



Domestic Violence Workplace Rights and Entitlements Project

domestic violence workplace rights and entitlements:

a project of the Australian Domestic and Family Violence Clearinghouse (ADFVC), funded by the Commonwealth Department of Education, Employment and Workplace Relations

This Project seeks to inform unions and employers about domestic violence issues for employees and to promote the introduction of domestic violence provisions in enterprise agreements using the new Fair Work framework.

Why?

Two thirds of women experiencing domestic violence are in paid employment; staying in employment is critical to reducing the effects of the violence but the impact can adversely affect their work performance and put their job at risk. By supporting women to remain in paid employment, workplaces can assist women on their pathway out of violence.

How?

Working with partner unions and employer bodies, the Clearinghouse will develop the tools and policies to encourage the introduction of domestic violence workplace entitlements. These will include:

- safety assessment and planning tools
- targeted training for workplace personnel
- surveys to establish the baseline data we need to monitor and evaluate successful outcomes for women.

The model domestic violence clauses already logged at the University of New South Wales by the CPSU-SPSF include the following provisions:

- paid leave,
- confidentiality measures,
- training of appropriate staff,
- security measures.

The project will focus on employers and business sectors with a predominantly female workforce,

that have the capacity to make changes in workplaces affecting large numbers of employees and which have the weight to influence other employers.

We will be:

- Briefing a broad range of unions and employers nationally on the issue of domestic violence as a workplace issue, the adoption of domestic violence provisions in enterprise agreements and other workplace instruments.
- Working with at least three key unions and three key employer organisations to build their capacity to implement domestic violence workplace provisions.
- Developing generic workplace information and education resources
- Developing and piloting a model training package for union delegates, supervisors and human resources personnel.
- Developing a website providing information and resources for employers (including model domestic violence clauses), and an online training tool.
- Developing an evaluation framework to monitor and evaluate the outcomes of introducing domestic violence clauses and other instruments.

The Project runs from July 2010 to December 2011. What can you or your organisation do? To find out how to become involved contact:

Contact

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