



Family Violence (Staff and Student Support) policy

Section 1 - Preamble

(1) This Policy is effective from 13 December 2023.

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 are experiencing, or have experienced family violence.

Section 3 - Scope

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

(4) Reports of family violence impacting children are managed through the [Child Safety Policy](#)

Section 4 - Policy

(5) The University acknowledges that students, staff members, their partners and families may be impacted by family violence, with impacts being felt in a person's private life, the workplace or the student environment.

(6) The University is committed to fostering a connected, safe, inclusive and respectful study and work environment. This commitment extends to our physical campuses, our online environments, our workplace environments and on-campus student accommodation.

(7) Deakin recognises that family violence can occur in a range of contexts outlined in the definition of 'family member', this includes but is not limited to adults in heterosexual, same-sex or gender diverse relationships (current or former).

Organisational support

(8) Deakin is committed to supporting students and staff who are experiencing or have experienced family violence. Deakin provides support in line with the [Family Violence \(Student Support\) procedure](#) and [Family Violence \(Staff Support\) procedure](#).

(9) The University also provides support for students and staff members who receive a disclosure of family violence.

(10) The University is committed to providing staff with professional development to understand and respond to interpersonal violence. All staff are encouraged to participate in training programs provided by Deakin.

Confidentiality

(11) Any disclosure or request for support made by a student or staff member who is experiencing, or have experienced family violence will be managed confidentially in accordance with Deakin's [Privacy policy](#).

Section 5 - Procedure

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

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

Section 6 - Definitions

(13) For the purpose of this Policy:

- a. family member: a person who is, or has been: a spouse or domestic partner; in an intimate personal relationship; a relative; a child who normally or regularly resides or has previously resided; a child of a person who has or has had an intimate personal relationship; any other person who the relevant person regards or regarded as being like a family member having regard to the circumstances of the relationship ([Family Violence Protection Act 2008 \(Vic\)](#))
- b. family violence: behaviour by a person towards a family member of that person if that behaviour is: physically or sexually abusive; emotionally or psychologically abusive; economically abusive; threatening; coercive; or in any other way controls or dominates the family member and causes that family member to feel fear for the safety or wellbeing of that family member or another person. This definition also includes behaviour by a person that causes a child to hear or witness, or otherwise be exposed to the effects of, the above behaviours ([Family Violence Protection Act 2008 \(Vic\)](#).)
- c. staff: any person employed by the University, as defined in the [Deakin University Act 2009 \(Vic\)](#)
- d. student: any person defined as a student in the [Deakin University Act 2009 \(Vic\)](#).

Status and Details

Status	Current
Effective Date	13th December 2023
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Approval Authority	Vice-Chancellor
Approval Date	12th November 2023
Expiry Date	To Be Advised
Responsible Executive	Kerrie Parker Deputy Vice-Chancellor, University Services dvc-us@deakin.edu.au
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