

What is Family and Domestic Violence?

Behaviour that is violent, threatening, controlling or meant to make a person or their family feel scared and unsafe can be family and domestic violence.

It includes:

- Controlling behaviour such as: shaming, humiliation, criticism, blaming, denial, neglect and isolation.
- Physical violence or threats.
- Yelling, insulting, calling you names and swearing.
- Any sexual behaviour you don't want.
- Stalking in person, phone or online.
- Monitoring what you do online.
- Limiting your access to money.

It can happen anywhere, to anyone and is always the fault of the person causing the abuse.



How to INDENTIFY in others

- They tell you violence is happening.
- They're afraid of someone close to them.
- They stop seeing friends or family.
- They're continually harassed with phone calls or texts.
- They've become anxious, depressed, quieter or have lost confidence.
- They have unexplained bruises, sprains or cuts on their body.
- They have limited or no control over the way they dress, their activities, their use of technology or contact with friends and family.

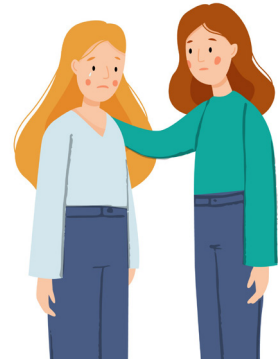


How to CARE

If someone is in immediate danger or it's an emergency, call 000.

If you have concerns for a colleague or client, pick a quiet time and ask:

- Is everything OK at home? or
- I see you have some bruises. How did that happen? Did someone do that? or
- I've noticed you seem frightened by your partner/parent/child. Is that right? Is everything OK?
- Remember to listen and take their fears seriously.



How to CONNECT

Any person affected can connect. If someone else is affected you can support the person to access services such as:

- 1800RESPECT on 1800 737 732 or [Home | 1800RESPECT](#)
- Download the Daisy app or Sunny App for women with disabilities.
- Encourage them to contact Zest Care People Experience (HR@zestcare.com.au). This will be completely confidential and their job will not be at risk.
- Focus on supporting the person to make their own decisions.



What next?

1800RESPECT

They can provide advice and support to keep them and their loved ones safe.

People Experience (PX) can help by:

- Supporting staff to access 10 days paid leave, which can be paid in advance. PX can also make sure that no one knows what this leave is for.
- An additional 10 days of unpaid leave can be accessed if needed.



- Assisting with putting together a plan to keep staff safe at work.
- Providing access to specialised trauma support counselling.
- Providing free access to the Employee Assistance Program (EAP) with AccessEAP.

Where a client is impacted:

- Contact your team leader.
- Lodge an incident and detail in client notes.
- Staff can access online training where clients are affected.
- CEMs and Case Coordinators will guide staff on the steps to take.

Other resources

[Domestic Violence Prevention Centre](#)

www.1800respect.org.au

www.whiteribbon.org.au

