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FAMILY AND DOMESTIC VIOLENCE POLICY

SUTHERLAND TRAINING



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Domestic and Family Violence Policy

Purpose: Sutherland Training is committed to providing a safe and supportive workplace for all employees. This policy aims to prevent and address domestic and family violence, ensuring the safety and well-being of our staff.

The Not Now, Not Ever Report

On 28 February 2015, the [Special Taskforce on Domestic and Family Violence in Queensland](#) provided the Premier with their Not now, not ever: Putting an end to domestic and family violence in Queensland report (the report).

The report made 140 recommendations based on the insights gathered from 5 months of engagement with communities and individuals. The recommendations set the vision and direction for Queensland's strategy to end domestic and family violence (DFV) and ensure those affected have access to safety and support.

[Please click here to read the Not Now Not Ever report](#)

Definition: Domestic and family violence refers to any behaviour within an intimate relationship (including current or past marriages, domestic partnerships, or dates) that causes physical, sexual, or psychological harm. **Family violence** is a broader term that includes violence perpetrated by parents (and guardians) against children, between other family members, and in family-like settings.

[This term is also preferred by Aboriginal and Torres Strait Islander peoples, reflecting the occurrence of violence across extended family networks](#)

Policy:

- **Zero Tolerance:** Sutherland Training has a zero-tolerance policy towards domestic and family violence.
- **Support and Assistance:** We provide support and assistance to employees experiencing domestic and family violence, including leave entitlements and private and confidential discussions.
- **Confidentiality:** All disclosures of domestic and family violence will be treated confidentially and with sensitivity.
- **Safety Planning:** We will work with affected employees to develop safety plans and provide necessary workplace adjustments.



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- **Training and Awareness:** Resources will be provided to educate employees about domestic and family violence and the support available.
- **Reporting and Response:** Employees are encouraged to report any instances of domestic and family violence. Sutherland Training will respond promptly and appropriately to all reports.
- **Non-Discrimination:** Employees experiencing domestic and family violence will not face discrimination or adverse action in the workplace.

Employee Agreement: I, _____ (Employee Name), acknowledge that I have read and understood the Domestic and Family Violence Policy. I agree to adhere to the policy and support its implementation within the workplace.

Signature: _____ Date: _____