



**DOMESTIC VIOLENCE  
ACTION PLAN  
2015 - 2016**



### PARRAMATTA EELS NATIONAL RUGBY LEAGUE CLUB

As an NRL club, the Parramatta Eels accept the responsibility that comes with being a national sporting team.

Sport is an essential part of our community, and the Parramatta Eels are committed to giving back through strong community leadership.

We are committed to taking a strong stance against family and domestic violence. NO MORE.

To register as a supporter of the NO MORE Campaign, visit:  
[NOMORE.ORG.AU](http://NOMORE.ORG.AU)





## FOREWORD

I congratulate the Parramatta Eels on being the first national sporting team to develop a Domestic Violence Action Plan.

The NO MORE campaign commenced in 2008 after consultation with Indigenous Elders from across the Northern Territory. Since then, it has evolved to engage with all levels of the sporting community across all demographics. The campaign's aim is to engage with men, as both perpetrators and victims, to take ownership of the issue and work towards a solution. I'm pleased that the voices of men, particularly Indigenous men and Elders, are being heard across Australia in their call for NO MORE family and domestic violence.

I call on all sporting clubs throughout Australia to stand up and say NO MORE to family and domestic violence, and I encourage them to develop their own Domestic Violence Action Plans.

**Charlie King,**  
**'NO MORE' Founder**

## PREAMBLE

### PARRAMATTA EELS NATIONAL RUGBY LEAGUE CLUB RECOGNISES THAT:

- National sporting clubs have a responsibility not only to the communities they represent, but to the Australian population as a whole. These clubs must involve themselves in addressing societal issues as part of this responsibility.
- Sport has been, and always will be, an integral part of the Australian culture. In order to instigate a national culture change against family violence, the sporting community must be actively involved.
- Elite sportsmen and women in the modern era have a social responsibility to model behaviour to the public. Sports clubs must support their Board, staff and players, both proactively and reactively, to ensure a community standard is set by them and the clubs they represent.
- Family and domestic violence is a trans-generational cycle. Accordingly, involving men and women, young and old in clubs is necessary to break the cycle.
- All those affected by family violence must be supported through the process with appropriate treatment and counselling.
- Family violence is not only physical, it can include emotional, sexual, social, verbal, economic, spiritual and culturally abusive behaviour.



## MESSAGE FROM THE CHIEF EXECUTIVE

While living free from violence is everyone's right, reducing violence is everyone's responsibility.

For many years the Eels have stood as a community icon in Parramatta. As an NRL club, the Parramatta Eels accept the responsibility that comes with being a national sporting team. Sport is an essential part of our community, and the Parramatta Eels are committed to giving back through strong community leadership and contributing to building a society where families can be free from violence.

Family violence has been identified as a national concern for all Australians. Sporting institutions play an important role in influencing change both at the club level and more broadly in the community. The Parramatta Eels accept their place in history as the first national professional sporting club to make a Domestic Violence Action Plan, taking a proactive approach to this vital issue.

Through our partnership with the Northern Territory Government, the Parramatta Eels have joined forces with the NO MORE campaign with the support of its founder, Charlie King.

The Northern Territory has become as much a part of the Eels family as Greater Western Sydney and the development of our Domestic Violence Action Plan is part of a broader commitment to positive community change across borders.

The Blue and Gold is dedicated to cutting through tokenism and being the leading community club across sporting codes in Australia.

*Scott Seward*

**Parramatta Eels Chief Executive Office**





## MESSAGE FROM THE COACH

Family and domestic violence is an issue I personally am committed to confronting. Violence within families is never acceptable and never will be.

I expect our football team, as men and leaders, to stand against the increasing prevalence of violence in our society. The Parramatta Eels are committed to seeing the end of this community tragedy. As a team, we will stand up and link arms as a symbol against violence in our community.

Violence is not a solution.

We say NO MORE to family and domestic violence.

*Brad Arthur*

**Parramatta Eels Head Coach**

## DEFINITIONS

Domestic violence refers to acts of violence that occur between people who have, or have had, an intimate relationship. While there is no single definition, the central element of domestic violence is an ongoing pattern of behaviour aimed at controlling a partner through fear, for example by using behaviour which is violent and threatening. In most cases, the violent behaviour is part of a range of tactics to exercise power and control over women and their children, and can be both criminal and non-criminal.

Domestic violence includes physical, sexual, emotional and psychological abuse.

