




# Prevention of Family Violence Policy

Category: People and Culture  
Adoption: CEO  
Review Period: Two years and then three years  
Responsible Manager: Manager People and Culture  
Signed by CEO:   
Date: 12 July 2018

## 1. Purpose

Central Goldfields Shire Council (Council) is committed to supporting staff who experience the distress and hardship caused by family violence. Council aims to raise awareness of the issues surrounding family violence and its impact in the workplace by creating a work environment which promotes gender equity and models non-violent and respectful relationships and behaviours. Council acknowledges that while any person may be impacted by family violence, it is predominantly a gender equity issue disproportionately affecting women.

Council acknowledges that violence in the workplace and in the community, in all its forms, is unacceptable and will not be tolerated. As an organisation, Council has a powerful role in influencing behaviours and attitudes within the workplace, and can positively contribute to creating a violence-free community by modelling non-violent, equitable and respectful gender relations.

Council is strongly committed to this role and has developed the Prevention of Family Violence Policy to recognise and address the impact of family violence and, specifically, violence against women.

## 2. Scope

This policy applies to all Central Goldfields Shire Council staff.



### 3. Policy

Council will take opportunities to raise awareness amongst staff of family violence and the impacts it may have on individuals, families and in the workplace and to guide responses to staff whose work - life is affected by family violence.

It will create a working environment which promotes gender equity and models non-violent and respectful relationships and a supportive environment which will encourage victims of family violence to seek help and support.

Family violence is violent, threatening or other behaviour by a person that coerces or controls a member of the person’s family (the family member), or causes the family member to be fearful (Family Law Act 1975).

Examples of behaviour that may constitute family violence include (but are not limited to):

- an assault; or
- a sexual assault or other sexually abusive behaviour; or
- stalking; or
- repeated derogatory taunts; or
- intentionally damaging or destroying property; or
- intentionally causing death or injury to an animal; or
- unreasonably denying the family member the financial autonomy that he or she would otherwise have had; or
- unreasonably withholding financial support needed to meet the reasonable living expenses of the family member, or his or her child, at a time when the family member is entirely or predominantly dependent on the person for financial support; or
- preventing the family member from making or keeping connections with his or her family, friends or culture; or
- unlawfully depriving the family member, or any member of the family member’s family, or his or her liberty.

Family violence is also in existence when a child hears, witnesses or has been exposed to the effects of and behaviours referred to above.

Where an employee of Council is affected by family violence, Council will provide support and leave in accordance with Clause 10 of the Central Goldfields Enterprise Bargaining Agreement.

### 4. Roles and Responsibilities

Person/s responsible	Accountability
<b>Employee</b>	<ul style="list-style-type: none"> <li>• raise any concerns with your supervisor or manager.</li> <li>• follow the Council Code of Conduct</li> </ul>
<b>Supervisor</b>	<ul style="list-style-type: none"> <li>• support employees who have raised concerns.</li> <li>• manage performance issues should they arise.</li> <li>• escalate to your manager.</li> </ul>
<b>Manager/general manager/ Chief Executive Officer.</b>	<ul style="list-style-type: none"> <li>• support employees who have raised concerns.</li> <li>• provide information on support services and ascertain if the employee would like to develop a Workplace Safety Plan.</li> <li>• manage performance issues should they arise.</li> </ul>



## 5. Human Rights Statement

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It is considered that this policy does not impact negatively on any rights identified in the Charter of Human Rights Act (2007). Central Goldfields Shire Council is committed to consultation and cooperation between management and staff. Council will formally involve elected staff representatives in any workplace change that may affect its staff.

## 6. Related Policies and Procedures

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- Prevention of Family Violence Procedure
- Respectful Workplace Policy
- Managing Staff Grievances Policy and Procedure
- Performance Management and Discipline Policy and Procedure
- Staff Health and Wellbeing Policy

## 7. Relevant Legislation and Guidelines

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- Clause 10 of Central Goldfields Enterprise Bargaining Agreement No 7, 2017

