



# FAMILY VIOLENCE

## A Step by Step Guide for Delegates

**CHECK THE FAMILY VIOLENCE CLAUSE UNDER YOUR EBA OR OTHER INDUSTRIAL INSTRUMENT FOR DETAILS OF WHAT YOUR EMPLOYER PROVIDES.**

**CONTACT THE AMWU IF YOU ARE UNSURE**

### WHAT TO DO WHEN A MEMBER APPROACHES YOU FOR HELP:

#### Find out the facts:

Establish the impact family violence is having on:

- your member's ability to attend work and do their job
- for them and their colleagues to be safe in the workplace, and
- to have the necessary time to attend to their personal and family responsibilities under the circumstances.

#### Intimate partner and family violence may:

- Affect the member's ability to get to work and/or be on time for work
- Necessitate the member taking time off work
- Affect the member's and co-workers' ability to stay safe at work
- Impact on the member's work.

#### Members may be:

- Receiving abusive phone calls, text messages or emails
- Affected by the abusive person turning up at the workplace, contacting co-workers or the employer, or because the abusive person works in the same workplace
- Feeling unwell, sleep deprived or distracted
- Affected by injury or psychological stress.

#### Ask the member what they would like you to do.

Ascertain if the member would like you to:

- Only provide information
- Assist them with accessing their rights and entitlements
- Advocate on their behalf with management-take the family violence clause to show management.

## **Suggest that the member:**

**Keep a personal diary** in relation to any family violence incidents and injuries and the impact on work such as attendance; time off work; and safety at work including abusive phone calls, text messages or emails; or the abusive person turning up at the workplace or contacting co-workers or the employer.

Consider a **domestic violence protection order that includes the workplace**. Contact Legal Aid in your state – they provide free legal information, referrals and advice.

Contact a domestic violence expert for support. 1800 RESPECT (1800 737 732) provides 24 hours, 7 days a week, confidential telephone and internet counselling, information and referral (to local services) for people experiencing domestic violence or sexual assault.

**Remember that the member needs to feel in control and that you must let them decide the next steps.**

## **Safety Planning**

**The indicators are that the violence is seriously escalating when it impacts on attendance, performance and safety at work. Threats of family violence, and homicides happen at work. All employees, clients and customers need to be protected from the risk.**

Planning for the safety of the member in the workplace is like planning for other occupational health and safety hazards and should be done with the member.

1. **Identify potential risk** including receiving abusive phone calls, text messages or emails; the abusive person turning up at the workplace, contacting co-workers or the employer. The abusive person may sometimes work in the same workplace.
2. **Assess the possibility of the risk occurring**
3. **Assess the severity of the risk**
4. **Eliminate or reduce the severity of the risk**