

7 Key Principles to Achieve in a Paid Domestic and Family Violence Leave Clause

1. Dedicated additional paid leave for employees experiencing family or domestic violence;
2. Confidentiality of employee details must be assured and respected;
3. Workplace safety planning strategies to ensure protection of employees should be developed and clearly understood by the parties concerned;
4. The agreement should provide for referral of employees to appropriate domestic violence support services;
5. Provision of appropriate training and paid time off work for agreed roles for nominated contact persons (including union delegates of health and safety representatives if necessary);
6. Employees entitled to family and domestic violence leave should also be able to access flexible work arrangements where appropriate; and
7. Employees must be protected against adverse action or discrimination on the basis of their disclosure of, experience of, or perceived experience of, family and domestic violence.