



# Initial Business Actions Preventing Domestic and Family Violence

## 1. START WITH BOARDS AND CEO'S

Workplaces must start from the top down. Boards and CEO's should:

- a. agree that Domestic and Family Violence is an issue which must be taken seriously
- b. ensure all workplaces can respond to employees who experience violence.

Establish a purpose intent statement communicating your organisational leadership has a genuine commitment that:

- all employees understand your workplace believes Domestic and Family Violence is harmful and unacceptable
- Domestic and Family Violence or abuse should not happen, ever
- all employees must be physically and psychologically safe, free from Domestic and Sexual Violence, Harassment, Bullying and Discrimination in the workplace
- you have a responsibility as a business to respond appropriately with care and will safely help employees remain in their employment.

## 2. CONSULT AND ENGAGE WITH EMPLOYEES AND KEY STAKEHOLDERS

Gain a clear understanding of where your organisation is at, and how they are feeling right now. Use various methods of consultation.

Begin by understanding what needs to change and why. Employees should be asked questions about your current organisational situation as well as how they see the future.

Start by completing an anonymous or third-party workplace survey to gain employee input. Establish feedback on whether people feel safe day-to-day at work.

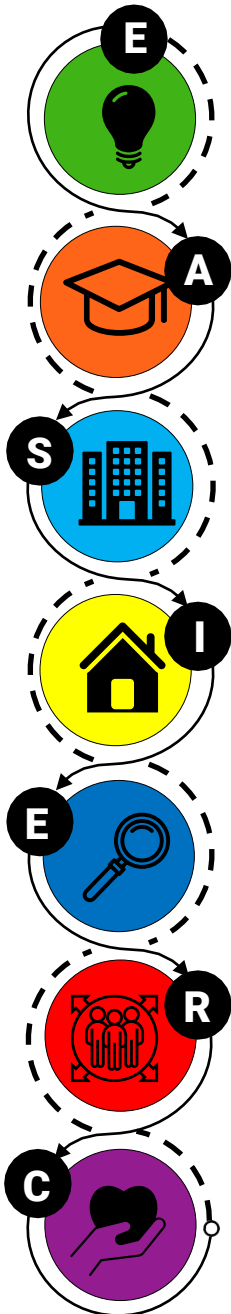
## 3. REVIEW POLICY AND PROCEDURES

Create or review Domestic and Family Violence policy. The purpose of a policy is to ensure:

- employees experiencing Domestic and Family Violence are safe at work and have a supportive workplace environment
- Domestic and Family Violence is not tolerated or excused
- employees know what to do if they suspect or see violence and abuse either (i) happening to someone in the workplace or (ii) being used by someone in the workplace.

Some key points should include first response networks; how people disclose, what happens when people disclose; confidentiality, information sharing and data storage; duty of care responsibilities and safeguards; work performance and attendance; leave entitlements; flexible work arrangements and support services for affected employees.

People need to understand what your organisation may or may not do in response to particular behaviours or situations.





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## 4. TRAINING & EDUCATION

Build a responsive framework so that people know how to speak up or how to help. Conduct awareness-raising training for all employees to recognise the signs of Domestic and Family Violence, so they understand how to look, listen and link.

First responders and leaders are trained to accept disclosures safely and appropriately at all levels.

## 5. DEVELOP ACTION PLANS

Visible and accountable action plans are developed across every part of the organisation.

You know how to respond immediately and safely to help employees experiencing abuse. You know what to say and do.

Your people understand their roles and responsibilities to recognise, respond and refer. Organisational duty of care risk is managed appropriately with compliance.

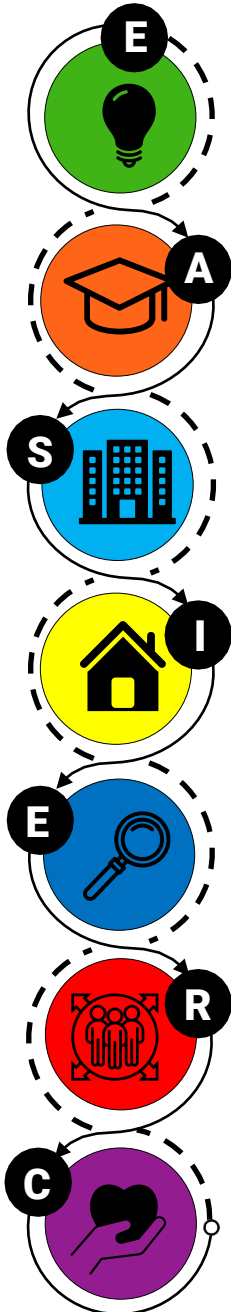
Action plans must be supported from the top and allocated a business owner to ensure responsible and appropriate deployment.

## 6. COMPLY WITH EMPLOYER RESPONSIBILITIES

Safe Work Australia has new duty of care responsibilities. You can find these [here](#).

If your business has an HR team, they need to be knowledgeable about preventing Domestic and Family Violence in the workplace, and understand:

- how Domestic & Family Violence presents at work, and what it looks like
- what support people require, and how to maintain confidentiality
- when and who to refer to for specialist assistance.



For a confidential discussion on the specific needs of your organisation please contact **Janine Fulton**:

**CONTACT  
US HERE**

