



Domestic & Family Violence Workplace Policy

Policy Statement

We acknowledge DFV as a serious workplace issue impacting safety, wellbeing, attendance, and performance. We are committed to providing a safe, supportive, and confidential environment for those affected.

Scope

This applies to all employees—including full-time, part-time, casual, contractors, and volunteers—whether at the workplace or working remotely.

Leave Entitlements & Flexibility

- Provide a minimum of **10 days paid DFV leave per year** as per Queensland entitlements
- Offer flexible work options: altered hours, shifts, location, telecommuting as needed

Confidentiality

- Treat all disclosures with full sensitivity and confidentiality
- Limit information sharing unless required for safety or legal reasons

Support & Access to Services

- Provide access to **Employee Assistance Program (EAP)** or counselling
- Share available external support (e.g. 1800RESPECT; DVConnect)

Safety and Risk Management

- Develop individual safety plans and workplace risk assessments
- Manage physical and digital safety: secure access, emergency procedures, safe spaces, alternate contact details

Training & Awareness

- Implement “Recognise, Respond, Refer” training or similar DFV awareness programs
- Ensure managers and staff are educated on recognising DFV signs and handling sensitive disclosures.

Support for Perpetrators (Employees Who May Use Violence)

- Ensure sensitive, appropriate intervention for any employee who may use violence, balancing accountability and safety

Leadership & Culture

- Senior leadership should visibly commit (e.g., pledges or posters) to DFV prevention and support
 - Promote a culture where DFV is recognized, supported, and not ignored
-

Workplace Approach: Prevention & Response

Focus Area	Action Summary
Prevention	Raise awareness, provide training, display supportive messaging, build trust and encourage disclosure.
Support	Offer paid DFV leave, flexible work arrangements, EAP, and connections to external services.
Safety Management	Risk assessments, safety plans, secure access, alternative arrangements when required.
Culture & Accountability	Leadership commitment, zero tolerance messaging, clear procedures for misconduct (including from perpetrators).