



Executive Endorsement

The SA Housing Trust (the Trust) is committed to preventing violence against women (VAW) and individuals of other genders through cultivating a workplace culture of respect, safety and inclusivity. Ending gendered violence is a shared responsibility and as a workplace we have a significant role in both prevention and support for our employees and our customers.

We recognise that gender inequality is a key driver of VAW. We also recognise that rigid gender norms and discrimination based on sex and sexuality contribute to violence experienced by lesbian, gay, bisexual, transgender, intersex, queer and asexual (LGBTIQ+) people. To create meaningful change, we must actively challenge these harmful norms.

Our commitment includes:

- Role modelling gender inclusive leadership where all genders feel respected, valued, and have equitable opportunities for growth and advancement.
- Ensuring our systems, policies and practices prioritise employee safety and inclusivity and prevent further harm.
- Raising awareness that gendered violence is a workplace issue.
- Championing gender equality and encouraging male allyship.
- Building skills in our employees to recognise and respond to disclosures of domestic and family violence as appropriate to their role.

- Empowering our leaders to model respectful behaviour while upholding the principles of gender equality and fulfil their obligations under the Sex Discrimination Act.
- Zero tolerance of disrespect, harassment, discrimination, racism and violence in the workplace, including the perpetration of domestic and family violence.

The National Plan to End Violence Against Women and Children (2022–2032) highlights the importance of safe, affordable, and accessible housing in preventing violence. We will continue to lead and support initiatives that positively impact women and the broader community.

As a White Ribbon Accredited workplace, we are striving to sustain an environment where all employees of all genders feel safe and respected.

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