



Family Violence Leave Model Clause for EBA Bargaining

- x.1 Employees experiencing family violence will have access to personal/sick leave, additional paid leave and leave without pay.
- x.2 Employees experiencing family violence have a right to request flexible working arrangements including changes to working times. Such requests will not be unreasonably refused.
- x.3 Employees may use carer's leave, including leave without pay to support a person experiencing family violence.
- x.4 An employee may be required to produce suitable evidence such as documents issued by the police, a court, a medical practitioner, a domestic violence support service, a lawyer or counselling professional or by statutory declaration.
- x.5 All personal information about family violence will not form part of the employee records and will be kept confidential.
- x.6 An employee experiencing family violence will be offered referral to the Employee Assistance program and/or other local resources.
- x.7 An employee will not be discriminated against or have adverse action taken against them because of their disclosure of, experience of, or perceived experience of, family violence.
- x.8 Health and Safety Representatives and Delegates will be provided paid time off work for appropriate training in supporting employees at the workplace who are experiencing family violence.

NOTE: Model DSP Clause should be included in EA to ensure disputes referred to FWC can be arbitrated, however if not, should include the following clause:

- x.9 Any person covered by this agreement has the right to take a dispute about rights under this clause to the Fair Work Commission or relevant industrial commission for resolution by mediation, conciliation or arbitration.