

## The Charter of Commitment against Domestic Violence

Gender-based violence is a human rights violation that remains underestimated and under-addressed. In Europe, 1 in 3 women have been physically or sexually abused in their lifetime, mostly by a spouse or ex-spouse.

This means that every employer has been, is or will be in contact with an employee who is a victim of domestic violence. With workers spending a third of their time at work, employers are in a unique position to create a caring environment that breaks the silence around this plights.

### As members of the CEASE network, we are committed to:

- 1** Understand that domestic violence is gender-based violence, and grasp its significance in both numerical and qualitative terms.
- 2** Raise awareness of this violence within our own organisations, among our peers and stakeholders, and among the general public.
- 3** To ensure a culture of equality within our organisations.
- 4** Use policies, tools, training and processes for our HR departments, management teams and all our employees that enable us to respond when employees report violence against them.
- 5** Enable employees to speak out and promote a caring environment for our employees who experience violence.
- 6** Refer employees to specialist organisations if they are confronted with domestic violence.
- 7** Develop a network of various stakeholders (private and public companies, associations, public institutions, trade unions) to work together on this issue.
- 8** To monitor the implementation and measure the impact of actions taken to support victims of violence within our organisations and share the results with our stakeholders.