

## **The plan. The goal.**

The Rio Tinto Workplace Domestic Violence training program has four themes:

- 1.** is understanding domestic violence and why it is a workplace issue. We will look at why it happens, how prevalent it is and the impact on workers and the workplace.
- 2.** is learning to recognize warning signs and risk factors that someone may be experiencing domestic violence or that someone may be committing violence.
- 3.** is taking constructive & effective action! The See it, Name it, Check it frame work will guide our conversations. We refer to these as SNCit conversations.
- 4.** is policy and resources. The training will help you to understand the new policy and the Rio and community resources you can draw on.

The goal of the training is not to make people instant experts, but rather to raise your knowledge and increase your ability to take effective action.

In this online introduction, we will focus on understanding the dynamics of domestic violence. The other themes will be address more in depth in face to face training.