

What happens at home can affect what happens at work

FAMILY VIOLENCE IS COMMON IN NZ

Family violence affects many people in New Zealand. Half of all violent crime and homicides are family violence. Police attend a family violence incident every six minutes.

Family violence is not just physical. It includes sexual, verbal, emotional, financial and spiritual abuse in any family or intimate relationship – partners (same and different-sex, married, de-facto, dating and ex-partners), parents and children, grandparents and grandchildren, cousins, aunts and uncles and wider whanau members.

Family violence happens to people of any age, gender, sexuality, ethnicity, ability or faith. However, serious family violence is more often perpetrated by men, with women and children being the victims. One in three NZ women have experienced physical or sexual violence from a partner in their lifetime.

EVERYONE CAN DO SOMETHING TO HELP

Everyone can do something to help stop family violence – whether it's offering help, creating a safe environment, or using your influence to encourage others to take action.

We know that people living with family violence want help from those around them first. You don't need to fix the problem, but what you do and say can make a difference to someone's life. In order to end family violence, we also have to address the social tolerance of violence and build strong communities and safe families.



FAMILY VIOLENCE AFFECTS WORKERS

People who are victims of family violence may:

- be distressed, depressed, anxious, distracted and fearful at work
- need to take time off work to attend court, seek medical attention, counselling
- leave their job because they are hiding from their abuser
- have a protection order which could have implications for the workplace (e.g. the violent person cannot contact or go to the workplace)
- have their ability to work sabotaged by the violent person.

People who are perpetrators of family violence may:

- pose a risk to the victim's colleagues
- pose a risk to workers and clients in their own workplace
- be a bully to others in the workplace
- use work time and resources to harass, stalk and monitor their victim (e.g. calling or texting the victim many times a day)
- have a protection order against them, which means that they are not allowed access to weapons (guns, knives)
- need to take time off to attend court or stopping violence programmes.

HOW FAMILY VIOLENCE CAN IMPACT ON THE WORKPLACE



Taking action - what are the benefits for unions?

- Increases safety and wellbeing - addressing family violence in the workplace meets legal and ethical obligations to have systems in place to ensure health and safety
- Supports workers' right to live without violence, and addresses inequalities experienced by victims
- Helps NZ families have safe, respectful, and healthy relationships
- Builds social capital - communities value organisations that get involved to help their own and others, especially around family violence.

What are the benefits for employers?

- Less absenteeism and staff turnover
- Meet health and safety requirements and have fewer safety risks
- Better morale and productivity
- A reputation as a good employer for creating an environment that takes employee wellbeing seriously.

“WHAT YOU DO AND SAY CAN MAKE A DIFFERENCE TO SOMEONE'S LIFE”



WHAT CAN YOU DO?

Union members can play an important role in leading change in their workplace and community, as well as helping victims and perpetrators.

Some things you could do include:

Raise awareness

- Put posters and leaflets around the workplace, including staff rooms and bathrooms
- Invite speakers to talk about family violence, positive parenting and healthy relationships
- Build family violence prevention messages into family-friendly events and projects
- Include information about family violence, and where to get help in your newsletters
- Link your websites, Facebook and emails with the It's not OK family violence information.

Increase understanding and action

- Organise family violence awareness training for union members
- Use meetings to talk about how people can help if they know or suspect that a workmate is experiencing family violence
- Support some people to become family violence prevention champions, so they can lead change in their area
- Connect with your local family violence network or services to get involved in their local family violence prevention activities and access training.

Develop healthy policies

- Ensure clauses relating to support for victims of violence are included in employment contracts
- Ensure workplaces have a policy around what to do if someone knows or suspects abuse is happening (linked to Health and Safety and/or Staff Well-being policies)
- Ensure workplaces have contact people who have training in responding to family violence and harassment.

BE READY WHEN SOMEONE ASKS FOR HELP

- Look at the how to help information on the It's not OK website www.areyouok.org.nz/friends_and_whanau.php.
- Make sure you have a list of local services that can provide help, so you know where to refer people (you can also call them to find out what you can do as a helper).
- Keep all disclosures confidential.
- Think about the immediate practical things that may help victims such as allowing flexi-time or time off, relocating to a safe area not accessible to members of the public, alerting security guards, or having someone escorting them to their car.
- Take all threats of family violence seriously.
- Call 111 if someone is in danger, even if you are not sure.

IT'S NOT OK CAMPAIGN CAN HELP YOU

It's not OK is a national campaign that aims to positively change the way people think and act in relation to family violence. We work in partnerships with all kinds of groups (unions, sports clubs, councils, businesses, schools, faith communities, government and community agencies) who want to do something to stop family violence. A range of free leaflets, posters and other resources can be ordered from our website, and information about where to get help or what to do to help, can be obtained from the website and phone line. The campaign team can help you plan your family violence prevention activities, so please get in touch.

- www.areyouok.org.nz
 - www.facebook.com/ItsNotOK
 - www.realstories.org.nz
- Email: areyouok@msd.govt.nz**
- Family violence Info line: 0800 456 450**



New Zealand Government



FAMILY VIOLENCE AND NEW ZEALAND WORKPLACES



0800 456 450
www.areyouok.org.nz

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