

7. Warning Signs At Work

The impacts of experiencing DFV can be serious and detrimental to a persons physical, emotional and psychological wellbeing and include the risk of serious harm or death. Some of the warning signs at work that a person may be experiencing domestic and family violence?

Changes in work outputs or attendance Victims of violence may be prevented or delayed in getting to work or experience frequent contacts while at work. This may lead to:

- Noticable changes in attendance, lateness or leaving to leave work suddenly or early.
- Absenteeism without explanation.
- Needing time off at short notice.
- Reduced quality of work, missing deadlines or poor performance.
- Increasing hours at work (to avoid going home).
- Frequent interruptions or harassment at work by DFV perpetrator.
- Visible physical changes or signs.
- Visible bruising or injuries that don't match explanations.
- dressing differently, using scarves or hiding parts of the body that may be injured.
- increased use of makeup.
- evidence of drug or alcohol abuse.
- poor sleeping or eating patters.

Changes in behavior or wellbeing:

- Behaving in different ways to previous (anxious, quite, tearful, distracted, aggressive).
- Signs of possible mental ill health such as obsessive behaviours, depression or anxiety disorder.
- Keeping themselves isolated from colleagues.
- Being guarded or inconsistent in talking about home life.
- Epressing concerns about childrens contact with person using violence.

Other signs of abuse:

- Perpetrator stalking employee in or around the workplace or on the way to work.
- Perpetrator seems unsupportive of work role or is attempting to disrupt work capacity.
- Victim is isolated from friends and family.
- Gifts such as flowers are sent to work by the person using the violence.

Other risk factors for people experiencing DFV include separation, pregnancy, disability, previous harm, child custody issues or engagement in legal processes in the family court, threats to harm children or pets, use or weapons. Risk factors are best assessed by a DFV specialist or by workplaces where there is specialist knowledge. Such assessments may be used to inform workplaces of safety strategies needed at work or in travelling to and from work.

If you have concerns about the risk to any employee, you can confidentially seek advice from 1800 Respect or any specialist DFV service. This can be done without disclosing the identify of the person experiencing the violence. The risk of harm (including death) in DFV situations can change very quickly.

Best practice and evidence based responses are essential to help keep people safer, and to sensitively respond to issues.

