

# Domestic Violence Support Policy

Version	Approved by	Approval date	Effective date	Next review date
2.0	President and Vice-Chancellor	4 November 2016	4 November 2016	November 2019
<b>Policy Statement</b>				
Scope	This policy applies to all staff, regardless of gender, who are either directly experiencing domestic violence or supporting a person who is experiencing domestic violence, and who wish to access the provisions of the Domestic Violence Leave clause within the relevant Enterprise Agreement.			
<b>Policy Provisions</b>				

1.

- x UNSW will co-operate with all legal orders (e.g. Apprehended Violence Orders) protecting staff experiencing domestic violence.
- x UNSW will maintain the privacy of the staff member(s) involved to the extent that is reasonably possible, taking into account University policy and relevant legislation. No information should be kept on a staff member's personnel file without their permission.

### 3. To ensure the fastest response in the event of an emergency

When there is an immediate threat to someone's life or property:

UNSW Kensington Campus	UNSW Canberra / another campus / off-campus
<p>FIRST call <a href="#">UNSW Security Services</a> on ph. 9385 6666 (ext. 56666).</p> <p>THEN call emergency services on Triple Zero (ph. 000).</p> <p>THEN notify the Staff member and their Supervisor / Senior Manager or Human Resources Manager as soon as possible afterwards</p>	<p>FIRST call emergency services on Triple Zero (ph. 000).</p> <p>THEN notify the Staff member and their Supervisor / Senior Manager or Human Resources Manager as soon as possible afterwards.</p>

### 4. Roles and responsibilities

**Staff members:** Staff are responsible for contacting their Supervisor, Senior Manager, or Human Resources Manager to access the support outlined in this policy, related procedures and the Enterprise Agreements. Staff may also obtain advice and support from a representative such as a union, legal advisor or counselling or assistance service.

**Human Resources:** Human Resource Managers are responsible for providing advice to Staff, Supervisors and Senior Managers about this policy, related procedures and the Enterprise Agreements. A Human Resources Manager may also coordinate support for a staff member. Human Resource Managers are not able to act on behalf of, or as an advocate for, Staff. The Vice-President, Human Resources is responsible for reviewing this policy and related procedures.

**Supervisors and Senior Managers:** A Supervisor or Senior Manager may coordinate support for a Staff member in conjunction with the relevant Human Resources Manager. Supervisors / Senior Managers may approve their staff member's application for leave, a flexible working arrangement, safety plan and other contingencies in accordance with the *Domestic Violence Support Procedure* <https://www.gs.unsw.edu.au/policy/dvsupportprocedure-0.005> Tc 0.005o,pons,.edu.af3npp554.6 (.)0.6 (62.9 (/)0.5 (p)

## Definitions and Acronyms

May include physical, financial, verbal or emotional abuse by a current or former family or household member.

An example of domestic violence may be an abuse of power, in an intimate partner relationship or after separating from the relationship. It amounts to a pattern of behaviour that can include:

- escalating levels of abuse and violence
- intimidation
- physical abuse
- verbal abuse and

**Domestic violence**

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