

Domestic and Family Violence Policy

Purpose

Modal Planning is committed to fostering a safe, supportive, and inclusive environment. This policy outlines our approach to preventing and addressing domestic and family violence within our company.

Scope

This policy applies to all members of Modal Planning, including partners, clients, and contractors.

Policy Statement

Modal Planning maintains a zero-tolerance stance towards domestic and family violence. We are dedicated to preventing and addressing such incidents through clear guidelines, support services, and regular training.

Definitions

Domestic and Family Violence: Any violent, threatening, or other abusive behaviour by a person that coerces or controls a member of their family or household or causes that person to be fearful.

Prevention

Awareness and Education: We will regularly engage in training and awareness programs to educate all members of Modal Planning on recognising and preventing domestic and family violence.

Communication: We will promote open communication to ensure all members feel safe reporting any concerns related to domestic and family violence.

Reporting

Confidentiality: All reports of domestic and family violence will be handled with the utmost confidentiality and sensitivity.

Reporting Mechanism: Members can report incidents directly to the senior partner.

Response

Immediate Action: We will promptly and appropriately address any reported incidents of domestic and family violence.

Support Services: We will offer support services, including counselling and flexible arrangements, to affected individuals.

Referral: We will refer affected individuals to appropriate external support services as needed.

Responsibilities

Senior Partner: Responsible for ensuring the implementation and compliance with this policy, handling reports, and providing support and resources.

All Members: Responsible for adhering to this policy and participating in training and awareness programs.

Review

This policy will be reviewed annually to ensure it remains effective and relevant. Any updates will be communicated to all members of Modal Planning.

Contact Information

For further information or to report an incident, please contact:

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