



Policy - 6.13 Workplace Domestic and Family Violence

Policy Statement

Wanderers Football Club is committed to providing a healthy and safe working environment for all employees. Wanderers Football Club recognises that the workplace may be a safe haven and a crucial protective factor for individuals from domestic and family violence (DFV), and additionally a place where domestic and family violence may be perpetrated in or from. Wanderers Football Club recognises the harmful impact of domestic and family violence on victim-survivors and those close to them, including on their work and financial security.

DFV occurs when one person in a relationship uses violence, abuse, and power to leverage and control over the other person. This can include behaviour that is physically, sexually, emotionally, psychologically, or economically abusive, threatening, coercive or aimed at controlling or dominating the other person through fear. DFV can also occur in covert patterns that are typically difficult in observing or may appear as reasonable from a third-party observer.

Wanderers Football Club recognises that DFV does not discriminate and can affect people of all cultures, religions, ages, genders, sexual orientations, educational backgrounds, and income levels. Wanderers Football Club also recognises that some employees use or may use domestic and family violence. Wanderers Football Club is committed to responding appropriately in these circumstances. Leaders, managers, supervisors, and all employees are committed to making Wanderers Football Club a safe place to work.

Wanderers Football Club can make a significant difference to employees affected by DFV by providing appropriate safety and support measures. DFV is unacceptable in any setting, including the workplace and Wanderers Football Club has a zero tolerance to DFV. Any employee who perpetrates violence and abuse from the workplace, including by telephone, fax, mail, email, internet or social media may be subject to disciplinary action.

The intent of this policy is to make clear Wanderers Football Club position regarding domestic and family violence and the workplace, and to encourage affected employees to seek support and to access their workplace rights and entitlements under the Act. All employees have a responsibility to model the Wanderers Football Club values, which includes behaving in a way that promotes a work environment free from any form of violence and supporting those who are affected by DFV.

Principles

This policy applies to employees of Wanderers Football Club Ltd

- Any Wanderers Football Club employee whether permanent, fixed term, temporary, full-time, part-time or casual.
- Support will also be provided to volunteers, participants, students, contractors, consultants or anyone who works in any other capacity for Wanderers Football Club Ltd.

Definitions

DFV refers to domestic and family violence.



Club Responsibilities and Workplace Environment

The Executive Team of Wanderers Football Club are responsible for ensuring the Club:

- promotes awareness of the DFV policy, support options and advice available to employees, volunteers and students.
- makes available resources and information relating to DFV on induction and provides professional development and refreshers to inform of any changes to legislation or practice standards.
- develops and maintains Club capability to respond supportively to employees affected by DFV, such as face-to-face training for managers, HR staff and participants.

Line Managers/Supervisors will:

- model the Club's values, including behaviour in a way that promotes a work environment free from any form of violence
- actively participate in DFV workplace learning and development activities to effectively communicate with and to provide support to employees affected by DFV
- ensure employees actively participate in required DFV workplace learning and development activities
- sensitively communicate with employees affected by DFV and maintain confidentiality subject to legal disclosure obligations
- take prompt and appropriate action to support employees affected by DFV, including risk management and safety planning
- ensure appropriate levels of support are provided to employees affected by DFV
- ensure employees are aware of available support options, including nominated officers to seek support from as appropriate
- ensure appropriate management of work performance and monitoring of attendance issues, while being mindful of the potential impacts of DFV.
- assist employees to talk to the appropriate supports if an employee is unsure of how to support someone being impacted by DFV

Employees will:

- model the Wanderers Football Club values including behaving in a way that promotes a work environment free from any form of violence and abuse
- actively participate in DFV related learning and development activities such as online DFV awareness raising programs (except where it may negatively impact their wellbeing)
- sensitively communicate with colleagues affected by DFV, maintain confidentiality, and encourage them to seek assistance
- familiarise themselves with available workplace support options and specialist referral services.

