

WHY DFV IS A WORKPLACE ISSUE

Challenge DV

WE'RE HERE TO END DOMESTIC VIOLENCE

DFV IS IN THE WORKPLACE

Research shows one (1) in four (4) women and one (1) in 13 men in Australia will experience some form of domestic and family violence (DFV) in their lifetime. One (1) in three (3) LGBTIQ+ Australians report having been in an abusive relationship. Of the women experiencing DFV, two thirds are employed and it can be reasonably assumed a similar number of people using DFV are in the workforce.

1 in 4

women will experience a form of DFV



1 in 13

men will experience a form of DFV



1 in 3

LGBTIQ+ Australians report having been in an abusive relationship



THE COST

DFV impacts work performance and productivity. Research indicates 16% of people experiencing DFV often feel distracted, tired or unwell, 10% take time off, and 7% are often late for work. Only 48% of those who experienced DFV disclose to their manager. Of those that did, just 10% found their responses helpful.

DFV costs the Australian economy \$26 billion and costs Australian businesses \$1.9 billion annually. This is largely due to lost opportunity costs, errors, poor service, stress, performance management, search and hiring costs, retaining costs and permanent loss of labour capacity.

Workplaces can play an important role in preventing and responding to DFV by providing a safe working environment. One (1) in five (5) Australian women say the violence continues at work. We also acknowledge that men experience DFV and we know the reporting rates for this group are low. We also know the workplace has a role to play to create a culture of safety for everyone. DFV can take the form of abusive calls, emails or a partner turning up at work which poses a risk to the person experiencing violence and their colleagues.

WHY DFV IS A WORKPLACE ISSUE

Challenge DV

WE'RE HERE TO END DOMESTIC VIOLENCE

LEGISLATIVE RESPONSIBILITY

As part of changes to the National Employment Standards, the Fair Work Act 2009 (Cth) has been amended to provide the right for workers to request flexible work arrangements and access to unpaid DFV leave if they are experiencing DFV. For staff at risk, flexible work arrangements may be lifesaving. A change to work patterns and hours, paid leave, a different desk, and a change to a phone number are practical steps that can be taken to better ensure the safety of a staff member experiencing DFV.

In some states, industries like telecommunications, banking and utilities require businesses or licensees to have a DFV policy which includes mandatory training for staff or those engaging with customers.

THERE MAY BE A RISK TO YOUR BUSINESS

In its 2010 review, the Australian Law Reform Commission confirmed DFV can be recognised as a workplace issue. The Commission recommended businesses take reasonable precautions to prevent harm to workers as part of their legal obligations. This includes the possibility of harm to employees from non-employees such as partners, ex-partners and other family members who may be using family violence.

Moreover, the Commission also found that workplace duty of care applies to work activities wherever they occur, including the home.

IT IS THE RIGHT THING TO DO

Research from the Australian Human Rights Commission indicates many employers do not have the knowledge, resources, and tools to support staff impacted by DFV. Workplaces can prepare themselves with an effective workplace DFV policy to better respond to incidences of DFV. A policy contains current information and resources.

When considering many Australians do not disclose DFV due to shame, judgement, fear of unemployment or lack of economic security, the workplace has a unique opportunity to provide lifechanging support and security. A workplace has the ability to support employees change their circumstances while keeping their job.

Contact us today

Contact us to learn more about how you can support your team through our workplace training sessions. Our training is based on three key principles enabling your team to recognise, respond, and refer to the signs of DFV.