

**Q292**

## **DOMESTIC and FAMILY VIOLENCE POLICY**

### **POLICY STATEMENT**

Domestic and Family Violence (DFV) in the home or at the workplace is a serious and unacceptable workplace issue. Enhanced Lifestyles (EL) and Lifestyle Assistance and Accommodation Service (LAAS) is committed to providing training and awareness to all staff around issues of domestic violence, supporting staff who experience domestic violence and ensuring that they are not discriminated against.

Enhanced Lifestyles and Lifestyle Assistance and Accommodation Service has in place the following measures:

- strict confidentiality for staff who choose to disclose that they are experiencing DFV
- leave entitlements for staff to access services or make arrangements
- flexible working conditions to meet staff needs
- a safe and supportive workplace environment, including a workplace safety plan if necessary
- return to work support for staff who have taken extended leave relating to domestic violence
- support to access counselling or other relevant services
- procedures for staff who perpetrate abuse or violence at/from the workplace

The document complies with NDIS 2018, standard 2.1 Governance and Operational Management, and ASIC 2013, section 2.1 Organisational Management.

This document is readily available to all clients and employees of Enhanced Lifestyles and Lifestyle Assistance and Accommodation Service including The Boards.

### **DEFINITIONS**

**Domestic and family violence** refers to violence, intimidation and coercion most commonly perpetrated by a current or previous intimate partner (including same-sex partners), but also including violence perpetrated between family members, housemates or children. Family relationships include people who are related to one another through blood, marriage or de facto partnerships, adoption and fostering relationships. They include the full range of kinship ties in Aboriginal and Torres Strait Islander communities, extended family relationships, and constructs of family within lesbian, gay, bisexual, transgender, intersex or queer (LGBTIQ) communities. Violence includes but is not limited to physical, sexual, verbal, emotional, financial, psychological and spiritual abuse.

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<b>Policy context:</b> This policy relates to	
Legislation or other requirements	Fair Work Act 2009 Workplace Gender Equality Act 2012 Disability Discrimination Act 1992 Sex Discrimination Act 1984
Contractual obligations	Customer Service Agreements

## DOCUMENTATION

<b>Documents related to this policy</b>	
Related policies	Q225- Code of Conduct Policy Q108- Privacy Policy
Forms, record keeping or other organisational documents	Personnel files