



**DOMESTIC VIOLENCE
BUSINESS SOLUTIONS**
BETTER BUSINESS, SAFER WORKPLACE

**DOMESTIC AND
FAMILY VIOLENCE**

**A WORKPLACE
ISSUE**



Excellent Business Intelligence Needed to Address Domestic and Family Violence in the Workplace

Did you Know What Happens at Home Continues at Work?

Domestic and family violence (DFV) is no longer a private issue happening behind closed doors at home. It is everyone's business and a public issue that is likely to be impacting your workplace, costing large sums of money. The reality is, most corporate leaders and staff don't have sufficient education to understand or recognise the horrific financial and social impacts DFV is silently having in the workplace right now, everyday. We all agree DFV can happen at home to some employees, but did you know the abuse doesn't stop when your staff come to work? Would you like to know how to foster workplace safety within your organisation when your employees are being threatened at work through abusive emails, phone calls, messages, stalking and other harmful behaviours? Would you like to recognise when employees are misusing your company's time and resources to facilitate DFV during working hours? The good news you can! We can all do something about this to create change and it doesn't have to be costly.

1

BETTER BUSINESS

**Did you know you can
improve your bottom
line and reduce
workplace costs?**

2

SAFER WORKPLACES

**It doesn't cost much to
create safer and more
supportive workplaces
for staff.**

3

FREE FROM VIOLENCE

**Do you know how the
associated
organisational risks
could impact you?**



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**Domestic and family
violence is never OK
in our homes and
within our
communities, it
simply must stop.
Most of us
genuinely want to
help - the issue is
often we don't
know how to help
easily or safely.**

✓ **The great news is
WE CAN ALL
EASILY DO
SOMETHING TO
HELP SAFELY -
even one small
action will make a
big difference and
is often LIFE
CHANGING.**

**We know your
workplace is an
important part of
your community,
after all
approximately 65%
of Australians are
employed. Have
you ever considered
DFV may impact
your workplace?**

**Here's WHY you
should ...**



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Become Informed

Do You Know How Much Domestic and Family Violence is Costing Your Business?

The total **annual cost of violence** against women and their children in Australia was **estimated to be \$22 BILLION in 2015-16**.

Source: The cost of violence against women and their children in Australia (KPMG, 2016).

Are you reading this thinking, "it's not an issue that affects our company" or "domestic violence doesn't happen at our work"? As a business leader or employee you are not alone in thinking this way, however the existence of DFV in your workplace is serious and can be very costly.

The statistics below are horrific. Proportionally DFV will be in existence in most workplaces on some level, but because it isn't always obvious, you may not realise it could be happening in your business.

What is Domestic and Family Violence?

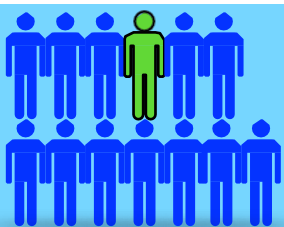
DFV is threatening or abusive behaviour used to dominate, coerce or control an employee causing them harm and/or fear for themselves or someone else. It's usually episodic in nature, i.e. an ongoing pattern or cycle of harmful behaviours and is very rarely a one-off incident. The term 'family violence' is the preferred term in many Indigenous communities.



DFV doesn't discriminate. It can happen in the workplace to any corporate leader or employee, by anyone they live with or see frequently in an intimate personal relationship, or by a family member or carer, at any time. DFV occurs in all sectors of our communities every day, regardless of job title, wealth or other socio-economic status, gender, age, culture, sexual orientation, ethnicity, or marital status.

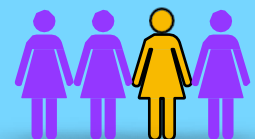
The opportunity **COST OF LOST PRODUCTIVITY** to the Australian economy during 2014-15 was **estimated at \$2.1 BILLION**.

Source: A High Price to Pay: The economic case for preventing violence against women (Price Waterhouse Coopers 2015).



Since the age of 15:
Approximately **one in four women**
(23% or 2.2 million) compared to
one in thirteen men (7.8% or 703,700)
has experienced at least
one incident of violence by an intimate partner.

Source: 2016 Personal Safety Survey (ABS, 2017).



On average **one woman a week in Australia is killed** by an intimate partner.

Source: Australian Institute of Criminology Homicide Monitoring Program (Cussen & Bryant, 2015).





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We Can All Do Our Bit to Foster Positive Change

Reasons Why Employers Must Act to Address Domestic and Family Violence

Reduced Safety Risks

Employer duty of care applied to prevent harm and lethality dangers in the workplace (including risk assessment and safety planning). Fewer errors and accidents resulting from distractions, lack of communication where tasks are undertaken by replacement colleagues unfamiliar with safe practices.

