



DOMESTIC AND FAMILY VIOLENCE

Support and Disclosure Information for Staff

Western Sydney University is dedicated to ensuring the health and safety of our community.

Domestic and family violence is behaviour by a partner, ex-partner, or a family member which is violent, bullying, threatening, coercive or controlling. This may include threats or actual harm which is physical, psychological, sexual, financial, or verbal. We understand that domestic and family violence does not discriminate and affects all communities regardless of gender, sexuality, cultural background, disability, age or economic status.

If you are affected by domestic and family violence or supporting a friend, colleague or student affected by domestic and family violence, we encourage you to make contact with the relevant support services outlined below.

UNIVERSITY SUPPORTS

Counselling and Wellbeing support

For **students** affected by domestic and family violence, the University's **Student Wellbeing** Service can provide counselling support and may be able to offer financial assistance in some cases. Students should contact **1300 668 370** or eCounselling@westernsydney.edu.au for advice and support.

For **staff** the **Employee Assistance Program (EAP)** offers a confidential counselling and support service. This service is available to all staff, including their family members at no cost. You can access support via **AccessEAP** online or by phoning **1800 818 728**. WSU supervisors can also request EAP to directly contact a team member, with the colleague's expressed consent, to offer counselling support where appropriate. Staff can also speak to their supervisor, the **Office of Human Resources (OHR)**, **Equity and Diversity (E&D)** or the **Work Health, Safety and Wellbeing team (WHSW)** for confidential support and information.

Safety and Security

Where there is a concern about safety on campus **Campus Safety and Security** can advise on possible safety precautions that may be available to stay safe on campus, this may include removing staff contact information from the Staff Directory, arranging a **security** escort to and from vehicles when on campus, and other safety measures as appropriate to the individual circumstances.

The safety of our students and staff is a priority. If there is a threat of harm to any individual on campus as a result of a domestic and family violence matter, either through phone or email contact or in person, advice should be sought from Campus Safety and Security. If there is an immediate life threatening situation call the NSW Police on 000, and then notify Campus Safety and Security if time permits on 1300 737 003.

Adjustments to Study and Exam or Work Arrangements

For students - Special provisions relating to a student's study progression may be provided if they are affected by domestic and family violence such as study break options, extensions on assessments or special exam provisions. **Student Wellbeing** can be contacted for advice and to assist in coordinating any arrangements with Course Advisors or Lecturers.

For staff - A staff member experiencing a domestic and family violence matter may access up to 20 days paid Domestic and Family Violence Leave per year, and any other paid or unpaid leave available to them for the purpose of attending appointments, making relocation or safety arrangements, or other activities related to their circumstances. Additional paid leave may also be granted.

A staff member supporting a family member experiencing domestic and family violence may request leave without pay and/or apply for personal leave for that purpose. A staff member experiencing, or supporting an immediate family member experiencing domestic and family violence can also request a change in their working arrangements. Staff should speak to their supervisor or **HR Advisor** for confidential advice on flexible work options available.

More information and resources are available on the Domestic and Family Violence webpage:

www.westernsydney.edu.au/dfv



OTHER SUPPORTS

1800RESPECT (1800 737 732)

1800RESPECT has social workers who are available and a 24-hr national family and domestic violence phone counselling service.



Domestic Violence Hotline 24-hour line - 1800 65 64 63

The Domestic Violence Line is a NSW state-wide telephone crisis counselling and referral service for women and persons who identify as female.

Mens Line Australia (1300 78 99 78)

MensLine **is a service for men** who are victims of domestic and family violence, are worried about their behaviours, or are looking for support for their emotional health.



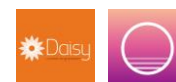
eSafety

Resources, advice and support for those experiencing online abuse or misuse of technology.



Daisy and Sunny Apps

The **Daisy app** connects individuals to domestic and family violence support services in your local area. The **Sunny app** provides the same supports for women with disability.



INFORMATION FOR LECTURERS & STUDENT SERVICES STAFF

If a student discloses a concern for their safety or wellbeing related to domestic and family violence, a lecturer, tutor or student service staff member should:

- listen to the person's story with empathy and without judgement. It may be the first time they have shared it. You are not expected to be an expert. Find out more at [Responding to Disclosures](#).
- encourage the affected student to seek counselling support via the [Student Counselling Service](#)
- provide the student with the *Domestic and Family Violence - Support for Students* resource, or direct them to the [Domestic and Family Violence webpage](#).
- refer the student to the [Student Wellbeing Service](#) for further advice and support.
- treat any disclosure of domestic and family violence as confidential, with respect to the student's right to privacy, except where there is a risk to the health and safety of the individual or to others.
- if there is an immediate life threatening situation call the NSW Police on 000, and then notify [Campus Safety and Security](#) on 1300 737 003.
- prioritise your own wellbeing. Supporting students or colleagues who are affected by domestic and family violence can be a challenging experience. [AccessEAP](#) provides free counselling for all staff.

Lecturers, tutors and Students Services staff can seek advice from the University's [Student Wellbeing Service](#) if they have concerns for a student's welfare or contact a mental health advisor at ART@westernsydney.edu.au

INFORMATION FOR MANAGERS & SUPERVISORS

If a staff member discloses a concern for their safety or wellbeing related to a domestic and family violence matter, a supervisor should:

- encourage the affected staff member/s to seek counselling support via [AccessEAP](#)
- advise the staff member of the [Domestic and Family Violence Policy](#), and related resources and entitlements
- refer the staff member to the appropriate [HR Advisor](#)
- remember to prioritise self-care. Supporting students or colleagues who are affected by violence can be a challenging experience. [AccessEAP](#) provides free confidential counselling for all staff.

Managers and supervisors can seek confidential advice from their [Senior HR Partner](#) or [E&D](#), and should also refer to the [Domestic and Family Violence Support – Information for Managers](#) resource for more information.