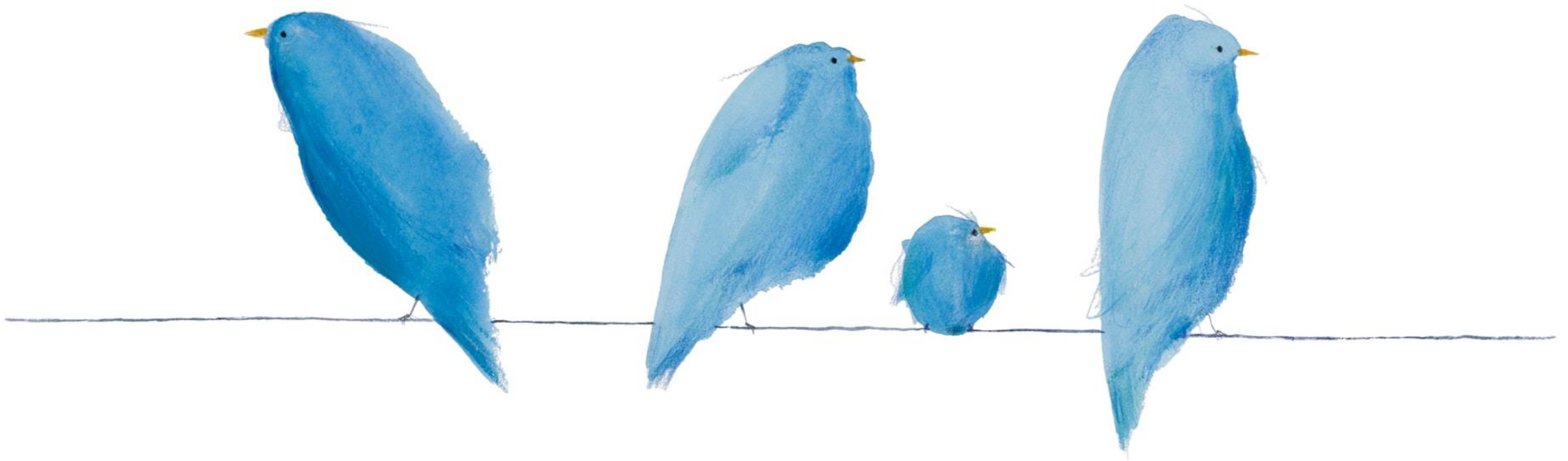


Manager responsibilities for employees affected by family violence





Session overview

- Definition, prevalence; what it looks like in the workplace
- How to support an employee affected by family violence
- Family violence and working from home
- Guidance and education available to you





What is family violence?

Family violence is **behaviour by a person towards a family member of that person that is:**

- physically or sexually abusive
- emotionally abusive
- financially abusive
- threatening
- coercive

In any other way controls or dominates the family member and causes that family member to feel **fear** for the safety or wellbeing of that family member or another person.

Causing a child to hear, see or be exposed to these behaviours is also family violence





COVID and social isolation

Increased pressure on families

- Unemployment increased
- Reduced social support
- Working and schooling from home
- In-person service provision reduced



People experiencing violence have found themselves at home with their abuser 24/7

- Fewer opportunities to access unmonitored information and support
- Access to refuge and crisis accommodation limited





Prevalence across the lifespan



1 in 6 women

have experienced **physical or sexual** violence by a current or previous partner since the age of 15



1 in 16 men



1 in 4 women

have experienced **emotional abuse** by a current or previous partner since the age of 15



1 in 6 men



1 in 5 women

have experienced **sexual** violence since the age of 15



1 in 20 men



What does family violence look like at work?

Impacts

- Disrupted work patterns
- Anxiety
- Bruises and injuries
- Decreased productivity
- Impaired capacity to work
- Absenteeism
- Resignation

Work is a protective factor

- Financial independence
- Well-being
- Social supports
- Information
- Safety and security





How to respond to a workplace disclosure

L	LISTEN	“It sounds like things have been very difficult for you”
I	INQUIRE	“Do you feel safe at work?”
V	VALIDATE	“I really appreciate you trusting me with this”
E	ENHANCE SAFETY	“How can I help you?”
S	SUPPORT	“Have you thought about what you might want to do?”