Family violence is a broader term that refers to violence between family members, as well as violence between intimate partners. It involves the same sorts of behaviours as described for domestic violence. As with domestic violence, it is recognised that although only some aspects of family violence are criminal offences, any behaviour that causes the victim to live in fear is unacceptable. The term 'family violence' is the most widely used term to identify the experiences of Indigenous people, because it includes the broad range of marital and kinship relationships in which violence may occur.

- Taken from the National Plan to reduce violence against women and their children



OBJECTIVE	COMMITMENT
1. Engage on the National level with Domestic Violence groups.	Our Club commits to continue working with the 'NO MORE' campaign to reduce family violence in the sporting community.
2. Raise awareness within the Parramatta Eels Community.	Educating and engaging the broader Parramatta community about the issue of family and domestic violence and the importance of public discussion on the matter.
3. Raise awareness throughout all levels of the Club	Our Club commits to educating all members of the Club at all levels about family and domestic violence.
4. Offer support to all Board, staff and players identified as being impacted by family violence	Our Club commits to supporting Board, staff and players who are impacted by family or domestic violence through support processes.
5. Include in the code of behaviour for all Board, staff and players.	Our Club commits to creating a formal policy setting out the expectations of Board, staff and players with regards to family and domestic violence.
6. Ensure all opportunities within the club are gender equal.	A gender equal club is a crucial component for addressing the potential in regards to family and domestic violence.
7. Evaluate regularly.	Regular evaluation must occur to track both successes and problems. New goals are necessary to keep this Domestic Violence Action Plan up to date and relevant.



ACTION/ACTIVITY	RESPONSIBILITY	STATUS
<p>1.1. Correspond regularly concerning updates with both the 'NO MORE' campaign and developments within the Club regarding this Domestic Violence Action Plan.</p> <p>1.2. Identify a club leadership group, including players to drive this action plan</p>	Parramatta Eels	Ongoing
<p>2.1. Link arms before chosen matches, with an on ground announcement explaining the 'NO MORE' campaign.</p> <p>2.2. Include a 'NO MORE' report in the Annual Report detailing the development and actioning of this plan.</p> <p>2.3. Inform all Members about the Club's involvement with the 'NO MORE' campaign and the importance of individual action in stopping the violence.</p> <p>2.4. Ensure that information regarding the 'NO MORE' campaign is distributed to all affiliated clubs.</p>	Parramatta Eels	<p>Ongoing</p> <p>Ongoing</p> <p>Completed</p> <p>Ongoing</p>
<p>3.1. Include a section on family and domestic violence in the new players' handbook.</p> <p>3.2. Include a section on family and domestic violence in the '2020 vision'.</p> <p>3.3. Install 'NO MORE' signage around playing venues, headquarters and change rooms.</p> <p>3.4. Release a public statement explaining this DVAP and what it means to the Club.</p>	Parramatta Eels	<p>November 2015</p> <p>Completed</p> <p>Ongoing</p> <p>Completed</p>
<p>4.1. Develop processes to identify and respond to Board, staff and players who are impacted by family violence</p> <p>4.2. Offer proactive counselling to Board, staff and players identified as being at risk.</p> <p>4.3. Offer support to Board, staff and players who request counselling.</p> <p>4.4. Create a mandatory reporting system within the Club at all levels for Board, staff and players who commit domestic violence.</p>	Parramatta Eels	Ongoing
<p>5.1. Through consultation, create a policy detailing the Club's expectations of behaviour.</p> <p>5.2. Enforce this code through relevant disciplinary and support mechanisms</p>	Parramatta Eels	Ongoing
<p>6.1. Create communication pathways for gender issues to be reported to club management.</p> <p>6.2. Ensure equal opportunity at all levels of club involvement.</p>	Parramatta Eels	Ongoing
<p>7.1. Make the Domestic Violence Action Plan a standing item at management meetings.</p> <p>7.2. Generate a report concerning the achievements, challenges and future directions of the plan.</p> <p>7.3. Renew the Domestic Violence Action Plan with these additions annually.</p>	Parramatta Eels	<p>Ongoing</p> <p>Ongoing</p> <p>Annually</p>



PRINCIPAL PARTNER OF THE PARRAMATTA EELS

**PARRAMATTA NATIONAL RUGBY LEAGUE CLUB**

2 Eels Place, Parramatta NSW 2150  
PO Box 2666, North Parramatta NSW 1750  
Phone 02 8843 0300  
Facsimile 02 8843 0318  
[parraeels.com.au](http://parraeels.com.au)