Domestic Violence Policy - Addressing Impacts on Work or Study

Section 1 - Purpose

(1) Charles Sturt University is committed to promoting the health and safety of staff and students on campus. The University recognises that staff and students will be amongst those affected by domestic violence and that the impact of domestic violence is not restricted to private life but can extend to the work or study environment.

(2) This Policy is intended to heighten awareness of domestic violence as an issue that may need to be addressed on campus, and outlines the University's commitment to supporting staff and students who are victims of domestic violence.

Scope

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

Section 2 - Glossary

(4) For the purpose of this Policy:

a. Domestic violence - refers to a pattern of coercive tactics which can include physical, psychological, sexual, economic and emotional abuse, perpetrated by one person in order to establish and maintain power and control over another person in a close relationship, or family or domestic situation.

   Domestic violence occurs across all social strata, cultures, and age groups. The incidence of domestic violence is not dependent on gender or sexual orientation but the majority of victims of such violence are women.

Section 3 - Policy

Commitments

(5) Staff and students who are experiencing domestic violence will be supported by the University to maintain employment or study while dealing with their circumstances.

(6) The University seeks to create a supportive work and study environment in which staff and students feel comfortable requesting assistance for domestic violence related concerns.

(7) To meet these commitments, the University will take the following steps:

a. provide reasonable support for victims of domestic violence, including:
   i. appropriate safety and security measures on campus;
   ii. flexible work or study arrangements;

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iii. leave to manage legal, medical, domestic or other matters related to domestic violence; and
iv. referral to counselling support;

b. protect staff and students from discrimination because of their disclosure or experience of domestic violence, and ensure they are not subject to disadvantage solely for being a victim of domestic violence;
c. have due regard for each person's right to privacy and confidentiality when disclosing domestic violence; and
d. provide appropriate training on managing domestic violence issues to key personnel in the Division of People and Culture and Student Services Office.

(8) Staff or students who commit acts of violence, including threats or harassment, on campus or when involved in University related activities, or who use University resources to engage in such acts, will be subject to the University disciplinary procedures for such behaviours.

Contacts for Support

(9) Requests for support to address needs arising from domestic violence should be made as follows:

a. by staff to an appropriate supervisor or line manager or a member of the Division of People and Culture;
b. by students to a staff member of the Student Services Office;
c. by staff or students directly to the Police and University Security if the threat is considered real and imminent.

(10) The Division of People and Culture and the Student Services Office will provide support and advice to Faculties, Divisions and other work units on the local implementation of this Policy for staff and students respectively.

Section 4 - Procedures

(11) Refer to the Domestic Violence Procedure - Addressing Impact.

Section 5 - Guidelines

(12) Nil.

Status and Details

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