Improved Productivity and Performance

Employees feel supported. Workplace actions are implemented enabling staff to safely concentrate on their job rather than feeling anxious about hiding the possibility of threats of harm, often directed at themselves, colleagues or other family members by the abuser while they are working. Unsupported staff often become isolated attempting to manage undisclosed safety risks at work resulting in distractions, injury, illness and absenteeism.

Reduced Employee Absenteeism

Reduction of unplanned costs when other employees are required to replace lost production and productivity from absenteeism. Less absence resulting from injury, fear, coercion, shame, medical appointments, court hearings, counselling, childcare difficulties and workplace sabotage causing lateness, and/or non-attendance.

Legislation Compliance

Understanding legal rights and responsibilities to manage DFV in the workplace is essential. This will minimise employee DFV claims/disputes. It will also deliver appropriate employer duty of care responses to employees and enable compliance with workplace health and safety, industrial relations, privacy, worker's compensation and discrimination legislation as well as enterprise bargaining agreements and awards, common law rights and obligations, code of conduct and organisation specific policies and procedures.

Job Retention

Supporting staff to remain in their job can reduce an employee's financial dependency upon their abuser and create pathways out of violence. Lower staff turnover maintains productivity and job knowledge, reducing recruitment and training costs for employers.

Management Support

Relevant, up-to-date DFV policy provides clear and consistent direction enabling managers and staff to respond to support affected employees in an appropriate, private and confidential manner. Associated organisational risks are minimised, increasing the safety of all staff.

Employee Wellbeing

DFV has serious health consequences affecting performance and productivity. Employees and their children affected by DFV often experience higher levels of exposure to anxiety, depression, sleep disorders, substance abuse, suicidal behaviour, eating disorders, emotional distress, post-traumatic stress disorders and other detrimental health impacts. Employers may only see more generalised negative health indicators, e.g. headaches, back pain, stomach complaints, etc. Early intervention responses are key.

Improved Organisational Morale

Employees become less anxious and distracted, enabling them to focus more on their roles. Reduced tensions between co-workers from fall-out as a result of taking time off work or lack of on the job focus.

Corporate Social Responsibility

Community and family recognition as an excellent employer. Public enhancement of company reputation and image.










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Workplace Impacts

What Are Your Strategies to Manage Employees Who May Be Using Violence and Abuse at Work?

Employees Who May Use Violence Can:

-  Use company time and resources to facilitate threats or use of violence from the workplace to stalk, harass or monitor another person using fear or harm, e.g via text messaging, social media apps, emails, phone calls, misuse of the internet and other unacceptable behaviours potentially in breach of your organisation's code of conduct or ethic standards. Some actions may also constitute criminal offending.
-  Require time off work to attend court hearings or undertake police or court enforced directives, e.g compliance with police bail conditions such as a curfew to remain at a particular location during certain times; non-association with witnesses or co-offenders; non-consumption of alcohol/drugs; attendance at non-violence, child custody or other court enforced programs.
-  Be issued with a Domestic Violence Order (DVO) or other Court/Police orders preventing the employee from taking specified courses of actions. Common conditions can include non-association (including direct or indirect contact) with named persons/s and other directives such as not being able to go to a specified address, not to go within a certain distance of a named location and not being in possession/control of firearms or other weapons. These conditions may have a **direct impact** upon the workplace.
-  Compromise the reputation or image of their employer.
-  Present risks to other colleagues or customers in their workplace.





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**The hidden costs
of Domestic and
Family Violence
in your business
are likely to be
high.**



**TRAINING
STAFF**

**Training all staff
to recognise,
respond and
refer to domestic
violence in the
workplace safely
and
appropriately is
key.**








**POLICY AND
PRACTICE**

**Corporate
leaders
recommended
to adopt a
whole-of-
organisation
DFV strategy.**

Workplace Impacts

What Are Your Strategies to Manage Organisational Risk and Productivity Impacts?

Employees Exposed to Violence May:

-  Exhibit decreased levels of concentration, e.g upon receipt of multiple abusive emails, texts or other social media messages, phone calls, unexpected workplace visits or stalking.
-  Feel anxious, distressed, fearful and unwell while at work, impacting their performance.
-  Have their capacity to get to work impaired, i.e through physical injury or restraint, last minute refusal to care for children, damage to car tyres often slashed or deflated or car keys hidden causing lateness or absenteeism. Company property damaged such as cell phones or computers, sabotaging their ability to work.
-  Be protected by a Domestic Violence Order (DVO) or other Court/Police order where terms of the order may impact your workplace, e.g no contact with the victim which may include any place of work. Even where no orders are in place, it may be necessary to implement a risk assessment and individual or workplace safety plan to keep an employee safe.
-  Require time off work as a prevention measure to protect or care for themselves or their children, e.g medical, housing, counselling or court related appointments.

**Contact us now AUSTRALIA WIDE on
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