



Domestic and Family Violence (Staff and Student Support) policy

Section 1 - Preamble

(1) This Policy is effective from 22 May 2022.

Section 2 - Purpose

(2) This Policy outlines the University's commitment to providing a learning and working environment that is safe and supportive of staff and students who may be experiencing the effects of domestic or family violence.

Section 3 - Scope

(3) This Policy applies to all staff and students of the University.

Section 4 - Policy

Organisational support

(4) The [Health, Wellbeing and Safety policy](#) expresses Deakin's commitment to promoting the health and safety of its staff and students on campus and in the workplace and to providing a supportive learning and work culture.

(5) Deakin recognises that domestic or family violence can occur in various relationship contexts, including but not limited to:

- a. adults in heterosexual, same-sex or gender diverse relationships (current or former);
- b. an adult towards an older person;
- c. a young person towards parents or siblings.

(6) Staff members and students, their partners and families may be impacted by domestic and family violence, with impacts being felt in a person's private life, the workplace or the student environment.

(7) Deakin will assist staff and students experiencing domestic and family violence with the aim of supporting their continued participation in employment or study and to ensure they are not disadvantaged because they are being subjected to domestic and family violence. It will provide this support by: coordinating existing services, the flexible application of work or study arrangements; co-operation with legal orders and the protection of health and safety.

(8) Deakin seeks to create an environment where staff and students feel comfortable and safe in coming forward to disclose domestic or family violence and in requesting access to leave and adjustments in accordance with the [Domestic and Family Violence \(Staff Support\) procedure](#) and the [Domestic and Family Violence \(Student Support\) procedure](#).

(9) The University will provide appropriate support and training to staff to whom another staff member or student may disclose that they are experiencing the effects of domestic or family violence.

Confidentiality and non-victimisation

(10) Any disclosure or request for support made by staff or students who are experiencing domestic and family violence will be dealt with on a confidential basis.

(11) Personal information provided by staff or students concerning issues of domestic and family violence will be used solely for the purpose of assessing that individual's needs and determining and applying the appropriate support mechanisms as agreed with the staff member or student.

(12) A person must not victimise or otherwise subject another person to detrimental action as a consequence of that person raising, providing information about, or otherwise being involved in the support for an individual experiencing domestic and family violence.

Section 5 - Procedure

(13) The following procedures document how to comply with this Policy:

- a. [Domestic and Family Violence \(Staff Support\) procedure](#)
- b. [Domestic and Family Violence \(Student Support\) procedure](#).

Section 6 - Definitions

(14) For the purpose of this Policy:

- a. domestic or family violence: generally refers to a pattern of behaviour or actions which can include physical, psychological, sexual, stalking, financial and emotional abuse, perpetrated by one person (or group of people), in order to establish and maintain power and control over another person (male or female) in a family or domestic situation, and that impacts on that person's safety and wellbeing. ([Family Violence Protection Act 2008 \(Vic.\)](#))

Status and Details

Status	Current
Effective Date	22nd May 2022
Review Date	3rd March 2025
Approval Authority	Council Secretary
Approval Date	12th May 2022
Expiry Date	To Be Advised
Responsible Executive	Kerrie Parker Executive Vice-President Resources evpr@deakin.edu.au
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