

9. Information for First Nation people (Aboriginal and Torres Strait Islander people) employees affected by Domestic and Family Violence

Domestic and family violence is all about power, control and abuse. It can include physical, emotional, sexual, social, spiritual, cultural, psychological and economic abuse and violence. Domestic and family violence can occur between intimate partners and among family members. It affects the lives of everyone involved – the victims, the child witnesses, and the perpetrators.

It can feel like this type of violence is a private and personal issue, but domestic and family violence is also a workplace issue.

Domestic and Family Violence is a Workplace Issue

Women who experience domestic and family violence can find themselves distracted, targeted and tracked at work. When domestic and family violence creeps into the workplace, everyone and anyone can become a victim. Employers have a duty to ensure their employees are protected and supported at work, and a responsibility to keep their workplaces safe and healthy environments. The law is here to help you, and your work is too.

Which Way for Help?

If you are experiencing domestic and family violence, it can help to have work and money of your own. Having a job and money can mean the difference between homelessness and poverty. It can mean financial independence, and can help you to escape the violence and abuse.

If you are experiencing domestic and family violence, it can help to let work know about your situation. While it can be difficult to talk about your situation with your employer, more and more Queensland workplaces are supporting employees who experience domestic and family violence.

If domestic and family violence is affecting you, know which way for help.

View a new resource from Ourwatch aimed at tackling the prevalence of violence against Aboriginal and Torres Strait Islander women.

Break the Silence on Violence – Ask for Help

1. Tell your workplace you're experiencing domestic and family violence. Ask for help
2. Tell your workplace the name of the person that is violent towards you, and give them that person's photo. Ask your workplace to keep lookout
3. Tell a trusted family member, friend or colleague there's a problem. Ask them to accompany you to and from work, and make sure you keep company while you're at work.
4. Tell your doctor or health care provider what's going on. Ask them for a letter to support your requests at work.
5. Tell the police, your lawyer and the courts that you are worried about your safety at work. Ask them to name your workplace in protection orders.



Make New Work Arrangements – Ask for Help

1. Tell your workplace you want to stay safe. Ask them to keep private your work hours, location and contact detail
2. Tell your workplace you want to be transferred to a new location as a temporary measure. Ask to be relocated
3. Tell your workplace you need time off to deal with things. Ask what paid, unpaid and compassionate leave you are entitled to, and get their help in making requests.
4. Tell your workplace you need to divvy up your wages. Ask them to put some of your salary in a separate bank account that only you know about.
5. Tell your workplace you want to keep your job. Ask them to do all that they can to help you to stay safe, and stay strong at work.

And Remember...

- Keep contact. Give your workplace regular updates on what's happening, what you need, and how they can help
- Keep records. Make a diary of notes of meetings, discussions and dates for future reference.
- Keep calm. Make better decisions and trust your instincts.
- Keep proud: Know that there is no shame in being a woman who is or has suffered domestic and family violence.
- Keep hope. Know that women who experience domestic and family violence can heal, and go on to live happy, healthy and harmonious lives.

In an Emergency Always Call 000

For more information about your rights at work visit The Fair Work Ombudsman's new site for ATSI people:

<https://www.fairwork.gov.au/about-us/news-and-media-releases/2017-media-releases/july-2017/20170706-aboriginal-and-torres-strait-islander-resources>

View a new resource from Ourwatch:

<https://www.ourwatch.org.au/getmedia/ab55d7a6-8c07-45ac-a80f-dbb9e593cbf6/Changing-the-picture-AA-3.pdf.aspx>

aimed at tackling the prevalence of violence against Aboriginal and Torres Strait Islander women.

Helpful Services in Queensland

[Brisbane] Aboriginal and Torres Strait Islander Community Health Service Brisbane

07 3240 8924

Proudly community controlled and managed, ATSICHS provides health and wellbeing services across the greater Brisbane area from the following locations: Acacia Ridge; Brown Plains; Logan; Northgate and Woolloongabba.

