

What happens  
at **home** can  
affect what  
happens  
at **work**

### **EMPLOYERS CAN PLAY AN IMPORTANT PART ...**

in raising understanding of family violence and providing support for employees affected by it.

### **WHAT IS FAMILY VIOLENCE?**

Family violence is any behaviour which controls or intimidates someone in your family or household. It can be physical, sexual, emotional or psychological including threats, intimidation, yelling, harassment or damage to property.

### **YOU DON'T HAVE TO BE AN INSTANT EXPERT**

You don't have to solve the problem and it doesn't have to cost a fortune.

Support can be as simple as displaying a poster in the staff washroom or kitchen, or providing contact details of people who can help.

### **IT ALSO MAKES GOOD BUSINESS SENSE**

What a business does for its staff, their families and their wider community can impact on its business performance and staff morale. People like to work for a business that shows it cares about them.



# **BUSINESS BENEFITS**

## **OF ADDRESSING FAMILY VIOLENCE**

### **EMPLOYERS WHO ACT TO ADDRESS FAMILY VIOLENCE CAN BENEFIT IN MANY WAYS.**

- **Less staff absenteeism**  
fewer days off as a result of injury, illnesses, shame, fear, family disruption, counselling, legal proceedings or imprisonment
- **Lower staff turnover**  
staff more likely to stay in employment
- **Greater productivity**  
employees are less distracted and stressed, so can contribute more to the business
- **Reduced safety risks**  
fewer mistakes or accidents related to poor concentration, poor communication or people doing unfamiliar tasks for absent colleagues
- **Improved staff morale**  
staff feel safe and supported, and are not worried about potential harm to themselves or their colleagues
- **Meet health and safety requirements**  
addressing family violence in the workplace meets legal obligations to have systems in place to ensure the health and safety of employees and clients
- **Reputation as a good employer**  
attract and retain quality candidates with an environment that takes employee wellbeing seriously
- **Community recognition**  
people value businesses who get involved to help their local community



### **HOW FAMILY VIOLENCE AFFECTS THE WORKPLACE**

#### **FAMILY VIOLENCE AFFECTS THE SAFETY AND PRODUCTIVITY OF THE WORKPLACE IN MANY WAYS.**

#### **Employees who suffer violence may:**

- Be distressed, depressed, anxious, distracted or fearful at work
- Need time off work to get medical treatment, attend counselling or court hearings
- Leave their job because they are hiding from their abuser
- Have a protection order which can 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 (e.g. through damage to their car or work-related property).

#### **Employees who are violent may:**

- Pose a risk to colleagues and clients in their workplace
- Pose a threat to the reputation of their employer
- Need time off work to attend stopping violence programmes or court hearings
- Use work time and resources to harass, stalk and monitor another person (e.g. phoning someone continuously to exert control over what she/he is doing)
- Have a Court Order against them, preventing them from contacting a particular person or preventing them from having certain items such as knives or guns.

**Clients or customers who are abusive or violent also pose safety risks to employers and employees who serve them.**

**Family violence creates unhealthy and unsafe communities that impact on the businesses operating within those communities.**



## WHAT YOU CAN DO TO HELP

### ■ increase understanding of family violence

- display posters around your workplace, make booklets and leaflets available
- put family violence messages in newsletters and intranet

### ■ get involved with community efforts to prevent family violence

- donate goods that can help local services
- allow staff to do volunteer work in their paid work time.

### ■ provide staff with information and training

- invite a local family violence organisation into your workplace to talk about their services
- organise training for managers, supervisors, and HR staff.

### ■ develop workplace policies and procedures

- incorporate a family violence policy into your health and wellbeing policy, or policies on harassment and bullying. Ask local family violence services to help.

**MORE INFORMATION** for employers is available in a web-based resource, **Better for Staff, Better for Business**. It can be downloaded from the campaign website at [www.areyouok.org.nz/resources](http://www.areyouok.org.nz/resources)

Free posters and pamphlets can also be ordered on the campaign website.

## HOW TO GET INVOLVED

The Campaign for Action on Family Violence - the It's not OK Campaign is leading a movement to rid New Zealand of family violence. The campaign can help your workplace programme by providing resources, information and advice.

Contact the campaign team at [areyouok@msd.govt.nz](mailto:areyouok@msd.govt.nz) and visit the website [www.areyouok.org.nz](http://www.areyouok.org.nz) for more information.

## ACKNOWLEDGEMENT

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IT IS  
**OK** TO ASK  
FOR  
HELP

| 0800 456 450  
| [www.areyouok.org.nz](http://www.areyouok.org.nz)

New Zealand Government

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**GOOD FOR  
STAFF  
GOOD FOR  
BUSINESS**  
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HOW EMPLOYERS  
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