

Domestic Family Violence

Domestic and Family Violence (DFV) happens when someone in a close personal relationship makes their partner or family feel afraid, powerless or unsafe.

There are different types of abuse, such as:

- Physical abuse
- Sexual abuse
- Emotional or psychological abuse
- Verbal abuse
- Financial abuse
- Spiritual/Cultural abuse

DFV can happen to anyone. Some workplace behaviours can be a sign a colleague or employee may be suffering abuse at home:

- Uncharacteristic lateness
- Changes in work patterns
- Frequent absences from work
- Decreased productivity
- High levels of anxiety around their partner
- Partner constantly turning up at the workplace
- Repeated references to problems with their partner
- Making excuses for partners bad behaviour
- Reluctance to leave children alone with their partner

When somebody discloses abuse, remember the following points:

- Listen without judgment
- Ask about their immediate safety
- Ask what they need from you
- Determine if they have a safety plan (you can Google this)
- Let them know you believe and support them
- Know your limitations and boundaries when offering support

Little things can make a big difference

What you can do

Work is an important and safe place for those in an abusive relationship, often the last place they want to be is at home. Here are four things that can be done to support them for little or no cost:

1. Display a list of helplines somewhere in the workplace
2. Offer to let them change shifts
3. Offer to lend them a phone and/or computer that cannot be traced by their partner
4. Give time off to visit doctors/lawyers/support services

Australian Helplines



National
1800 RESPECT
(1800 737 732)
www.1800respect.org.au

Australian Capital Territory
(02) 6280 0900
www.dvcs.org.au

New South Wales
1800 65 64 63
www.domesticviolence.nsw.gov.au

Northern Territory
(08) 8945 1388
www.dawnhouse.org.au

Queensland
1800 811 811
www.dvconnect.org

South Australia
1300 782 200
www.smartsafe.org.au

Victoria
1800 015 188
www.safesteps.org.au

Tasmania
1800 633 937
www.safeathome.tas.gov.au/services

Western Australia
1800 007 339 or (08) 9223 1188
www.dcp.wa.gov.au