

# Workplace Statement: Preventing and Addressing Domestic and Family Violence

## **Introduction:**

At Tiddalik Services, we are committed to creating a safe and supportive work environment for all employees. Recognising the impact of domestic and family violence on individuals and their ability to thrive both personally and professionally, we have developed a comprehensive approach to prevention and intervention.

## **Policy and Procedure Development:**

We will establish a clear and comprehensive Domestic and Family Violence Policy that outlines our commitment to supporting affected employees and preventing violence in the workplace.

Procedures for reporting incidents, seeking assistance, and implementing protective measures will be clearly defined.

## **Education and Training:**

We will provide mandatory training for all employees to raise awareness about domestic and family violence, its signs, and how to respond appropriately.

Managers and HR personnel will receive specialised training on how to handle disclosures, provide support, and implement protective measures.

## **Creating a Safe and Confidential Environment:**

We will ensure that employees feel comfortable reporting incidents or seeking assistance. Confidentiality will be strictly maintained, and only individuals directly involved in providing support will be informed.

## **Flexible Work Arrangements:**

Recognising that flexibility is crucial for those affected by domestic and family violence, we will offer flexible work arrangements, including modified schedules and remote work options.

## **Awareness Campaigns:**

We will run regular awareness campaigns to educate employees about available resources, support services, and how to recognize signs of domestic and family violence.

## **Safety Measures:**

We will implement safety measures, such as secure access controls and emergency response plans, to ensure the physical safety of our employees.

## **Collaboration with Community Resources:**

We will establish partnerships with local organisations and agencies that specialise in domestic and family violence support, providing employees with a network of additional resources.

## **Ongoing Evaluation and Improvement:**

We will regularly review and update our approach based on feedback, emerging best practices, and changing circumstances to ensure its continued effectiveness.

By implementing this approach, Tiddalik Services aims to foster a workplace culture that prioritises the well-being and safety of our employees. We are committed to providing a supportive environment where everyone can thrive, both personally and professionally. Together, we can make a difference.