



SCORECARD QUESTIONS

SCORE YOURSELF 1 POINT FOR EACH QUESTION YOU CAN CONFIDENTLY ANSWER

When you suspect someone at work may be experiencing domestic violence or abuse:

Supporting You, Colleagues, Customers and Visitors at Work

- I know how to recognise the signs of domestic violence and abuse
- I understand how to help and what my role is
- I have received training to know how to approach someone – what to say and what to do

Safety Management at Work

- I know who to contact at work to seek support for a person
- I use domestic violence workplace safety plans to keep employees, customers and visitors safe at work
- I use individual safety plans at work to create better safety for employees and their families at home
- I know how to refer to domestic violence experts to implement safety plans and safety solutions in real time, without delay

Duty of Care and Legal Obligations at Work

- I know how I can access domestic violence leave and flexible working entitlements right now
- I understand what information must remain private and when I can confidentially share this with others
- I have received information, instruction, training and supervision to control domestic violence risks/hazards in my workplace (to comply with work health and safety obligations)

HOW DID YOU GO?

0-3 Points – **Potential** | 4-6 Points – **Emerging** | 7-10 Points – **Growth**

Growth

If you have scored '**Growth**' then congratulations! You are well on your way to improving employee engagement, maintaining safety at work and reducing workforce risk. You understand the importance of using specialists to navigate the complexities of domestic violence at work knowing this can impact any employee regardless of age, gender, job title, education, sexual orientation, socio-economic background, culture or religion. You deliver not only just what your employees want, but what they need to be safe and feel safe at work.

Potential and Emerging

If your score is '**Potential**' or '**Emerging**' then this means a re-evaluation is advisable. At a minimum you must meet new domestic violence duty of care and legal obligations to ensure your work environment is safe and without risk to health. Just as an employer would prevent and control the risk of violence in the workplace, an employer has an obligation to prevent workplace domestic violence and must control the risk of domestic violence carried over from home into the workplace.