

## Safety is Important

Some effects that living in Domestic Violence can have:

- physical injuries
- emotional distress
- feelings of fear and terror of the partner
- feelings of helplessness and being trapped in the situation
- reduced quality of life
- social isolation
- feelings of shame or embarrassment
- loss of self-esteem and confidence
- confusion and disorientation
- high levels of stress and anxiety
- high incidence of depression or other psychiatric illness
- increased likelihood of suicide attempts
- increased likelihood of alcohol and other drug abuse.

**Any of the above could be indicators of Domestic Violence.**  
**SEE THE SIGNS!**

The North Queensland Domestic Violence Resource Service workers are available to assist anyone requiring our services. We can also provide training and information to organisations. Please feel free to contact us regarding any further information on Domestic Violence.

### NQDVRS

Funded by the Department of Communities

- Information and referral
- Aardvarc program for children
- Community education & training
- Resources
- Court Support
- Men's Behavioral Change Program

#### TOWNSVILLE OFFICE

PO Box 6061, Townsville QLD 4810  
Phone: 07 4721 2888 Fax: 07 4721 1794  
nqdvrs @nqdvrs.org.au  
4<sup>th</sup> floor, Northtown Building, Flinders Mall  
(Above the City Library)

#### MOUNT ISA OFFICE

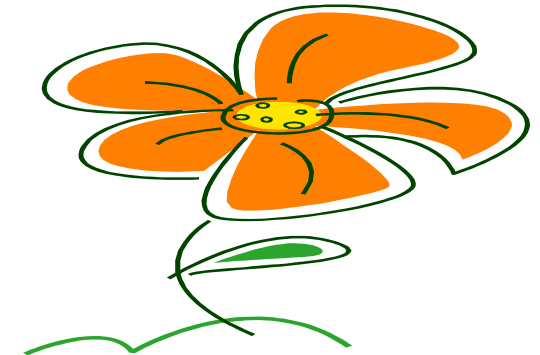
Po Box 502, Mt Isa QLD 4825  
Phone: 07 4743 0946 Fax: 07 4743 7999  
minqdvrs@bigpond.net.au  
The Old Court House Building, Isa Street  
<http://www.nqdvrs.org.au>

Against Violence #11

## ***DOMESTIC VIOLENCE IS EVERYBODY'S BUSINESS***

North Queensland Domestic Violence Resource Service

### Information for Employers, Family & Friends



The North Queensland Domestic Violence Resource Service is one of 12 regional Domestic Violence services in Queensland. Located in Townsville, with an office in Mt Isa, NQDVRS provides direct support services, resources, community education, and training for service providers and facilitates the coordination of Domestic Violence responses which actively promotes and enhances the safety of women/men/children and other family members involved in Domestic Violence.

## WHAT IS DOMESTIC VIOLENCE?

### DOMESTIC VIOLENCE can be:

- **Physical** - hitting, slapping, pushing, punching...
- **Sexual** - rape, indecent behaviour without consent...
- **Verbal** - put-downs, name calling, mind games...
- **Social** - isolation from friends and family...
- **Emotional** - minimising the behaviour, blaming the victim...

Abuse in a relationship is not acceptable and is never the fault of the victim. Violence occurs because the perpetrator wants to control and have power over the other person. Violence is not caused by alcohol or stress or something that the victim has done.

### **Domestic Violence is about power and control**

Domestic violence is an abuse of the basic trust, respect and love we expect to find when we enter into a relationship. Nobody deserves to be beaten or put down. Violence can never be justified and there is no excuse.

## What can Employers do?

Domestic violence is an issue which could affect an employee in your workplace and is an issue which can have a serious impact on the workplace. Victims of domestic violence need a workplace that responds to their needs. When experiencing Domestic Violence an employee may require time off for the purposes of receiving support, obtaining a Protection Order or to organise safety plans and accommodation.

It is important that employers and colleagues are aware of the support that someone in this situation may need and to also recognise that it is often very difficult for a woman to leave an abusive relationship for several reasons. Reasons could include their financial situation, risk of increased violence after leaving and lack of safe accommodation.

### EMPLOYERS CAN HELP BY:

- Being aware that domestic violence can affect employees adversely
- Being supportive - Allow time off for the victims of Domestic Violence to attend court, counselling, etc.
- Enhance the safety of victims
- Organise information sessions for staff
- Display posters and information about Domestic Violence (NQDVRS can provide these)

- Encourage perpetrators to get help
- Develop domestic violence protocols within your organisation

### What can Family and Friends do?

Is someone you know being abused in a relationship? Your support can make a difference! Your response to her situation is very important. If the person experiencing the violence feels supported and encouraged, this may empower her and assist her to make decisions about escaping the violence. If she feels judged or criticised or isn't believed she may be afraid to tell anyone else and may stay in the relationship or think that she has to deal with this on her own.

### YOU CAN BE HELPFUL BY:

- Listening and believing her
- Becoming informed about domestic violence and services in your area
- Supporting her unconditionally - even if she separates and then reconciles several times.
- Giving her information on services that may assist her when it is safe
- Offering to assist with the kids if she is required to go to court or to counseling
- Don't give up on her!

**IT'S NOT SOMEONE ELSE'S  
PROBLEM - IT'S OURS!**