

Family & Domestic Violence Policy

CHH Australia recognises that domestic and family violence is a serious issue in the Australian community. While anyone may experience domestic and family violence, research shows that the majority of victims are women, and the majority of perpetrators are men.

Domestic and Family violence is defined as any violent, threatening or other abusive behaviour by a person against a member of the person's family or household (current or former). This definition includes behaviour that:

- a) is physically or sexually abusive; or
- b) is emotionally or psychologically abusive; or
- c) is economically abusive; or
- d) is threatening; or
- e) is coercive; or
- f) in any other way controls or dominates the family or household member and causes that person to feel fear for their safety or wellbeing or that of another person; or
- g) causes a child to hear or witness, or otherwise be exposed to the effects of, such behaviour.

CHH Australia is committed to addressing domestic and family violence and supporting affected employees by;

- promoting a respectful and safe workplace environment that does not tolerate or excuse domestic and family violence
- not tolerating disrespectful behaviour such as offensive jokes, aggressive or demeaning attitudes, discrimination or violence in any form
- supporting the retention, safety and well-being of staff affected by domestic and family violence
- detailing the rights and responsibilities of employees experiencing domestic and family violence who choose to disclose their experience to another employee, the Duty of Care responsibilities of CHH Australia, including confidentiality, and the range of ways employees can seek and receive assistance because of experiencing domestic and family violence
- ensuring when it comes to the attention of CHH Australia, an employee who perpetrates domestic and family violence will be held accountable and offered appropriate counselling,
- entitling all full time, casual and part time employees to paid family and domestic violence leave in accordance with Fair Work Australia. Further support will be provided as required
- treating all persons with respect, dignity and maintaining their privacy, supporting workplace actions to prevent violence and promote respectful relationships for employees and their families.