

# 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

Any of the above could be indicators of Domestic

SEE THE SIGNS!

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

## NQDVRS

- ◆ Information and referral
- ◆ AARDVARC program for children
- ◆ Resources
- ◆ Court Support
- ◆ Choosing Safety Upgrades program
- ◆ Men's Behaviour Change Program
- ◆ SAFE Dads Program
- ◆ Community education & Training

### TOWNSVILLE OFFICE

PO Box 6061, Townsville QLD 4810  
Phone: 07 4721 2888 Fax: 07 4721 1794  
nqdvrs @nqdvrs.org.au

1st Floor, Metway Arcade, 390 Flinders Street, Townsville

### MOUNT ISA OFFICE

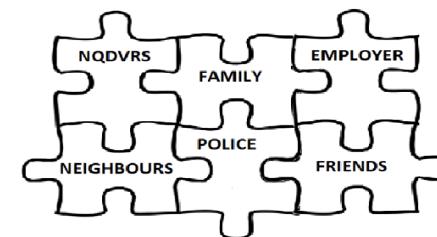
Po Box 502, Mt Isa QLD 4825  
Phone: 07 4743 0946 Fax: 07 4743 7999  
minqdvrs@nqdvrs.org.au  
The Old Court House Building, Isa Street

<http://www.nqdvrs.org.au>

## Against Violence #10



## Domestic Violence is Everybody's Business



NQDVRS 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.

NQDVRS  
Funded by



## 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!**

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

### 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 organize 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 by:

- \* Having policies in place which support employees experiencing Domestic and Family Violence

- \* Being supportive - Allow time off for the victims of domestic violence to attend court, counselling, etc.
- \* Enhancing the safety of victims
- \* Organising information sessions for staff
- \* Displaying posters and information about Domestic Violence (NQDVRS can provide these)
- \* Encouraging perpetrators to get help
- \* Developing domestic violence protocols within your organisation

### 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!

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.**