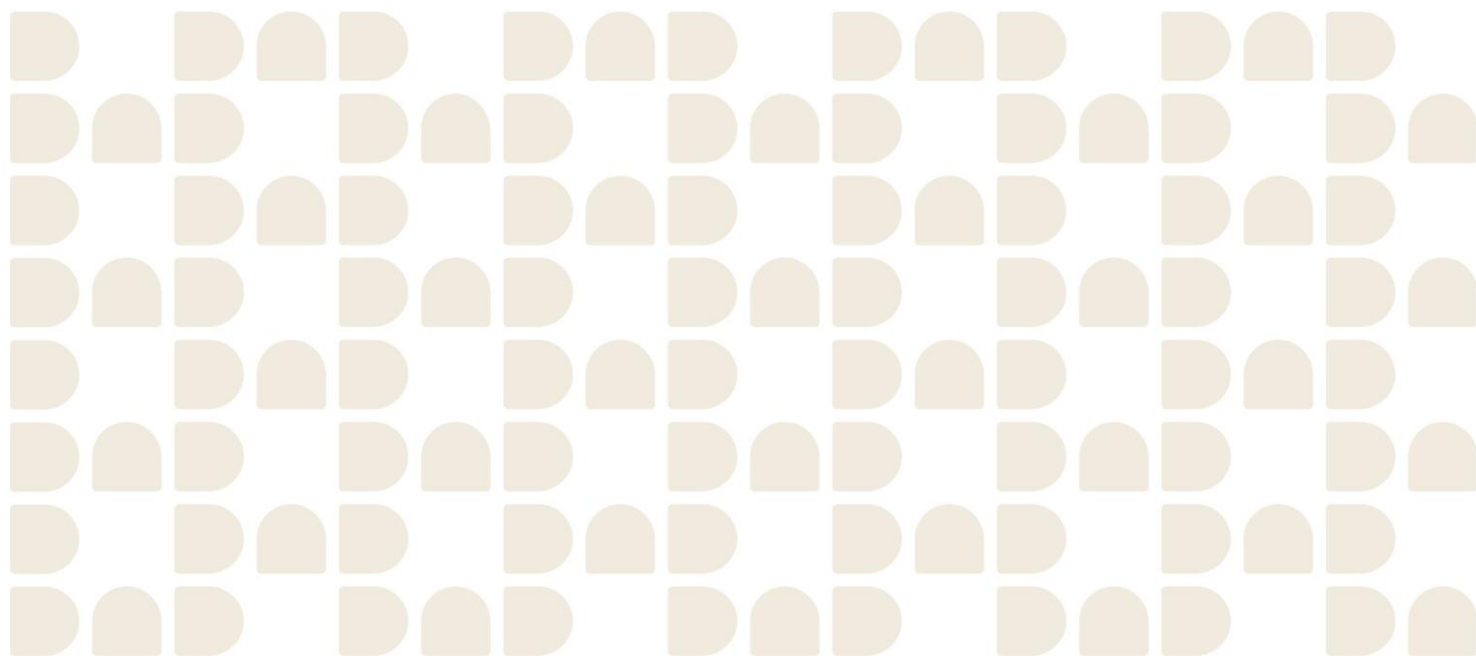

Domestic & Family Violence Policy

Date of last review	November 2025
Date of next review	November 2026
Status	Active
Owner	Business Services People & Culture



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Introduction

Many of us at various times face difficult situations in our personal lives. For some, this unfortunately includes domestic and family violence. At Barry Nilsson (BN), we recognise the negative impact that domestic and family violence can have on the lives of those who experience it, and we aim to support our team members and clients who are impacted by such violence.

Purpose & Scope

We are committed to:

- supporting our team members and clients who are experiencing or escaping domestic or family violence by providing a workplace environment that promotes their safety and enables them to continue working with the firm
- creating an environment where individuals feel comfortable in coming forward to request assistance for domestic or family violence concerns
- responding to domestic or family violence issues with sensitivity and confidentiality, and
- providing assistance and flexibility to support those experiencing domestic or family violence.

Definitions

Definitions related to all policies are outlined in BN's Policy & Procedure Framework. For clarity, Table 1 provides a definition and purpose for terms used in this policy.

Table 1 – Definitions

TERM	DEFINITION AND PURPOSE
Domestic and family violence	Domestic and family violence can be defined as violent, threatening or other abusive behaviour by a person's close relative, a current or former intimate partner, or a member of their household, that both seeks to coerce or control them and causes them harm or fear. It can take many forms and includes physical, sexual, verbal, emotional, psychological and financial abuse.

Who you can talk to

Those experiencing or escaping domestic or family violence are encouraged to speak with a Principal/Manager or the People & Culture team. This extends to providing advice and support to staff to assist them in dealing with clients who are experiencing domestic or family violence.

It is particularly important to speak with someone if there is a risk to your safety in the workplace or to colleagues, so that appropriate strategies can be put in place.

Access to confidential, professional counselling is also available via our Employee Assistance Program (EAP).

Assistance available

We will provide respectful, sensitive and non-judgmental support to our staff and clients who are impacted by domestic or family violence.

We recognise that the assistance required by each individual will likely vary. We will therefore provide case by case responses and support and will work collaboratively with you to discuss and consider options. As a guide, assistance can include:

- flexible working arrangements such as changes to working hours or location
- access to paid and/or unpaid leave including up to 10 days of paid domestic & family violence leave per year

- payment of wages into different accounts or payment of wages in advance of the standard processing date
- changes to work phone numbers
- establishing a method of communication in the case of absences
- implementation of a safety plan to improve your safety and that of colleagues if there is a risk of violence in the workplace
- referrals to external services for assistance.

