



CEPU SA Branch
DOMESTIC VIOLENCE POLICY

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1. Persons Responsible

Branch Secretary
Assistant Branch Secretary
Employees
Organisers
Industrial Officers

2. Purpose

To provide the Union employees and officers with a framework to support employees and officers who experience domestic violence.

3. Scope

This policy applies to all Union employees and officers employed in the CEPU (Electrical, Energy, Plumbing & Services Division) SA Branch

4. Definitions

'Domestic Violence'

As defined in the South Australian Domestic Violence Act 1994, domestic violence means:

behaviour by a person (the first person) towards another person (the second person) with whom the first person is in a relevant relationship that –

- a) Is physically or sexually abusive; or*
- b) Is emotionally or psychologically abusive; or*
- c) Is economically abusive; or*
- d) Is threatening; or*
- e) Is coercive; or*
- f) In any other way controls or dominates the second person and causes the second person to fear for the second person's safety or wellbeing or that of someone else.*

'Officer'

Officer includes employed and elected officers.

5. Policy

This policy recognises that employees and officers sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work. Therefore, the Union is committed to supporting an employee or officer of the CEPU (SA Branch) experiencing domestic violence to continue to participate in the workforce and maintain their employment through a broad range of support measures.

An employee or officer who experiences situations of violence and abuse in their domestic life which may adversely impact on their attendance and/or performance at work will not be disadvantaged in their employment.

6. General Measures

- a) Proof of family violence may be required and can be in the form of an agreed document issued by the Policy Service, a court, a doctor, district nurse, maternal or health care nurse, a Family Violence Support Service or lawyer. A signed statutory declaration can also be offered as proof.
- b) All personal information given in relation to situations of domestic violence will be kept confidential, limited to the Branch Secretary and the Assistant Branch Secretary. No information will be kept on an employee's or officer's personnel file without their express permission.
- c) No adverse action will be taken against an employee or officer if their attendance or performance at work suffers as a result of being a victim of family violence.
- d) An employee or officer experiencing family violence may raise the issue with their union, immediate supervisor or the State Secretary. Alternatively, if the employee or officer does not feel comfortable with these options, another person, who could be from outside the office, may raise the issue with the Branch Secretary on behalf of the employee.

7. Specific Measures

The Branch Secretary will provide support to an employee or officer experiencing domestic violence wherever possible by approving reasonable requests for the following:

- e) changes to hours of work;
- f) arranging family friendly hours, flexible work arrangements or flexible work hours and other appropriate measures so the employee or officer can seek protection, go to court, look for new housing, enter counselling, arrange child care, etc;
- g) flexibly using sick leave, job sharing, compensatory time, paid leave, informal unpaid leave, etc., particularly if requests are for relatively short periods;
- h) access to leave entitlements under the Clerks Award or other employment conditions as applicable, divisional rules or the discretion of the Branch Secretary, including personal and carers leave, annual and long service leave;
- i) *in addition*, an employee or officer experiencing family violence will have access to an *additional 20* days per year of paid special leave for medical appointments, legal proceedings and other approved activities related to family violence;

- j) leave absences will be determined by the individual's situation through negotiation between the employee or officer and the Branch Secretary.

and where reasonably practical:

- k) changes to work phone numbers or work email addresses;

- l) changes to the location of work; and

- m) relocation to suitable employment where this is able to be identified;

An employee or officer who supports a person experiencing family violence may, subject to approval, take carer's leave to accompany them to court, to hospital, or to mind children.

The Union will co-operate with all legal orders protecting an employee or officer experiencing domestic violence.


8. Related documents and legislation

- South Australian Domestic Violence Act 1994
- Clerks Award

9. Review

This policy will be reviewed at least every two years from effect.

Policy Initiated	Last reviewed	Next review by
9/5/2018	11/4/2019 By: CEPU SA Branch Conference	11/4/2021



 John Adley
 Branch Secretary
 CEPU Electrical Energy and Services Division - SA Branch

