



**INTIMO AWARE**

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# What can you do in the work place?

It could be a friend, relative,  
coworker... what do I do?



# Domestic Violence is Everybody's Business

Domestic violence destroys a person's sense of safety and has profound personal effects that spill over into the workplace in a number of ways. It has been estimated that domestic violence costs Australian businesses in excess of \$1 billion dollars.<sup>1</sup>

## The Economic Costs of Domestic Violence

People who live with violence or fear in their personal lives are affected in their work performance as their confidence, self esteem and their ability to perform at their best are all compromised.

As a result, the person's productivity, customer service and attendance are affected and have wider impacts on staff turnover, absenteeism and the well being of co-workers.

Equally, some employees who use abuse in their domestic relationships affect their workplace through pre-occupation with their relationship and the use of workplace resources such as telephones and email in their relationship. This impacts productivity, workplace relationships and the environment.

## What can a Workplace do?

- Acknowledge that domestic violence is a workplace issue.
- Display posters in communal areas and distribute domestic violence literature and support service details in places where employees can access them anonymously.
- Implement a domestic violence workplace policy and make it clear to all employees that the organisation is committed to a no tolerance policy on domestic violence.
- Educate employees on domestic violence with guest speakers. Teach employees how to recognise the signs of abuse.
- Ensure that the workplace is safe and secure. For example has adequate lighting in the carpark and a secure entry.

## Contacts

### National

Emergency 000

Domestic Violence Confidential Helpline 1800 200 526

Lifeline 13 11 14

Kids Helpline Australia 1800 55 1800

Mensline 1300 78 99 78

Relationships Australia 1300 364 277

### Victoria

The Domestic Violence & Incest Resource Centre 9486 9866

Women's Domestic Violence Crisis Service 9373 0123 or 1800 015 180

Immigrant Women's Domestic Violence Service (Mon-Fri 9-5) 03 9898 3145

Women's Information & Referral Exchange (Mon-Fri 9-5) 1300 134 130

Family Life 03 8599 5433

### Queensland

Domestic Violence Telephone Service 1800 811 811

Immigrant Women's Support Service (Mon-Fri 9-5) 07 3846 3490

### ACT

Domestic Violence Crisis Service (24hr) 02 6280 0900

### New South Wales

Domestic Violence Helpline (24hr) 1800 656 463

Domestic Violence Advocacy Service (Mon-Fri 9-5) 02 8745 6999

Immigrant Women's Speak Out Assn (Mon-Fri 9-5) 02 9635 8022

### South Australia

Domestic Violence Helpline (24hr) 1800 800 098

Domestic Violence Crisis Service 1300 782 200

### Tasmania

Domestic Violence Crisis Service 1800 633 937

SHE (Support, Help & Empowerment) 03 9278 9090

### Western Australia

Crisis Line (24hrs) 1800 199 008

Women's Refuge Group (Mon-Fri 9-5) 08 9420 7264

### Northern Territory

Crisis Line (24hr) 1800 019 116

Domestic Violence Counselling Service (Mon-Fri 9-5) 08 8952 1391

### New Zealand

Emergency 111

Domestic Violence Crisis Line Auckland (24hr) 303 3939

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## More Information



1. Henderson M (2000) Impacts and Costs of Domestic Violence on the Australian Business Corporate Sector Brisbane: Lord Mayor's Women's Advisory Committee, Brisbane City Council.

