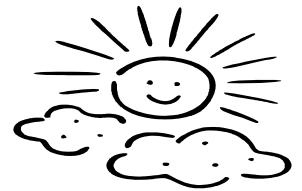




Free Spirits

Survivors Newsletter

Issue 10, Summer 2011



Free—Please take one

Once butterflies emerge from the larva stage they are free and that's what survivors strive to be....free of the past, free of the pain and free from living in fear.

“SAFE at WORK?” was the question asked by researchers, in Victoria in 2005, who wanted to know more of Women's experience of violence in the workplace.*

The telephone survey of 1000 women highlighted that **62.1%** experienced some form of violence at work in the last five years, including being sworn at or shouted at, hostile behaviours, being intimidated or threatened, bullying, victimisation, physical attack, racial or sexual harassment, robbery, wounding or battering, stalking, and rape. This violence impacts on women and their families, communities and workplace in many ways. Women spoke of diminishing enjoyment of work, having to take sick leave, developing psychological disorders, leaving their jobs, developing substance abuse problems and breakdown of relationships.

Three out of five women had reported the workplace violence to a manager or a person in a position of authority. Reasons for not reporting included fear of losing their job, violence was 'normalised' in the workplace, believing managers are condoning it, not knowing what could be done about it, fearing the reporting process could be traumatic and feeling ashamed it was happening to them.

Those who spoke up met with varied results: in some cases the matter went no further than the person who initially took the report, other times women were later punished or ostracised. In some organisations with established policies and processes in place, the violence was taken seriously by managers and the issue was addressed.



The researchers concluded that the extent of workplace violence against women demands action on individual, community, workplace and government levels. They called for effective policies, training, prevention strategies and interventions. They argued for a need to recognise all forms of violence, physical and non-physical, and to address the barriers women face in the workplace when reporting the violence they have experienced.

* *Safe at Work? Women's Experience of Violence in the Workplace.* Union Research Centre of Technology and Working Women's Health, Victoria, 2005.

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Stop Violence

In this issue of the newsletter we provide information on recent legislation relating to sexual harassment in the workplace in South Australia and on organisations outside the workplace that can support victims of workplace violence. If you have any questions, please talk to your Yarrow Place counsellor. Depending on your situation, consult with the Equal Opportunities Commission, the Working Women's Centre, your Union, Work-Cover and/ or the South Australian Police.

100 YEARS OF INTERNATIONAL WOMEN'S DAY = 100 YEARS OF WOMEN SPEAKING OUT!!!!

The 8th March marks this Historic Occasion when we can celebrate the progress that has been made & contemplate where more can be done. There is still a long way to go, especially when it comes to the crime of sexual violence. Let's continue to work together towards a society that is **Free From Violence**



Events Include Celebrating 100 Years of Activism

When: Thursday 10th of March, 5.30pm
Where: Parliament House steps + State Library lawns
Includes a rally on the steps of Parliament House & march along North Terrace to the lawns outside the State Library. Launch of the National Aboriginal and Torres Strait Islander Women's Alliance poster, honouring 100 women who achieved change for their communities; + BBQ.

Movie Night. 'Desert Flower'

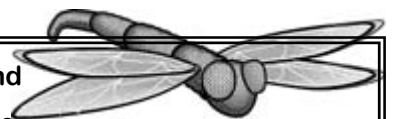
When: Tuesday 8 March 2011, 7pm
Where: Mercury Cinema, 13 Morphett St Adelaide
Based on the world best-selling book DESERT FLOWER by Waris Dirie - the autobiography of a Somali nomad circumcised at 5, sold in marriage at 13, who became an American supermodel and is now at the age of 38, the UN spokeswoman against circumcision

For more International Womens Day Events in South Australia including country areas, see <http://www.unifem.org.au/iwd/Events/sa>

REMEMBER: RAPE IS A CRIME, TALKING ABOUT IT ISN'T!

Yarrow Place Rape and Sexual Assault Service

55 King William Rd
North Adelaide
Tel (08) 8226 8777 Country Callers 1800 817421
Email info@yarrowplace.sa.gov.au
We're on the Web!: www.yarrowplace.sa.gov.au



SEXUAL HARASSMENT AND CHANGES TO THE EQUAL OPPORTUNITY ACT

On 26 November 2008, the South Australian Government introduced a Bill into Parliament to update our 1984 Equal Opportunity Act. The [Equal Opportunity \(Miscellaneous\) Amendment Bill 2008](#) was passed on 14 July 2009.

The new legislation offers more protection for people who care for a dependent child or a family member, people with a mental illness, or an infection without symptoms, domestic partners, people discriminated against because of their spouse or partner, contractors and people who have been sexually harassed.

How is the law about sexual harassment changing?

1. The definition of 'sexual harassment' is being changed to match the Commonwealth definition. This will mean that the same behaviour can give rise to a complaint either to the Australian Human Rights Commission or the local Equal Opportunity Commission.
2. Some new situations of harassment are to be covered. One is harassment of service providers by their customers. Currently it is unlawful for a service provider to sexually harass customers, but it is not unlawful if the service provider is being harassed. The new law will protect the service provider, such as a waitress being harassed by patrons.

