

Policy Document

Domestic & Family Violence

July 2022

Domestic & Family Violence Policy

Introduction

Many of us at various times face difficult situations in our personal lives. For some, this includes domestic and family violence. At Barry.Nilsson, we recognise the negative impact that domestic and family violence can have on the lives of those who experience it and we aim to support our team members who are impacted by such violence.

We are committed to:

- supporting our team members who are experiencing or escaping domestic or family violence by providing a workplace environment that promotes their safety and enables them to continue working with the firm;
- creating an environment where individuals feel comfortable in coming forward to request assistance for domestic or family violence concerns;
- responding to domestic or family violence issues with sensitivity and confidentiality; and
- providing assistance and flexibility to support those experiencing domestic or family violence.

Definition

Domestic and family violence can be defined as violent, threatening or other abusive behaviour by a person that seeks to coerce or control a family member and that causes the victim harm or to be fearful. A central element is an ongoing pattern of behaviour aimed at power and control through fear. It can take many forms and includes physical, sexual, verbal, emotional, psychological and financial abuse.

Who you can talk to

Those experiencing or escaping domestic or family violence are encouraged to speak with a Principal/Manager or a member of the People & Culture team.

It is particularly important to speak with someone if there is a risk to your safety in the workplace or to colleagues, so that appropriate strategies can be put in place.

Access to confidential, professional counselling is also available via our Employee Assistance Program (EAP).

Assistance available

We will provide respectful, sensitive and non judgmental support to our staff members who are impacted by domestic or family violence.

The assistance required by each individual will likely vary. We will therefore provide case by case responses and support and will work collaboratively with you to discuss and consider options. As a guide, assistance can include:

- flexible working arrangements such as changes to working hours or location;
- access to paid and/or unpaid leave including up to 5 days of paid domestic & family violence leave per year, which is available at the discretion of the National People & Culture Manager based on the circumstances;
- payment of wages into different accounts or payment of wages in advance of the standard processing date;
- changes to work phone numbers;
- establishing a method of communication in the case of absences;
- implementation of a safety plan to improve your safety and that of colleagues if there is a risk of violence in the workplace; and
- referrals to external services for assistance.

Confidentiality

Personal information provided in relation to situations of domestic or family violence will be kept confidential. If changes to your working arrangements need to be communicated to your Principal/Manager or team, this will be carefully and sensitively managed in consultation with you.

If there is a risk to your safety in the workplace or to colleagues (for example, there is a risk the perpetrator will come to the workplace) then disclosure of the situation may be required to certain individuals who have a genuine need to know. With your consent, disclosure will be made, however it will be contained to relevant individuals and necessary information only.

External support and information services

The following external support and information services are available for those impacted by domestic or family violence or for people interested in learning more about it.

Emergency support

In an emergency, contact 000.

Employee Assistance Program

You can access the firm's Employee Assistance Program to obtain free confidential and professional counselling support services.

National Services

1800 RESPECT 1800 737 732 (24 hours, 7 days)

Provides confidential telephone and online counselling. The website contains information, safety planning tools and referrals to local services for people experiencing family or domestic violence or sexual assault. It also contains information on how to support someone affected by family or domestic violence.

<https://www.1800respect.org.au/>

MensLine Australia 1300 78 99 78 (24 hours, 7 days)

National telephone and online support, information and referral service for men with family and relationship concerns.

<https://mensline.org.au/>

New South Wales

NSW Domestic Violence Line 1800 65 64 63 (24 hours, 7 days)

Crisis counselling and referral service for women and persons who identify as female.

LawAccess 1300 888 529 (9am – 5pm, Monday to Friday)

Government telephone service providing legal information, advice and referrals for people who have a legal problem involving domestic violence.

<http://www.lawaccess.nsw.gov.au/>

Queensland

DV Connect Womensline 1800 811 811 (24 hours, 7 days)

Information, referrals and counselling for women affected by domestic violence including crisis accommodation.

<http://www.dvconnect.org/>

DV Connect Mensline 1800 600 636 (9am – midnight, 7 days)

Information, advice and counselling for men affected by domestic violence or assistance for those looking to address their own use of violence.

<https://www.dvconnect.org/mensline/>

Western Australia

Women's Domestic Violence Helpline	1800 007 339 (24 hours, 7 days) Provide support and counselling for women experiencing family and domestic violence including phone counselling, information and advice, referral to local advocacy and support services as well as support in escaping situations of family and domestic violence. https://www.wa.gov.au/service/community-services/community-support/womens-domestic-violence-helpline
Men's Domestic Violence Helpline	1800 000 599 (24 hours, 7 days) Provide telephone counselling, information and referral services to male victims of family violence as well as those who are concerned about their own violent and abusive behaviours. https://www.wa.gov.au/service/community-services/community-support/mens-domestic-violence-helpline
Crisis Care Helpline	1800 199 008 (24 hours, 7 days) Crisis Care is a telephone information and counselling service for people in crisis needing urgent help. https://www.wa.gov.au/service/community-services/community-support/crisis-care

Tasmania

Family Violence Counselling and Support Service	1800 608 122 (9am to midnight weekdays, 4pm to midnight weekends and public holidays) Information, counselling and support for anyone affected by family violence. https://www.communities.tas.gov.au/children/family_violence_counselling_and_support_services
Safe at Home (Family Violence Response & Referral Line)	1800 633 937 (24 hours, 7 days) Government service designed to protect and support victims of family violence. Counselling, support and referral services available. https://www.safeathome.tas.gov.au/

South Australia

Domestic Violence Crisis Line 1800 800 098 (24 hours, 7 days)

Information and telephone counselling service offering assistance to women experiencing domestic violence by providing information, counselling and safe accommodation options.

<http://www.womenssafetyervices.com.au/>

Victim Support Service 1800 842 846 (24 hours, 7 days)

Information and practical support for people affected by family and domestic violence or abuse including counselling and legal advice.

<https://www.victimsa.org/>

Victoria

Safesteps 1800 015 188 (24 hours, 7 days)

Information and referrals for women affected by family violence including crisis counselling and accommodation.

<https://www.safesteps.org.au/>

App

These are only recommended to those who have safe and secure access to their phone.

Penda Provides legal, financial and personal safety information and referrals for women who have experienced domestic or family violence.

Daisy Aims to connect people experiencing violence or abuse to services in their local area. Includes safety features to help protect privacy.

