLACES, MEASURE HEALTH AND
SAFETY PERFORMANCE AND TALK TO
WORKERS AND EMPLOYERS TO ENSURE
SAFE PRACTICES ARE OCCURRING.**

**Health and safety is serious union
business. That's why at HACSU, we work
hard to make sure every workplace has a
trained, skilled HSR.**

If your workplace doesn't have a HSR, or you're a
new HSR in need of training, get in touch today!
hacsu.asn.au



Fighting for disability, mental health, and AOD workers



HACSU

Health & Community
Services Union

JOIN THE UNION FOR A BETTER FUTURE

The only specialist union for disability, mental health, and AOD workers in Victoria.

HACSU fights for better wages and conditions, secure work, and safe and inclusive workplaces. Join us, and be a part of something bigger — for you, your workmates, and your clients.

We know the only way to deliver quality services is by ensuring workers are treated fairly and paid appropriately. Alongside campaigning for better wages and conditions, we work to win improved funding, resourcing, and services for disability.

Union members make real positive changes in their own lives, workplaces, and communities.

Join today, and become part of a force for good.



JOIN TODAY

Find out more: hacsu.asn.au



HUNTERLINK



employee assistance provider

*Linking you & your family to
holistic wellbeing solutions*

SERVICES WE OFFER


- 24/7 National Assistance Helpline
- Access to professionally trained and registered counsellors & psychologists
- Phone, video link and face to face counselling
- Crisis intervention
- Critical incident support
- Tailored mental health and wellbeing workshops
- Consultancy services for management
- Counselling in a range of areas including; depression and anxiety, substance abuse, relationships, grief, anger management, workplace bullying, stress and pressure at work, problem gambling.


FREE CALL 24/7 NATIONAL ASSISTANCE HELPLINE


1800 554 654

 enquiry@hunterlink.org.au

 hunterlink.org.au

 [HunterlinkEAP](https://www.facebook.com/HunterlinkEAP)

 [hunterlinkeap](https://www.instagram.com/hunterlinkeap)

 WhatsApp +61 439 382 204



HUNTERLINK EAP HAS FULL PROFESSIONAL MEMBERSHIP WITH
THESE PEAK INDUSTRY BODIES RECOGNISED ON A GLOBAL PLATFORM



Keen to learn more?

Contact:
Roman Ciofuli
Workwell Project
Officer

E: romanc@hacsu.asn.au
M: 0484 023 247



Be part of something bigger. Join the only specialist union for disability, mental health and AOD workers in Victoria.

HACSU.ASN.AU

Authorised by Paul Healey, State Secretary | 7 Grattan St, Carlton VIC

