



DOMESTIC AND FAMILY VIOLENCE

Support and Disclosure Information for Staff

Domestic and family violence is behavior by a close relative or immediate 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.

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

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. Staff 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 for People, 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 Work Arrangements

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.



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 and validate their feelings. It may be the first time they have shared it. You are not expected to be an expert.
- Provide the student with the *Domestic and Family Violence - Support for Students* resource, or direct them to the [Domestic and Family Violence webpage](#).
- Contact the [Student Wellbeing Service](#) for advice or to refer the student for further support. Staff may also refer students to the [Clinical Advisory Team](#) (CAT), which provides first responder and crisis support for students and for academic and professional staff supporting students who are experiencing distress and difficult situations.
- 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.
- 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.
- 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.

OTHER SUPPORTS



1800RESPECT (1800 737 732) - Social workers who are available and a 24-hr national family and domestic violence phone counselling service.

Mens Line Australia (1300 78 99 78) - 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.

Rainbow Sexual, Domestic and Family Violence Helpline (1800 497 212) – An LGBTIQ specific domestic and family violence phone counselling service.

eSafety [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.

Domestic Violence Hotline 24-hour line (1800 65 64 63) - A NSW state-wide telephone crisis counselling and referral service for women, including trans women.