

**NO
MORE**

DOMESTIC AND FAMILY VIOLENCE ACTION PLAN



**Australian Women's Baseball Team
(The Emeralds)**





Why do we need a DVAP?

Domestic, family and sexual violence affects women, men, children and families from all parts of Australian society. Sport is an integral part of Australian culture and sporting organisations play an important and influential role in educating and influencing our community to prevent domestic violence.

1 woman is killed
nearly every week in
Australia at the hands of a
partner or an ex-partner



Children are present in
1 out of every 3
family violence
cases reported to police.



1 in 3 women have
experienced **physical**
violence by a current or
former partner since the
age of 15.



1 in 7 men
have experienced
emotional abuse by a
current or former partner
since the age of 15.

Violence includes physical, emotional/verbal, sexual abuse/assault, cyber, social, financial/economic, spiritual/cultural abusive behaviour and we say no more to them all

Baseball Australia and the Emeralds believe we can make a difference to people's lives through the implementation of a Domestic Violence Action Plan (DVAP)

This initiative contributes to the United Nations Sustainable Development Goal #5: Gender Equity

NO MORE The Emeralds Say:

- 1) It takes a community to break the cycle of domestic, family and sexual violence and all those affected must be supported.
- 2) As women, and minorities in a male-dominated sport, we will do all in our power to shape a community that we are proud to represent
- 3) We will aim to educate and empower women, men and children to raise standards of behaviour and stand up against domestic, family and sexual violence.
- 4) We will be “upstanders” rather than bystanders by educating ourselves, recognising signs, speaking out and offering support to those impacted wherever we can.
- 5) Women and men, children and adults all have the same rights, and those rights must be represented equally and respected absolutely.

EMERALDS



Baseball Australia says

"We are committed to leading the way for sport to reduce domestic and family abuse..."



Glenn Williams
Baseball Australia
CEO

Partnering with NO MORE since 2015, Baseball Australia is committed to leading the way for sport to reduce domestic and family abuse. We are proud of the Emerald's commitment in 2016 by becoming the first Australian national team to develop a Domestic Violence Action Plan and their use of sport to empower and inspire change, on and off the field. Baseball Australia supports the Emerald's aims by holding NO MORE activations during national championships, national league games and invitational events. As the national body for baseball, we invite our baseball family to embrace this issue, amplifying the message throughout state associations, clubs and teams to end this abuse.

Everybody has the right to be "safe at home" and we will continue to support efforts to create inclusive, safe environments for Australian women, men and families.

"Everyone deserves to live a life without the fear of violence..."

The current trend of domestic, family and sexual violence in Australia is nothing short of appalling and it is disturbing that this societal problem continues to rear its ugly head.

The Emeralds program is extremely supportive of speaking out against domestic, family and sexual violence and supporting those who feel they do not have a voice. Everybody deserves to live a life without the fear of violence and the subsequent issues surrounding it.

As a program we are dedicated to a holistic approach to athlete development and we absolutely say NO MORE to domestic, family and sexual violence.



Jason Pospishil
Emeralds Manager



Our Plan

Objectives	What we commit to	How we will do it	Who is responsible	When we will do it	Action & date taken
Raising Awareness	The Emeralds have a zero-tolerance policy to family violence	<p>We will have a mandatory reporting requirement for any member of the program that commits domestic, family violence or become aware of instances where violence has been perpetrated within the baseball community.</p> <p>We will have an induction process for all new program members that includes information on the Emerald's position on family, domestic and sexual violence and how to access support.</p>	<p>Coaches, players and Administrators</p> <p>Baseball Australia, Coaches and Administrators</p>	<p>Ongoing and annually</p> <p>Ongoing</p>	
Supporting those impacted	The Emeralds will support any person who has been a victim of family violence.	<p>We will enforce Baseball Australia's Member Protection Policy.</p> <p>We will ensure that every person in the program knows that there is "someone there for me."</p> <p>We will document the Emerald's expectations of behaviour and enforce this code of behaviour.</p>	Coaches, Players, Administrators.	Ongoing	
Respecting All	The Emeralds are committed to respecting all people associated with and in the Baseball community.	<p>We will ensure everyone is given every opportunity to participate as a player, coach, supporter and volunteer and that the participation environment is supportive and safe.</p> <p>We will speak up when language or actions in the baseball community are disrespectful to others, particularly women due to the high incidence of violence against women.</p>	<p>Coaches, Players, Supporters</p> <p>Coaches, Players and Administrators</p>	<p>Ongoing</p> <p>Ongoing</p>	



Our Plan

Objectives	What we commit to	How we will do it	Who is responsible	When we will do it	Action & date taken
Education	The Emeralds will learn about family violence and promote NO MORE to the Baseball community.	In conjunction with NO MORE, our players will be educated on the issues of family violence. We will inform the baseball community of our involvement with NO MORE and the importance of individual action in stopping family violence.	Coaches, players and Administrators	Ongoing and annually	
Public Awareness	The Emeralds will publicly support NO MORE	<p>We will dedicate selected games and events to demonstrate our support for NO MORE.</p> <p>Where appropriate we will link arms and invite our supporters, officials and opposing team to do the same.</p> <p>We will engage the female baseball community to help promote NO MORE during public events such as the annual NO MORE ABL round.</p> <p>Where possible we will include the NO MORE logo on our uniforms and marketing material.</p> <p>There will be a dedicated NO MORE day at the Australian Women's Championships each year.</p>	<p>Coaches, Players, Administrators.</p> <p>Coaches, Players, Officials and supporters</p> <p>Coaches, Players, Baseball Australia</p> <p>Baseball Australia, NO MORE</p> <p>Baseball Australia, Coaches, Players and States</p>	Ongoing	



Our Commitment

Australian Emeralds

Commit to do everything we can to address the unacceptable levels of domestic and family violence in our community through the implementation of the actions in this plan.

A handwritten signature in black ink, appearing to read "Glenn Williams", written over a horizontal line.

Glenn Williams
Baseball Australia CEO

Date: 5 APRIL 2023