Domestic and Family Violence Support Policy

Section 1 - Purpose

(1) This policy sets out Charles Sturt University's commitment to supporting staff and students who experience domestic and family violence, and recognises that the impact of domestic and family violence is not restricted to private life but can extend to the work or study environment.

Scope

(2) This policy applies to all staff and students.

Section 2 - Policy

Commitments

(3) Charles Sturt University (the University) recognises that domestic and family violence can affect any person regardless of age, gender identity, socio-economic status, ethnicity, religion, sexual orientation, cultural background, ability, LGBTIQA+ identity or family structure. We acknowledge the unique challenges faced by individuals with diverse identities and that certain community groups may be at increased risk of domestic and family violence, and more vulnerable to its impacts. We also recognise that overlapping aspects of a person's identity may increase risk and impact how they experience domestic and family violence and support.

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

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

(6) To meet these commitments, the University will:

a. provide reasonable support for staff and students who are experiencing, or who are supporting an immediate family member who is experiencing, domestic and family violence, including:
    i. appropriate safety and security measures on campus
    ii. flexible work or study arrangements
    iii. leave to manage legal, medical, domestic or other matters related to domestic and family violence, and
    iv. referral to counselling support
b. protect staff and students from discrimination because of their disclosure or experience of domestic and family violence, and ensure they are not disadvantaged solely for being subjected to domestic and family violence
c. have due regard for each person's right to privacy and confidentiality when disclosing domestic and family violence, and
d. provide appropriate training to key university personnel on managing domestic and family violence issues.

(7) Staff or students who commit acts of violence, including threats or harassment, on campus and online, 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

(8) Requests for support to address needs arising from domestic and family 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 Division of Safety, Security and Wellbeing
c. By staff or students, directly to the police and university security if the threat is considered to be an imminent risk.

(9) The Division of People and Culture and/or the Division of Safety, Security and Wellbeing 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 3 - Procedures

(10) See the Domestic and Family Violence Procedure (Staff).

Section 4 - Guidelines

(11) Nil.

Section 5 - Glossary

(12) This policy uses the following terms:

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

Status and Details

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Unit Head	Frank Tamsitt Executive Director, Safety, Security and Wellbeing
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