

The Workplace Implications of Family and Domestic Violence

2 hour facilitated discussion

Family and domestic violence is a significant issue in Australia with an increasing awareness at all levels of society of its prevalence. While many groups are affected, it's statistically women and children who are overwhelmingly the victims or targets of this violence. A recent report by KPMG estimated that the cost of violence against women and children to the Australian economy was \$22 billion in 2015-16.

Within the population of women who have experienced violence, or are currently experiencing violence, the ABS estimates between 55% and 70% are currently in the workforce. This is one of many reasons for the need for organisations and managers to have an understanding of its impact on the workplace. This facilitated discussion explores:

- What 'family' means
- How family & domestic violence is defined
- The reach and extent of the issue and its statistical prevalence
- A model to explain the phenomenon
- What government is doing and the latest legal considerations
- Why it is a workplace issue (and possible warning signs)
- Barriers to disclosure and creating an atmosphere of trust
- What might be the appropriate response for a manager (helping vs rescuing)
- How to have a conversation with a staff member about the issue
- Available support services

This session is led by James Judge who has presented on this topic in various forums and has worked as a Deputy Registrar in the Magistrates Court dealing with applications for Family Violence Orders.

Contact us to book a facilitated discussion on this critical workplace topic