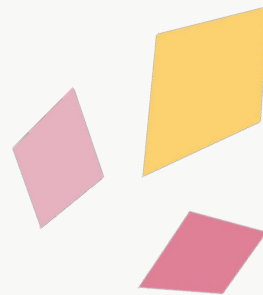


SUPPORT FOR STAFF IMPACTED BY FAMILY VIOLENCE

RESOURCES PACK





INTRODUCTION

Family violence can happen to anyone.

As organisational leaders and people managers, you play a key role in making sure that all staff feel safe and supported in the workplace – including those impacted by family violence.

This resources pack will help you and your team understand your legal responsibilities to support employees experiencing family violence, empower you to navigate conversations with staff around this important topic, and connect them to the services they need.

It also provides guidance on developing organisational policies that support staff impacted by family violence.

The pack contains downloadable resources (print and digital) including:

- Organisational guidance and information on family violence support and policies
- A quick reference lanyard card that all staff can use
- Posters to display in your workplace

The lanyard card and posters include space beside the Victorian Government logo where you may wish to add your own organisation's logo. Please refer to the [**Brand Victoria Guidelines**](#) for information on branding requirements.

By using these resources, you can help staff feel safe, valued, respected and supported.

**SUPPORT FOR
THOSE WHO
PROVIDE
SUPPORT**





GUIDANCE AND INFORMATION

Employees have a right to be safe, healthy and well at work.

The impacts of family violence in the workplace can be prevented and managed by developing suitable policies that support staff and address risks to their safety.

We have prepared guidance to help you and your organisation understand the steps you can take to support staff impacted by family violence, including guidance for people managers and for policy development.

Information is also available on the Victorian Family Violence Multi-Agency Risk Assessment and Management (MARAM) Framework, which supports health services to effectively identify, assess and manage family violence risk.

The latest guidance and information is available at
health.vic.gov.au/health-workforce/family-violence-support

LANYARD CARD

Organisations can provide this double-sided lanyard card to employees as a quick reference for how to respond if a fellow staff member discloses that they are experiencing family violence, and the support services available to them.

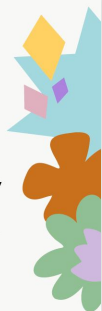


SUPPORT FOR THOSE WHO PROVIDE SUPPORT

If a staff member tells you they are experiencing family violence, assure them:

- Family violence is never okay.
- It's not your fault. Only the person using violence is responsible.
- We care about your health and safety.
- We respect and value you.
- We will support you.

Staff can also reach out to their manager or HR team to have a confidential chat about workplace support. See reverse for support services.



If you or a staff member are in immediate danger, call the police on Triple Zero (000).

Support services:

- Safe Steps (24/7 family violence response): **1800 015 188**
- 1800RESPECT (sexual assault and family violence helpline): **1800 737 732**
- Men's Referral Service: **1300 766 491**
- Relationships Australia: **1300 364 277**
- Rainbow Door (LGBTQIA+): **1800 729 367**
- Djirra (Aboriginal service): **1800 105 303**
- inTouch Multicultural Centre Against Family Violence: **1800 755 988**
- The Orange Door:
www.orangedoor.vic.gov.au/contact
- Sexual Assault Crisis Line (after hours service): **1800 806 292**
- Your employer's Employee Assistance Program



[DOWNLOAD PRINT ARTWORK](#)

[DOWNLOAD DIGITAL ARTWORK](#)



POSTERS

Designed to be displayed in common work areas, these posters inform staff of the key family safety support services available to them, particularly if they do not feel comfortable disclosing their experience.

They also encourage staff to reach out their manager or HR team for a confidential talk about the support available to accommodate their needs in the workplace, such as family violence leave, flexible work and safety adjustments.

The posters reflect the diversity of our health workforce, representing a broad range of staff roles, cultures, abilities, ages and genders. Organisations can choose which poster(s) are most representative of their service to display.



YOU SUPPORT OTHERS. LET US SUPPORT YOU.

If you are impacted by family violence, please let us support you

Family violence is never okay.

We care about your health and safety and we're here to help you find the right support.

Reach out to your manager or HR team to have a confidential talk about options available to you, such as family violence leave, flexible working, and safety adjustments.

Or you can call **Safe Steps** on **1800 015 188** or visit www.safesteps.org.au for help and support 24 hours a day, 7 days a week.

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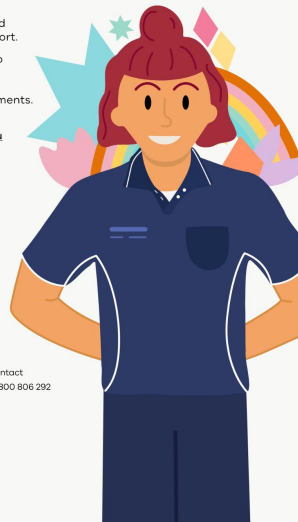
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Or you can call **Safe Steps** on 1800 515 388 or visit www.safesteps.org.au for help and support 24 hours a day, 7 days a week.

If you are in immediate danger, call the police on **Triple Zero (000)**.

Support services

- Safe Steps 1800 515 388
- 1800RESPECT (sexual assault and family violence helpline) 1800 737 732
- Merry HelpLine Service 1300 766 485
- Relationships Australia 1300 364 277
- Resilience Centre (CART) 1800 728 307
- ECHO (Aboriginal services) 1800 126 303
- 1800 Family Violence Centre Support Family Violence 1800 755 388
- The Orange Door www.orange-door.org.au/contact
- Sexual Assault Crisis Line (after hours service) 1800 626 292



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THANK YOU

Further information and resources are available at health.vic.gov.au/health-workforce/family-violence-support

You can also email infosharing@health.vic.gov.au for more information on supporting staff impacted by family violence.