

## RESPONSE TO DOMESTIC VIOLENCE POLICY

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### OBJECTIVE

The objective of this policy is to ensure that all employees are aware of the appropriate action to be undertaken if they become aware of a domestic violence matter involving a Club member, guest or employee.

Domestic violence can have serious impacts on the health, safety, and well-being of individuals. The Club and its workers have a responsibility to support those who may be affected by domestic violence and to ensure they have access to appropriate resources and support.

All reports or disclosures of domestic violence will be treated seriously and dealt with promptly, confidentially and impartially. The Club encourages all employees to take action if they become aware of a domestic violence matter and to respond it in line with this policy.

The Club is committed to supporting those impacted by domestic violence and will not accept, condone or tolerate any form of domestic violence.

### SCOPE

Domestic violence can include, but is not limited to:

- Physical violence or abuse
- Emotional or psychological abuse
- Sexual violence or abuse
- Financial abuse
- Coercive and controlling behaviours

Domestic violence may not necessarily occur in the workplace but can still impact on the safety and well-being of patrons and employees. The Club is committed to providing support to those affected, regardless of where the domestic violence occurs.

### PROCEDURE

#### 1. Recognizing Domestic Violence

- Employees should be aware of the signs of domestic violence, which can include physical injuries, changes in behaviour or mood, absenteeism, and verbal disclosures of abuse.

#### 2. Reporting Domestic Violence

- If an employee becomes aware of or suspects a case of domestic violence affecting a colleague or themselves, they are encouraged to report it to the Human Resources Department, or a Duty Manager. All reports will be handled with the utmost sensitivity and confidentiality. The Club CEO is also available to provide assistance to any employee or domestic violence matter.

#### 3. Providing Immediate Support

- Upon receiving a report of domestic violence, the organization will:
  - Find a quiet and safe space for the individual to speak freely.
  - Offer food, drink, and access to a phone if needed.
  - Provide information on resources such as 1800Respect or other local support services.
  - Assist the individual to understand the available support options.

#### 4. Confidentiality

- The Club will handle all reports of domestic violence confidentially and will only share information on a need-to-know basis with those directly involved in providing support or taking necessary action.

#### **5. Leave and Flexibility**

- Employees affected by domestic violence are entitled to request leave or flexible working arrangements as per the Club's Family and Domestic Violence Leave policy. This includes taking time off for medical appointments, counselling, legal proceedings, or other necessary actions.

#### **6. Support and Resources**

- The Club will provide ongoing support to affected individuals, which may include access to counselling services and referrals to local domestic violence shelters.

The Club will ensure that all actions are taken with the individual's consent and in a manner that prioritizes their safety and well-being.

### **TRAINING AND AWARENESS**

The Club will provide regular training and awareness programs to ensure that employees are aware of the domestic violence policy, understand the signs of abuse, and know how to respond appropriately.

### **CONCLUSION**

The Club is committed to maintaining a safe and supportive environment for all individuals. By adhering to this policy, we aim to protect those affected by domestic violence and provide the necessary resources and support to ensure their well-being.