Family Violence Policy

Responsible Officer: Executive Director, Human Resources

Approved by: Vice-Chancellor

Approved and commenced: July 2019

Review by: July 2022

Relevant Legislation, Ordinance, Rule and/or Governance Level Principle: Family Violence Act 2004 (TAS)

Responsible Organisational Unit: Human Resources

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1. **Objective**

The University is committed to promoting the health, safety and wellbeing of staff. The University recognises that staff may be affected by family violence and that the impact of family violence may extend to the work environment.

This Policy outlines the University’s commitment to supporting staff who are experiencing family violence.

2. **Scope**

This policy applies to all staff members of the University of Tasmania.

3. **Definition**

For the purposes of this policy and in accordance with the *Family Violence Act 2004 (Tas)*, family violence means:

- a) any of the following types of conduct committed by a person, directly or indirectly, against that person’s spouse or partner:
  - i. assault, including sexual assault;
  - ii. threats, coercion, intimidation or verbal abuse;
  - iii. abduction;
  - iv. stalking within the meaning of section 192 of the Criminal Code;
  - v. attempting or threatening to commit any of the above conduct; or

- b) any of the following:
  - i. economic abuse;
  - ii. emotional abuse or intimidation;
  - iii. contravening a family violence order (FVO); or

- c) any damage caused by a person, directly or indirectly, to any property –
  - i. jointly owned by that person and their spouse or partner; or
  - ii. owned by that person’s spouse or partner; or
  - iii. owned by an affected child.

4. **Policy**

The University seeks to create a supportive work environment in which staff feel comfortable requesting assistance for any family violence related concern. Staff who are experiencing family violence will be supported by the University to maintain employment while dealing with their circumstances.

To assist in meeting these objectives, the University may take the following steps:

- Provide reasonable support to victims of family violence, including:
  - flexible work arrangements;
  - leave to manage legal, medical, domestic or other matters related to family violence;
  - referral to counselling support; and
  - appropriate safety and security measures on campus.

- Protect staff from discrimination as a result of their disclosure or experience of family violence, and ensure they are not subject to disadvantage solely for being a victim of family violence, and
• Have due regard for each person’s right to privacy and confidentiality when disclosing family violence.

Staff who commit acts of violence (including family violence) on campus or when involved in University related activities, or who use University resources to engage in such acts, may be subject to the University disciplinary procedures for such behaviours.

5. Contacts for Support

Requests for support to address workplace needs arising from family violence can be made as follows:

• to your supervisor or line manager;
• to a member of the University’s Human Resources team; or
• directly to the police and University security if the threat is considered real and imminent.

Human Resources will provide support and advice to Colleges, Faculties and Institutes, Schools, Divisions and other work units on the local implementation of this policy.

6. Supporting Documentation

• University of Tasmania Staff Agreement;
• University Behaviour Policy

7. Versioning

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<td>Current Version</td>
<td>Version 2 – Family Violence Policy; approved July 2019</td>
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