

March 2025

# Statement of commitment to creating safe workplaces that value gender equality and respect



As the Chief Executive of the Department for Child Protection, I am fully committed to fostering a workplace culture that prioritises respect, gender equality and safety for all employees. As CE, I'm committed to White Ribbon's mission to eliminate violence against women and domestic violence, and our organisation is dedicated to creating an environment with zero tolerance for all forms of violence. We are committed to taking proactive steps to prevent and respond to violence, ensuring that respect, fairness and safety are central to our workplace values.

Our Workplace Equality and Respect initiatives, including our White Ribbon Australia Accreditation Program, are aligned with the Our Watch Workplace Equality and Respect Standards and the Public Sector Code of Ethics. We recognise that violence against women is driven by gender inequality within social, cultural, and organisational structures, and understand the workplace is a key setting in which we can address these issues.

White Ribbon defines violence against women as 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 deprivation of liberty, whether occurring in public or private life. The impact of this violence is far-reaching, affecting women's physical, financial, sexual, and psychological well-being and preventing their full participation in society. It also harms children and young people, families, communities and society as a whole.

As an organisation, we are dedicated to creating a workplace that is safe, respectful, and free from discrimination, violence and abuse. We will continue to advocate for gender equality, ensure equal access to all roles and professional development opportunities, and support flexible working arrangements for all employees. DCP is committed to having policies and procedures in place to assist victims of domestic violence, enhancing safety and identifying risks within the workplace, and providing training to staff on how to respond if someone discloses being a victim of family and domestic violence.

We maintain a zero-tolerance approach to disrespect, harassment, discrimination, and violence, including domestic and family violence, and strive to provide a workplace where all staff feel safe, respected and empowered to excel as professionals, regardless of gender. Our commitment to this cause is unwavering and we will continue to engage, educate, and inspire positive change across our organisation. Together, we will work towards a future where everyone can live and work free from the threat of violence.



**Jackie Bray**  
Chief Executive  
Department for Child Protection

The Department for Child Protection is committed to helping eliminate family and domestic violence.

**We have a zero-tolerance approach to disrespect, harassment and discrimination.**

**We're creating workplaces where staff feel safe and empowered to excel as professionals.**



**Government of South Australia**  
Department for Child Protection



**White Ribbon Australia**  
**Workplace Accreditation**