Other situations that will be covered include harassment by co-workers, even if they are contractors and not employees, and harassment by students aged 16 and over in secondary schools. Secondary schools will be required to have a written policy against sexual harassment that includes a procedure for resolving complaints. Students should have their complaints addressed at the school initially, but can make a complaint to the Equal Opportunity Commission. Children cannot be made to pay compensation, nor can their identity be reported in the press.

3. There are some new rules about the responsibility of employers for sexual harassment that happens at their workplace.

What new responsibilities will employers have?

Employers will now be legally responsible if their employees or agents sexually harass others in the course of their employment. Previously, the employer could only be liable for damages if he or she authorised, instructed or connived the harassment. The new rule is that the employer will generally be liable if he or she failed to take reasonable steps to stop the harassment from occurring.

The new laws bring employers' responsibility in line with Commonwealth law. However, the South Australian laws provide employers a 'safe harbour'. If an employer has an appropriate policy against sexual harassment and takes reasonable steps to carry it out, they have legal protection. The 'reasonable steps' must include making staff aware of the policy and investigating and dealing promptly with any reported incidents.

What if the harassment is by a third party, not an employee or agent?

There will also be a new obligation on employers if a worker reports harassment by a person who is not a co-worker but with whom they come into contact through their work. If they report the problem to the employer, and the problem seems likely to continue, the employer must take reasonable steps to stop it.

*This information, including other changes to the Equal Opportunity Act can be found on: www.eoc.sa.gov.au
Equal Opportunity Commission free enquiry line:
Monday to Friday 9.30am-4.30pm phone 82071977,
country callers 1800 188 163.*



Summer Word Find.

Can you find the following words:

	Beach	Fishing	Summer	Sun	Sunscreen	Surfing	Swimming	Volleyball		
O	H	I	J	W	G	L	I	C	V	Q
T	H	E	R	T	N	F	E	K	O	A
P	N	K	B	E	I	N	M	D	L	M
Z	U	C	H	N	M	U	U	N	L	B
U	S	P	X	S	M	M	J	N	E	E
F	S	Z	B	A	I	Z	U	N	Y	A
H	G	T	B	U	W	W	D	S	B	C
J	M	E	L	E	S	G	T	N	A	H
L	G	N	I	F	R	U	S	Q	L	J
N	E	E	R	C	S	N	U	S	L	N
L	J	K	F	I	S	H	I	N	G	H



SURVIVORS' VOICE

Give Me the Wind



*I am at my best with the wind in my face,
When overcoming the challenge, with pace.
The pace that requires more effort, more strength,
But once gained momentum, endures with great length.*

*It's easy to sit back, placid and calm
Comfort is only a relative balm.
It seems an advantage, better than strife
But is dulled by stagnation, stifling life.*

*Progress needs movement, energy, drive,
No chance for improvement if you do not strive.
Nothing's for nothing: cause and effect.
That which you work for, you've more chance to get.*

*So give me the wind, let it blow in my face,
The more I confront, the more strength I'll embrace.*

*Steps are not mounted, nor challenge overcome.
Without certain courage or effort be done.*

Useful Telephone Numbers



Yarrow Place	8226 8777 1800 817 421
Crimestoppers	1800 333 000
Crisis Care	131 611
Child Abuse Prevention Service Free telephone helpline offering support, information, referral & crisis intervention	1800 688 009
Child Abuse Report Line	131 478
Domestic Violence Crisis Service	1300 782 200
Domestic Violence Help Line	1800 800 098
Mensline Australia	1300 789 978
Women's Health Line	1300 882 880
Victim Support Service (includes Advocacy, Counselling, Court Companions, Library)	8231 5626 1800 182 368
Women's Information Service (Free service includes Internet access, training and Family Court Support)	8303 0590 1800 188 158
Women's & Children's Hospital	8101 7000
Women's Legal Service	8231 8929
Women's Working Centre	8410 6499



Next Newsletter meeting
Friday 15 July 10-12. To attend
contact Claudia on 8226 8777 or
info@yarrowplace.sa.gov.au



Walking Group for Women who are Stressed, Anxious or Depressed



This group could be just what you need, if you:

Often feel sad or if things are too hard, are searching for some ideas on how to change things, want to meet other women, are interested in some gentle walking in a group, want to try out some mindfulness based stress reduction practices

Have approval from your GP to participate

Hosted by Women's Health Statewide, the group will walk at a comfortable pace around the North Adelaide area

When: 1.00pm–2.30pm
every Tuesday for six weeks
starting on 15 March, 2011

Where: Meet at Women's Health Statewide
64 Pennington Terrace
North Adelaide

Cost: FREE

If you are interested in joining the group, contact:

Kristina Birchmore or Glenda Sudholz at Women's Health Statewide on Telephone: 8239 9600

Web based therapy is becoming increasingly popular. Below are some Australian sites that offer online services.

www.climateclinic.tv

St Vincent's hospital offers free, anonymous online mental health programmes for anxiety and depression, Obsessive Compulsive Disorder, Post Traumatic Stress Disorder and Chronic Pain.

www.moodgym.anu.edu.au

The Australian National University offers free, anonymous Cognitive Behaviour Therapy for preventing and coping with depression

www.ecouch.anu.edu.au

A self-help, interactive program by the Australian National University, with modules for depression, generalised anxiety and worry, social anxiety, relationship breakdown and loss and grief.

Disclaimer : Yarrow Place does not take responsibility for any information provided in this newsletter