



**PARSA**  
ANU postgraduate &  
research students'  
association

**WORONI**

## ***Domestic Violence***

### ***Overview***

This document outlines the Associations' policy on and approach to providing support to employees who are affected by domestic violence.

### ***Scope***

This Policy applies across all student associations.

"Associations" refer to ANUSA, PARSA & ANUSM.

### ***Policy Statement***

The Associations recognise that employees sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work. Therefore, the Associations are committed to providing support to staff that experience domestic violence.

A person affected by domestic violence who is not an employee but who is an elected officer of the Association will receive similar non-employment related support under this policy.

### ***Definition of Domestic Violence***

The Associations accept the definition of Domestic Violence as stipulated in the Domestic Violence and Protection Orders Act, 2008 (ACT). The definition of domestic violence includes physical, sexual, financial, verbal or emotional abuse by a family member or former family member against a person or a child or relative of a person.

Family member means spouse, de facto partner, child, parent, grandparent, grandchild, sibling, or a child, parent, grandparent, grandchild or sibling of the employee's spouse or de facto partner.

### ***General Measures***

The following general measures will be taken:

- a) Proof of domestic violence may be required and can be in the form of an agreed document issued by the Police Service, a Court, a Doctor, district nurse, a Domestic Violence Support Service or Lawyer or any other documentation approved by the President.
- b) All personal information concerning domestic violence will be kept confidential in line with relevant legislation. No information concerning domestic violence will be kept on an employee's personnel file without their express written permission.
- c) No adverse action will be taken against an employee if their attendance or performance at work suffers as a result of domestic violence.
- d) Where required, the Associations will provide information to affected staff regarding legal and other support services available in respect to domestic violence.
- e) An employee experiencing domestic violence may raise the issue with their immediate supervisor or directly with the President/Editor in Chief. The Employee(s) may seek the assistance of the Union or another nominated representative and be accompanied by that representative at any meetings.

### **Leave**

The following leave on full pay will be available:

- a) An employee experiencing domestic violence who has provided proof or validation acceptable to the President/Editor in Chief will have access to 5 days (pro rata) per year (non-cumulative) leave for medical appointments, legal proceedings and other activities related to domestic violence. This leave will be in addition to existing leave entitlements and may be taken as consecutive or single days or as a fraction of a day.
- (b) An employee affected by domestic violence may also use Personal/Carer's leave where needed for the employee to care for their own well-being or the well-being of affected family members.
- (c) An employee who supports a family member experiencing domestic violence may take Personal/Carers leave to accompany them to court, hospital or to mind children.

### **Individual Support**

In order to provide support to an employee experiencing domestic violence and to provide a safe work environment to all employees, the Associations, in addition to the above will approve any reasonable request from an employee experiencing domestic violence that may assist the employee while affected by domestic violence.

An employee experiencing domestic violence will be referred to local resources, including professionals trained specifically in domestic violence.

- a) The following individual support may also be available:
- b) Access to the Associations' EAP provider;
- c) Changes to their span of hours or pattern or hours and/or shift patterns;
- d) Job redesign or changes to duties;
- e) Relocation to suitable employment or alternative work location within the Associations where a suitable alternative is able to be identified;
- f) change to their work telephone number or email address to avoid harassing contact;
- g) Any other appropriate measure including those available under existing provisions for flexible work arrangements.

Such alternatives may be agreed on a temporary or permanent basis, on a case by case basis.

In the case of any inconsistency between this policy and the Enterprise Agreement, the Enterprise Agreement shall prevail.

**References:** Enterprise Agreement Clauses 4 and 20.4  
*Domestic Violence and Protection Orders Act, 2008 (ACT)*

### **Other**

In the case of any inconsistency between this policy and the Enterprise Agreement, the Enterprise Agreement shall prevail.