

ADDRESSING DOMESTIC & FAMILY VIOLENCE IN THE WORKPLACE

This program aims at equipping **HR & WHS** personnel as well as **managers** with key strategies in line with best practice guidelines for **recognising** the signs of domestic/family violence, **responding** using a supportive conversation model, **referring** the situation based on the level of severity and **reconnecting** to ensure they are receiving the support they need.

PROGRAM OVERVIEW

Module 1 Recognise: Introduction to Domestic/Family Violence

In this module participants will gain an understanding of:

- The current state of domestic/family violence in Australia
- Who is most vulnerable to experiencing domestic/family violence in their lives
- Most common types of domestic/family violence
- The warning signs that someone may be suffering domestic/family violence or abuse
- Understanding the abuse cycle
- Common reactions/responses for victims of abuse
- Masked and hidden signs of domestic/family violence

Module 2 Respond: Approaching Domestic/Family Violence in the Workplace

In this module participants will gain an understanding of:

- How to have a conversation with someone who has disclosed they are suffering from domestic/family violence using a comprehensive conversation model
- How to approach a conversation with someone who you suspect is suffering domestic violence however has not yet disclosed this to you
- Dealing with barriers and denial
- How to complete a risk assessment to determine severity of the situation

Module 3 Refer: Managing Domestic/Family Violence in the Workplace

In this module participants will gain an understanding of:

- What their role is/is not in assisting someone who is a victim of domestic violence
- Best practice action for low and medium risk and high risk domestic/family violence situations
- Referral options and support services available and their appropriate use specific to low, medium and high risk situations
- Legal responsibilities

Module 4 Review: Follow-up and Prevention of Domestic/Family Violence in the Workplace

In this module participants will gain an understanding of:

- How to reconnect and look out for escalation points to ensure safety and recovery remain on track
- 6 quick tips for self-care
- Resources to assist

1 in 3 Australian women will experience domestic violence in their lifetime

800,000 are currently in paid work

Only 35% of organisations have a domestic and family violence policy or procedure

SYDNEY

Tuesday 21st of June 2016
9am-1pm

Level 5, 68 Pitt Street Sydney

Melbourne

Monday 15th of August 2016
9am-1pm

Level 2/215, 370 St Kilda Road,
Melbourne

\$450.00 exGST

Mention you are a HRMINDS member to receive a 20% discount

To register or for any enquiries please contact Nichola Johnston

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