

# FAMILY VIOLENCE IS EVERYONE'S BUSINESS



the place to live

## What is family violence?

Family violence is the repeated use of violent, threatening, coercive or controlling behaviour by a person to someone they are in a family-like or intimate relationship with. Violence can take many forms, including physical, sexual, psychological, emotional and financial.

Both women and men can experience family violence; however women are overwhelmingly victims of family violence, perpetrated by a man known to them. In Australia, one in three women will experience violence in their lifetime.

## Family violence and the workplace

Workplaces are directly impacted by incidents of family violence; it affects workplace productivity and the safety and wellbeing of employees. Employment can be a supportive factor for victims of family violence to leave a violent relationship and establish a safe life without violence.

- Two-thirds of Australian women who have reported family violence by a current or former partner are in paid employment.
  - Acts of family violence most common in the workplace include repeated and/or threatening emails and phone calls.
  - Women that experience family violence can have a more disrupted work history and have often had to change jobs frequently.
- Source: Safe at Home Safe at Work.

## Checklist for creating a safe workplace

All workplaces large and small can help support employees experiencing family violence. Some ideas include:

- Ensure that employees have access to family violence support information
- Display Family Violence Help Cards in your workplace
- Talk with your employees about safety and the workplace
- Ensure respect and confidentiality of employees disclosing family violence
- Develop a workplace family violence policy
- Introduce workplace entitlements for staff experiencing family violence

**Darebin City Council and other organisations can support you to find what works best for your workplace.**

## Who can respond to family violence and provide support?

If someone you know is affected by family violence, contact **Safe Steps Family Violence Response Centre** – 1800 015 188. If someone is in immediate danger, call the **Police** on 000 (triple zero).

To speak with a counsellor, contact **1800 RESPECT** (1800 737 732), National Sexual Assault, Family & Domestic Violence Counselling Line.

The **Men's Referral Service** 1300 766 491 is a counselling service for men who might be using violent or controlling behaviour towards a partner or family member. Friends, colleagues and professionals wishing to support someone using violence can also call this service.

## Resources to support your business

**Safe at Home Safe at Work** have a range of resources and information about family violence and the workplace.

**Darebin City Council** – Contact us for support to create a safe workplace on 8740 8888.

## CITY OF DAREBIN

274 Gower Street, Preston  
PO Box 91, Preston, Vic 3072  
T 8470 8888 F 8470 8877  
E [mailbox@darebin.vic.gov.au](mailto:mailbox@darebin.vic.gov.au)  
[darebin.vic.gov.au](http://darebin.vic.gov.au)



National Relay Service

TTY dial 133 677 or  
**Speak & Listen**  
1300 555 727  
or [iprelay.com.au](http://iprelay.com.au)  
then enter  
03 8470 8888



Speak your language

T 8470 8470  
العربية Italiano  
繁體中文 Македонски  
Ελληνικά Somali  
हिंदी Tiếng Việt