



## DOMESTIC AND FAMILY VIOLENCE POLICY

PO16

<b>Responsible Manager:</b>	Manager Human Resources
<b>Head of power:</b>	<i>Industrial Relations Bill 2016 (Qld)</i>
<b>Authorised by:</b>	Council
<b>Authorised on:</b>	July 2017
<b>Implemented from:</b>	July 2017
<b>Last reviewed:</b>	N/A
<b>Review history:</b>	N/A
<b>To be reviewed on:</b>	June 2019
<b>Corporate Plan:</b>	Governance

## 1. POLICY STATEMENT

- a) Council is strongly committed to providing a healthy and safe working environment for all employees. Council recognises that employees sometimes face difficult situations in their work and personal life such as domestic and family violence, which may affect their attendance, performance at work or safety.
- b) Council is committed to supporting a staff member experiencing domestic or family violence to continue to participate in the workforce and maintain their employment through a broad range of support.
- c) A staff member who experiences situations of violence and abuse in their domestic life which may adversely impact on their attendance and/or performance at work will not be disadvantaged in their employment at Council.
- d) All personal information given in relation to situations of domestic or family violence will be kept confidential. No information will be kept on an employee's personnel file without their express permission. Council will cooperate with all legal orders protecting a staff member experiencing domestic or family violence.

## 2. SCOPE

This Policy applies to all Council employees and Councillors.

## 3. PROCEDURE

This Policy is to be implemented in conjunction with Domestic and Family Violence Procedure PO16-PR1.

## 4. AUTHORISATION

This page and the previous bearing my initials was/were duly authorised by Council as Torres Strait Island Regional Council Domestic and Family Violence Policy on 19 July 2017 and shall hereby supersede any previous policies of the same intent.



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**Chris McLaughlin**  
Acting Chief Executive Officer

**DATE: 19 / 07 / 2017**