XX Domestic Violence Leave – new clause (tabled 17/10/2012)

XX.1 The University recognises that some of staff members may experience situations of violence and abuse in their domestic life which may impact on their attendance or performance at work. The University is committed to providing support to staff members that experience domestic violence.

XX.2 Definition of Domestic Violence

The University accept the definition of domestic violence as provided by the Family, Violence Protection Act 2008 (VIC) and recognise that it includes physical, sexual, financial, verbal or emotional abuse by a family/household member, including behaviour by a family/household member that causes a child to hear, witness, or otherwise be exposed to the effects of this behaviour.

XX.3 Within six months of this Agreement coming into operation a consultative committee consisting of equal numbers of University and Union representatives will be convened for the purpose of developing protocols and relevant policies in connection with assisting staff members who are experiencing violence or abuse in their domestic life. Amongst other things, these protocols shall give effect to the following:

   a) Any personal information given in relation to situations of domestic violence shall be kept confidential. No information is to be kept on an employee’s file without their express permission.

   b) No adverse action is to be taken against employees whose work is affected as a result of experiencing domestic violence.

   c) Any assistance that may be given to a staff member in addition to those outlined in this clause/

The Committee will appoint a contact person who has expertise supporting persons who are experiencing domestic violence. The Committee will continue to convene and develop guidelines which detail further appropriate action to be taken in the event that a staff member reports domestic violence.

XX.4 Leave

A staff member experiencing domestic violence will have access to up to 10 days paid special leave per occasion for medical appointments, legal proceedings, seeking safe housing and other activities related to dealing with domestic violence. This leave will be in addition to existing leave entitlements and may be taken as consecutive days or single days or as a fraction of a day. A staff member who supports a person
experiencing domestic violence may also take personal leave to assist a person in court, with child care or medical/hospital appointments.

XX.5 Support of Staff Members Experiencing Domestic Violence

In order to support a staff member experiencing domestic violence and provide a safe workplace the University will approve any reasonable requests for the following:

a) Changes to hours of work;

b) Relocation to another workspace or other suitable employment where this is able to be identified;

c) Changes to phone numbers, email addresses or duties;

d) Any other appropriate measures such as family friendly hours and flexible working arrangements.