Leave

Ten days of paid domestic & family violence leave is available each year to full-time and part-time employees. It also extends to casual employees who have been rostered by accepting an offer of work. This leave is available if you experience family and domestic violence and need to do something to deal with the impact of that violence.

Examples include:

- planning for your safety or the safety of a close relative, such as a dependent child (including relocation);
- attending court hearings
- accessing police services
- attending counselling, or
- attending appointments with medical, financial or legal professionals.

To access domestic and family violence leave, please speak to the People & Culture team. The leave will not be noted on your payslip or made visible in any way.

Confidentiality

Personal information provided in relation to situations of domestic or family violence will be kept confidential. If changes to your working arrangements need to be communicated to your Principal/Manager or team, this will be carefully and sensitively managed in consultation with you.

If there is a risk to your safety in the workplace or to colleagues (for example, there is a risk the perpetrator will come to the workplace) then disclosure of the situation may be required to certain individuals who have a genuine need to know. With your consent, disclosure will be made, however it will be contained to relevant individuals and necessary information only.

External support and information services

External support and information services are available for those impacted by domestic or family violence or for people interested in learning more about it.

Table 2 provides a list of contacts across Australia.

Table 2 – Support & Information

Emergency support	In an emergency, contact 000.
Employee Assistance Program	You can access the firm's Employee Assistance Program to obtain free confidential and professional counselling support services

National Services

1800 RESPECT	1800 737 732 (24 hours, 7 days) Provides confidential telephone and online counselling. The website contains information, safety planning tools and referrals to local services for people experiencing family or domestic violence or sexual assault. It also contains information on how to support someone affected by family or domestic violence. https://www.1800respect.org.au
MensLine Australia	1300 78 99 78 (24 hours, 7 days) National telephone and online support, information and referral service for men with family and relationship concerns. https://mensline.org.au

New South Wales

NSW Domestic Violence Line	1800 65 64 63 (24 hours, 7 days) Crisis counselling and referral service for women and persons who identify as female.
LawAccess	1300 888 529 (9am – 5pm, Monday to Friday) Government telephone service providing legal information, advice and referrals for people who have a legal problem involving domestic violence. http://www.lawaccess.nsw.gov.au/

Queensland

DV Connect Womensline	1800 811 811 (24 hours, 7 days) Information, referrals and counselling for women affected by domestic violence including crisis accommodation. http://www.dvconnect.org/
DV Connect Mensline	1800 600 636 (9am – midnight, 7 days) Information, advice and counselling for men affected by domestic violence or assistance for those looking to address their own use of violence. https://www.dvconnect.org/mensline/

Western Australia

Women's Domestic Violence Helpline	1800 007 339 (24 hours, 7 days) Provide support and counselling for women experiencing family and domestic violence including phone counselling, information and advice, referral to local advocacy and support services as well as support in escaping situations of family and domestic violence. https://www.wa.gov.au/service/community-services/community-support/womens-domestic-violence-helpline
Men's Domestic Violence Helpline	1800 000 599 (24 hours, 7 days) Provide telephone counselling, information and referral services to male victims of family violence as well as those who are concerned about their own violent and abusive behaviours. https://www.wa.gov.au/service/community-services/community-support/mens-domestic-violence-helpline
Crisis Care Helpline	1800 199 008 (24 hours, 7 days) Crisis Care is a telephone information and counselling service for people in crisis needing urgent help. https://www.wa.gov.au/service/community-services/community-support/crisis-care

Tasmania

Family Violence Counselling and Support Service	1800 608 122 (9am to midnight weekdays, 4pm to midnight weekends and public holidays) Information, counselling and support for anyone affected by family violence. https://www.health.tas.gov.au/health-topics/family-violence/family-violence-counselling-and-support-service-fvcss
Safe at Home (Family Violence Response & Referral Line)	1800 633 937 (24 hours, 7 days) Government service designed to protect and support victims of family violence. Counselling, support and referral services available. https://www.safeathome.tas.gov.au/

Victoria

Safe Steps	1800 015 188 (24 hours, 7 days) Information and referrals for women affected by family violence including crisis counselling and accommodation. https://www.safesteps.org.au
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South Australia

Domestic Violence Crisis Line

1800 800 098 (24 hours, 7 days)

Information and telephone counselling service offering assistance to women experiencing domestic violence by providing information, counselling and safe accommodation options.

<http://www.womenssafetyservices.com.au/>

Victim Support Service

1800 842 846 (24 hours, 7 days)

Information and practical support for people affected by family and domestic violence or abuse including counselling and legal advice.

<https://www.victimsa.org/>

Apps

These are only recommended to those who have safe and secure access to their phone.

Penda

Provides legal, financial and personal safety information and referrals for women who have experienced domestic or family violence.

Daisy

Aims to connect people experiencing violence or abuse to services in their local area. Includes safety features to help protect privacy.

Policy Management

Related Documents

This document is read in conjunction with all other applicable documents, including, but not limited to, Policies, Standards, Guidelines, Procedures, Toolkits and Work Instructions. You may need to refer to the following specifically related documents:

- Employee Assistance Program

Monitoring & Review

This document will be reviewed by the Owner in line with the scheduled 1, 2 or 3-year review cycle, depending on the level of risk. Changes to legislation and regulation that may impact this document are monitored by the Owner and any changes are managed in line with the Policy & Procedures Framework.

