

Domestic and Family Violence Policy

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| Responsible Manager | Head of People and Wellbeing |
| Head of power | <i>Local Government Act 2009 (Qld)</i> <i>Local Government Regulation 2012 (Qld)</i> <i>Industrial Relations Act 1999</i> <i>Human Rights and Equal Opportunity Act 1986 (Cth)</i> <i>Public Sector Ethics Act 1994</i> |
| Authorised by | Council |
| Authorised on | 24 May 2021 |
| Implemented from | 1 June 2021 |
| Last reviewed | March 2021 |
| Review history | 2017, 2019, 2021 |
| To be reviewed on | March 2024 |
| Corporate Plan | People, Sustainability and Prosperity |

1. Purpose

Torres Strait Island Regional Council (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.

The aim of Council's Domestic and Family Violence Policy and the associated Procedure, is to outline how employees who are experiencing or escaping domestic or family violence, can be supported to improve their safety and work towards a life free from violence and abuse.

2. Application

This policy applies to all Council employees and Councillors.

3. Legislation

This policy is established with reference to obligations specified in the *Industrial Relations Act 1999*.

4. Provisions

Council is committed to supporting employees experiencing domestic or family violence to continue to participate in the workforce and maintain their employment through a broad range of support which recognises the specific need of people in diverse families and relationships.

It is recognised that employees experiencing domestic and family violence may require a range of support which may include:

- return to work support for people who need to take extended periods of time off work to recover from the health impacts, including mental health impacts, of domestic and family violence. This could include consideration to changes to work hours, location of work or relocation to suitable employment where this is able to be identified;
- access to leave entitlements, including personal leave, as well as access to discretionary leave including annual leave and long service leave;
- temporary changes to arrangements which may include secure car parking and IT and telephone security;
- absences from the workplace will be reconciled subject to the employees leave entitlements and available accrued hours.

An employee 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.

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 an employee experiencing domestic or family violence.

The Domestic and Family Violence Procedure should be read in conjunction with this Policy, and details how employees who are experiencing or escaping violence can be supported to improve their safety and work towards a life free from violence and abuse.

Manager Responsible for Review:

Head of People and Wellbeing

A handwritten signature in black ink, appearing to read "David Baldwin", with a stylized flourish at the end.

Adopted: 24/05/2021

Due for revision: 30/03/2024

David Baldwin
Acting Chief Executive Officer