

Domestic and Family Violence Support Policy



We understand that situations of domestic and family violence affect The Lottery Corporation employees. We're committed to promoting a safe and supportive workplace culture. When times are tough – for you or a teammate – we've got your back.

Your leader and People & Culture team are trained to do more than listen. We're here to help. Talk to us in confidence about domestic and family violence, leave entitlements and the support we can offer.

Purpose

The Lottery Corporation recognises domestic and family violence is both a societal and a workplace issue. We're committed to promoting a safe and supportive workplace and a culture of inclusion, free from sexism and harassment. We recognise that team members of all genders and sexual orientations may be affected by situations of domestic and family abuse or violence that may impact their work performance.

The purpose of this policy is to:

- provide a framework to support team members who are affected by situations of domestic and family abuse or violence, so they feel supported and are able to come forward for help and continue to participate in the workplace;
- to provide leaders with guidance on how to support affected team members; and
- ensure all team members conduct themselves in a professional manner consistent with our other policies dealing with workplace behaviour.

Who this policy applies to

This policy applies to all The Lottery Corporation employees. This policy covers those team members who may be experiencing domestic and family violence, using domestic and family violence, or providing support to someone affected by domestic and family violence.

What is domestic and family violence (DFV)?

DFV refers to acts of violence, intimidation, harassment and/or coercion, that occur between people in heterosexual or same sex relationships who have, or have had, an intimate relationship. DFV also includes violence between family members, partners, housemates or children. It may include physical, sexual, emotional, financial, social, cultural, spiritual or psychological abuse, technology facilitated abuse, stalking, actual or potential assault, harassment, intimidation, or threats of similar actions.

DFV can affect anyone in the community regardless of their gender, sex, age, location, marital status, education, socio-economic and health status, employment, culture, sexual identity, ability, race, ethnicity and religion.

DFV is not an isolated event but is often a pattern of ongoing and purposeful use of power and control.

How The Lottery Corporation will support you if you are experiencing violence

If you're experiencing domestic and/or family violence, we encourage you to come forward and have a confidential discussion. We understand that every situation is different and that's why the support The Lottery Corporation offers can be tailored to you as an individual. The following support can be made available for team members affected by domestic and family abuse or violence, depending on individual circumstances and needs:

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- unrestricted paid leave for people experiencing violence to seek safety, support, reorganise personal affairs or to otherwise do something to deal with the impact of the violence. The amount of leave taken depends on the situation and is agreed on a case-by-case basis;
- up to 10 days' paid carer's leave (domestic and family violence) per financial year to care for a family member or someone in your household who is experiencing domestic violence (see our leave policy for more information);
- team members may be able to access personal or carer's leave, annual leave, long-service leave, unpaid leave or compassionate leave in certain circumstances;
- a financial allowance of up to \$2,500 (net of any withholding or other amount) for those experiencing domestic and family violence to secure safe housing, medical, legal, childcare, psychological or other support services;
- provision of removalist services with a provider of The Lottery Corporation's choice, including an emergency relocation from your place of residence organised within a 24-hour period if required;
- flexible work arrangements, which may include variations to start and finish times, changing work locations, flexible hours or temporary adjustments to work responsibilities;
- safety plans tailored to the individual needs of the team member and their immediate team; and
- access to The Lottery Corporation's employee assistance program.

The leave entitlements under this policy do not accrue from year to year and are not paid out when you leave The Lottery Corporation.

The role of leaders

Leaders play a vital role in ensuring team members are safe and don't engage in acts of violence in the workplace. If a team member is experiencing domestic and family violence, it's your responsibility as a leader to:

- provide access to paid leave entitlements in accordance with this policy and legislation;
- explore flexible working arrangements to accommodate a team member to ensure they are less vulnerable;
- refer team members to our employee assistance program;
- maintain confidentiality over information shared by team members;
- take reasonable measures to help ensure safety if other team members are at risk; and
- seek guidance from your People Experience Partner where required.

Confidentiality

Information concerning domestic and family violence will be treated confidentially and will only be disclosed if required by law or to maintain safety. We don't tolerate discrimination, harassment or victimisation of any team members who have disclosed that they're affected by situations of domestic and/or family violence.

Those who may use violence or are at risk of using violence:

Should you recognise your behaviour is problematic and wish to seek help, The Lottery Corporation may be able to support you to create change. Team members who disclose they use violence or who may be at risk of using violence will be managed sensitively. Where appropriate the types of support that may be made available include:

- a referral to a behavioural change program and/or relevant external provider including EAP;
- unpaid leave;
- access to personal or annual leave;

Compliance with company policies is a condition of employment at The Lottery Corporation. The Lottery Corporation may vary its policies at its discretion from time to time, without prior notice or compensation to employees or contractors, and the content of this policy is not incorporated into any contract of employment or engagement. This policy is current at the date of printing.

Classification: Internal

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- flexible work arrangements; and
- paid leave for the purposes of attending counselling or a behavioural change program may be available in certain circumstances at the discretion of The Lottery Corporation.

The Lottery Corporation doesn't condone acts of violence in the workplace or at home. All team members must behave in accordance with our policies dealing with workplace behaviour and information security. Use of The Lottery Corporation resources to use, encourage or perpetuate domestic and family violence is not acceptable and will likely result in disciplinary action. Examples of this behaviour may include:

- emailing, phoning or texting a partner while at work which may be part of controlling behaviour;
- using The Lottery Corporation IT systems to access private information about someone;
- acting abusively towards other The Lottery Corporation personnel or clients;
- manipulating pay or roster systems to avoid child support or other obligations (as this can be a form of financial abuse);
- exhibiting high levels of agitation or aggression following personal phone calls; or
- inappropriate jokes or comments made about a partner or family member that belittles or demeans them.

Please speak to your leader or People Experience Partner. The employee assistance program can also provide confidential support.

Further support available

Our employee assistance program (My Coach) is a professional, confidential counselling service available for you and your immediate family at The Lottery Corporation's cost. Details can be found [here](#).

The Lottery Corporation recognise some of the unique challenges faced by LGBTIQ+ people in DFV situations and the limitation of support avenues available. This policy is inclusive of LGBTIQ+ people and their families. For a comprehensive coverage of these challenges and avenues for support, please click [here](#).

Other support services available include:

Counselling

- [1800Respect](#) 1800 737 732 - confidential telephone and online counselling for those affected by sexual assault (a service for the Aboriginal & Torres Strait Islander community is also available);
- MensLine Australia 1300 789 978 - confidential telephone and online counselling support for men;
- No to Violence 1300 766 491 - counselling service for male perpetrators of violence;
- Another Closet 1800 65 64 63 - online information for LGBTIQ+ individuals affected by domestic and family violence (Aboriginal & Torres Strait Islander contact line 1800 019 123); and
- QLife 1800 184 527 - telephone and online counselling service for LGBTIQ+ individuals affected by domestic and family violence.

Financial assistance

- [Government - Crisis payment](#) - a one-off payment for those in severe financial hardship and extreme circumstances.

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Medical

- [Health Direct](#) 1800 022 222 - advice line operated by registered nurses and general practitioners.

Legal

- consider [Legal Aid](#) or local [community legal centre](#).

Please speak to your People Experience Partner if you have questions or need help.

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