Policy

Confidentiality and disclosure

Wanderers Football Club employees have the right to choose whether, when and to whom they disclose information about being affected by DFV. This policy does not override any legal obligations to disclose information except for when information depicts reasonable suspicion of harm or neglect towards children or any suspicion of child sexual abuse.



Information disclosed by an employee in relation to DFV will be kept confidential, except to the extent that disclosure is required or permitted by law or is necessary to support the employee in the workplace.

- All employee records concerning domestic and family violence will be kept confidential and only divulged with the employee's consent in exceptional circumstances where it is imperative to maintain the safety of the employee and/or other staff. In such instances, disclosure of the situation will be kept to a minimum and on a "need to know" basis for the purpose of maintaining safety in the workplace.
- Understanding the traumatic nature of domestic and family violence, Wanderers Football Club will support an employee if they have difficulties performing tasks at work. No adverse action will be taken against an employee if their attendance or performance at work suffers as a result of experiencing domestic and family violence. An employee will not be discriminated against or have adverse action taken against them because of their disclosure of, experience of, or perceived experience of, domestic and family violence.
- Employees have the right to withdraw consent from any and all social media sharing platforms, media, advertising, or any circumstance where the employee's picture, name, or identifying features are disclosed publicly. This is to protect the identity of individuals, the individual's location and engagement with surrounding public entities, businesses and Clubs. The protection of identity is also to prevent a perpetrator from further harming career, career relationships and social relationships in a response to tactics of isolation, coercive and psychological control.

Support options available to employees

There are various support options available to assist employees affected by DFV. Wanderers Football Club acknowledges that due to the complex and multifaceted nature of DFV, individual needs and circumstances require tailored support. Support will mirror any practice principles and guidelines that comply with any legislative requirements under the *Fair Work Act 2009*.

Support Plans should be reviewed at regular intervals to ensure that they are relevant and appropriate. These support plans should include regular review of current risk factors relating to the employee both in and outside of the workplace. Any risks will be assessed using Wanderers Football Club current risk assessment processes.

Documentation

When considering the support options Wanderers Football Club acknowledges that employees affected by DFV may not be able to provide supporting documentation. An employee's access to leave and other support options should not be denied in the absence of supporting documentation.

Any related communications must be conducted in a sensitive and non-judgmental manner. Any documentation provided by the employee must be returned to the employee unless the employee requests otherwise.

Leave entitlement

For any leave entitlements relating to an employee affected by DFV please refer to Wanderers Football Club Policy for Leave Treatment which outline statutory and Club leave that can be accessed.

In consideration of the complexity of DFV situations, additional paid leave exceeding 10 paid days leave per year may be approved at the discretion of the Executive or delegate having regard to the circumstances of individual employees.

BoM Ratified: Date

Review:

Version: v1



This additional leave may be provided where there are extenuating circumstances. Discussion about support and leave options should be compassionate, sensitive and maintain confidentiality.

Flexible working arrangements

Wanderers Football Club may provide employees affected by DFV with access to flexible working arrangements. Employees who use or may use DFV Leave may also request flexible working arrangements under the *Industrial Relations Act 2016* and Wanderers Football Club Policy 6.10 Flexible Work Arrangements in the same way as other employees.

Employee Assistance Program (EAP) and other supports

Wanderers Football Club will offer the EAP when available, or other forms of counselling support to employees experiencing DFV wherever possible and requested.

Safety in the workplace

Of paramount consideration is the safety and wellbeing of all Wanderers Football Club employees in the workplace. Fostering a workplace culture where employees affected by DFV are supported contributes to a healthy and safe working environment for all.

In situations where an employee affected by DFV is concerned for their safety or that of their colleagues, it is recommended that the employee and their Line Manager and/or supervisor and/or human resources officer jointly develop a workplace safety plan agreement in line with Wanderers Football Club current risk assessment and safety planning procedures.

Related Legislation or Standards / Departmental Documents

Human Rights ACT 2019

Industrial Relations Act 2016

Fair Work Act 2009

Related Policies and Documents

6.10 Flexible Work Arrangements