Contact your People and Culture Business Partner for information and advice





An unsupportive response to workplace disclosures

- What did you do to make him so angry?
- If you really care about your children then you'll leave him
- It seems like he loves you a lot and is just jealous
- There's not much anyone can really do to help if you stay in this relationship
- We can provide you with some support for now – but we really need you to get this situation resolved as soon as possible





Support available to employees





Sam's mum was killed while working from home

- The NSW court of appeal found it was a workplace death
- Her family were granted \$450,000 in workers compensation
- Working from home is more than ergonomics!





Supporting someone experiencing violence while working from home

**Offer
information
and
referral**

**Identify
ways to
communicate
confidentially
and safely**

**Make yourself
available – helps
with answering
questions and
feeling
supported**

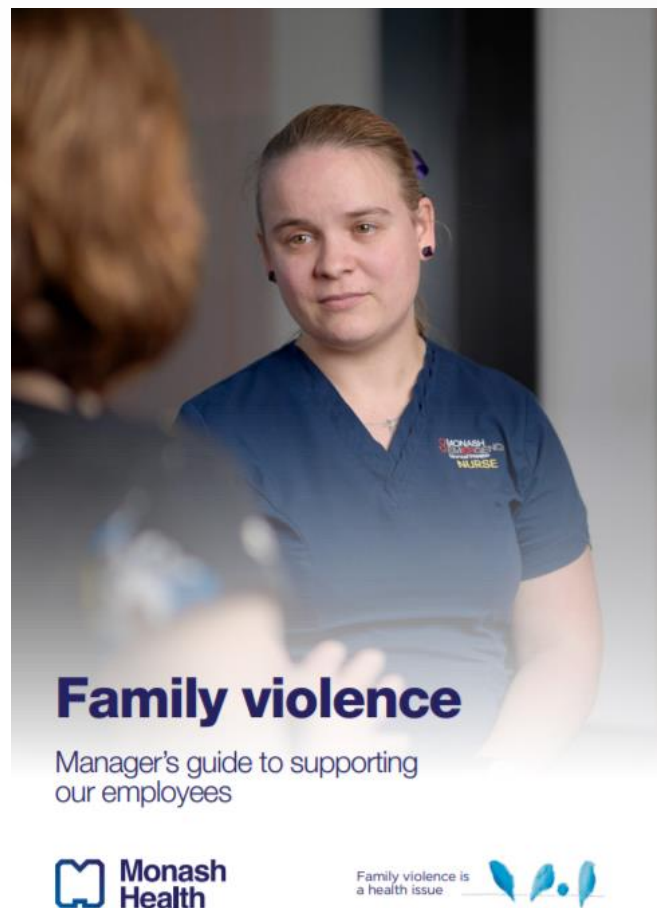
**If it is not safe
to work at home
discuss other
options**

**Develop a
workplace
safety plan**





Policies and guidelines on PROMPT




- Family violence operational policy
- Family violence: managers guide to supporting our employees
- Family violence clinical guideline
- Family violence flowchart
- Family violence service list
- Responding to family violence intervention orders and other related orders procedure
- Child safe operational policy
- Suspected child abuse procedure





Family violence education available

- Manager training on family violence (1hour) is now mandatory
- Family violence clinician training (1hour) recommended for all clinical employees.
 - Enrol via LATTE
- To arrange a session at your convenience contact:
 familyviolenceeducation@monashhealth.org





Key messages

- Family violence is common and affects our employees too
- It is a sensitive issue that requires a sensitive management response
- There are policies, procedures and guidelines that can help
- You don't need to be a family violence expert – there is support
- Take care of yourself** – EAP, talk with someone you trust
- You can speak to a People and Culture Business Partner or call 1800RESPECT





Family Violence team contacts

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Katrina Nankervis
Chief Nursing &
Midwifery Officer

You can
**ask about
family
violence**

Family violence is the
leading contributor to
death, disability and illness
for women aged 15-44.

Find out more.

Speak to us today
or call 1800 RESPECT



Family violence is a health issue

