



SAY IT NOW
VOICE CONSULTANCY

DOMESTIC AND FAMILY VIOLENCE POLICY

SAY IT NOW takes the wellbeing and safety of our employees very seriously. We understand that Domestic and Family Violence (DFV) is a sensitive and confronting topic, and we are committed to supporting any of our team who are impacted by DFV.




DFV can occur in various ways and the impacts are different for each individual. This policy outlines the options available for employees and their families who are impacted by DFV, and we encourage staff to reach out to their leader for support to make your situation easier.


What is Domestic and Family Violence?

Domestic and Family Violence (DFV) means acts of physical violence, control, verbal abuse and intimidation between people who are in a current or previous intimate relationship, are partners, housemates or children.

These acts of DFV can include physical, sexual, emotional, financial and psychological abuse. People often think that DFV is solely physical abuse, but it is far broader. DFV can occur in a number of different ways. These can include:

- Intimidation
- Emotional abuse
- Using isolation
- Minimising, denying and blaming
- Using children
- Exercising male privilege
- Economic abuse
- Coercion and threats

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All employees are encouraged to:

- a) Understand this policy and seek clarification if they have any questions.
- b) Support fellow workers in their awareness of the policy.
- c) Identify and report any workplace factors that pose a risk from a safety and well-being perspective.
- d) Provide feedback to their line managers or HR if they have suggestions to improve this policy.
- e) Speak to their manager and/or HR if they are impacted by DFV and work with them to seek and receive the support they require.
- f) Support the organisation to take a stand against DFV through awareness, connection and understanding.

Communication

To ensure all employees are aware of this policy and able to access the support they may need;
SAY IT NOW will:

- Provide a copy of this policy to all employees
- Include the policy document and explanation as part of the induction process for all new employees
- Store an electronic policy in a location that is accessible to all employees and place printed copies in common areas
- Communicate the policy through relevant accessible channels
- Encourage employees to provide feedback about the policy
- Notify employees of any changes to the policy.

Monitoring and Review

SAY IT NOW will monitor this policy on a quarterly basis for the first year with a review after 12 months. The policy will be assessed based on:

- Uptake of the measures included in the policy
- Organisational awareness and internal feedback of DFV
- Relevance to current legislation, resources and best-practi