[Brisbane] Aboriginal and Torres Strait Islander Legal Service

1800 012 255

ATSILS is a community-based organisation that provides professional and culturally competent legal services for Aboriginal and Torres Strait Islander people across Queensland. ATSILS has offices in Bamaga, Beenleigh, Bundaberg, Cairns, Charleville, Cleveland, Cunnamulla, Gladestone, Goondiwindi, Hervey Bay, Ipswich, Mackay, Maroochydore, Mount Isa, Murgon, Normanton, Palm Island, Rockhampton, St George, Strathpine, Southport, Thursday Island, Toowoomba and Townsville.

[Townsville] Aboriginal and Torres Strait Islander Women's Legal Services North Qld

1800 082 600

ATSIWLS NQ is an Indigenous organisation that provides legal services and outreach clinics to Aboriginal and Torres Strait Islander women in rural and remote North Queensland.

[Brisbane, Cairns] Aboriginal and Torres Strait Islander Unit

1300 130 670

The Unit was established and launched by the Anti Discrimination Commission Queensland. Staff work to ensure issues important to Aboriginal and Torres Strait Islander peoples stay on the human rights agenda in Queensland.

[Roma] Aboriginal Family Legal Service Southern Queensland

1800 185 950

The Aboriginal Family Legal Service SQ is a Community Legal Centre and referral service offering legal advice representation and advocacy to Indigenous victims of family violence. Outreach visits to Charleville, Cherbourg, Cunnamulla, Goondiwindi, Mitchell, Murgon, Quilpie, Roma and St George.

[Cooktown] Cooktown District Community Centre

07 4069 6089

The Centre provides domestic and violence service counselling, referral and liaison for adults, youth and children in Cooktown and outreach to Hope Vale, Wujal Wujal and Laura.

[Australia] DVConnect Womensline

1800 811 811

Womensline assists women to obtain safe refuge, accommodation, confidential counselling and referral.

[Australia] DVConnect Mensline

1800 600 636

Mensline provides confidential counselling, information and referral to men affected by domestic and family violence.

[Cunnamulla] Cunnamulla Aboriginal Corporation for Health

07 4655 8800

CACH auspices Far West Indigenous Family Violence Service which provides primary health care solutions and transport services within the Paroo and Bulloo Shires, as well as Charleville, St George and surrounding areas.

[Cannon Hill] Gallang Place

07 3899 5041

Gallang Place Aboriginal and Torres Strait Islander Counselling Services provides free, culturally appropriate counselling and support services for Aboriginal and Torres Strait Islander people, by Aboriginal and Torres Strait Islander people.

[Queensland] Legal Aid Queensland

1300 650 143

Aboriginal and Torres Strait Islander people can call the Indigenous Information Line to access legal information and advice for the cost of a local call from anywhere in Queensland by telephoning the Indigenous information hotline. The website has lots of useful information on common legal issues.

[Thursday Island] Mura Kosker Sorority

1800 022 222

The Sorority is a government funded service providing quality approved health information and generalist counselling on Thursday Island.

[Australia] National Relay Service

133677 TTY/voice calls
1300 555 727 Speak & Listen
0423 677 767 SMS relay

The National relay Service is a phone solution for people who are deaf or have a hearing or speech impairment.

[Queensland] Queensland Government Workplace Package for Domestic and Family Violence

This package presents the Queensland Government's commitment to supporting employees affected by domestic and family violence.

Brisbane Working Women Qld – A program of Basic Rights Qld

1800 621 458

WWQ offers tailored information sessions about work matters for Aboriginal and Torres Strait Islander women in Queensland.

[South Burnett] Wondin-dee

07 4169 5940

Wondin-dee (place of hope) provides counselling to Aboriginal and Torres Strait Islander people in or connected to Cherbourg who are affected by family violence.

[Cairns] Wuchopperen Health Service Limited

07 4080 1000

Providing culturally-sensitive health care services to Aboriginal and Torres Strait Islander people in Far North Queensland.

Stay Safe – Stay Strong

Developed by ResearchCrowd in 2016 in collaboration with QWWS Queensland Working Women's Service Inc and Aboriginal and Torres Strait Islander reference groups. ResearchCrowd is a Supply Nation Certified Supplier. This information has been adapted from the DV Work Aware website and is available for translation.

<http://www.dvworkaware.org/information-for-aboriginal-and-torres-strait-islander-employees-affected-by-domestic-and-family-violence/>