

DVFREE Services

DVFREE provides a range of **resources, training and consultation services** which can be provided as part of the DVFREE Tick or separately, with more information at: www.2shine.org.nz/shine-training/dvfree/dvfree-training/

Free Guidelines: Download our free Guidelines for guidance on your workplace policies, procedures, information for staff, appointing 'First Responders,' referring to specialist services and more.

Free Workplace Basic Awareness module: The DVFREE introductory learning module can help raise staff awareness about domestic violence.

DVFREE Workplace Training for First Responders, Managers, can be delivered in-person or online for your organisation. You can find out more and register individuals to attend First Responder training, which is run regularly in person and online.

DVFREE Customer Response Training can help your customer service teams know how to recognise, respond, refer and provide extra care within an ongoing customer relationship for your customers who experience domestic violence.

DVFREE Consultation can help you create domestic violence policies, procedures, and workplace and customer resources that are safe, helpful and effective.

Get in touch to talk about your workplace needs at dvfree@2shine.org.nz

"With specialist support from Shine, we are able to provide our people with a work environment where those affected by domestic violence are able to and feel supported to speak up, are treated with dignity and empathy, and where safety and privacy is protected."

Catherine Dixon - Suncorp New Zealand Executive General Manager People and Culture

"It stands out to me that nearly half of people experiencing violence at home are likely to talk to a work colleague. That makes it all the more important that our employees know we are an organisation that is approachable and will be understanding through tough times. Our DVFREE Tick is an ongoing commitment to our people that we will show care in their time of need."

Catherine McGrath - Westpac NZ Chief Executive

"The DVFREE customer response training reinforces being the bridge to help customers, opens our eyes to signs and provides real life examples that we can apply to our job – it was very practical, with great facilitation."

IAG Care Team member training evaluation

For more information:
www.dvfree.org.nz

Email: dvfree@2shine.org.nz
Phone: 09 815 4592



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shine*



DVFREE™ Making the workplace domestic violence free

Effective workplace safety & support for employees impacted by domestic violence

Endorsed by



WOMEN'S REFUGE

"People at work didn't understand what I was going through and saw me as an unreliable, emotional wreck. I found it difficult to get time off work while I was going through the process of leaving my abusive husband while also financially, mentally and physically supporting my children."

"If my boss hadn't supported me through this and got Shine involved, I don't think that I could have managed to leave him, keep my job, and keep me and the kids safe from his violence. With this job, I know I can survive on my own and look after my kids."

shine*

Founded in 1990, Shine is a leading not-for-profit provider of specialist family violence services.

- We support people who experience domestic violence, enabling them to become safer and live with dignity and self-determination.
- We motivate and support people using domestic violence to change their behaviour.
- We provide training and education for professionals, organisations, students and the community to intervene safely and effectively.
- We advocate for changes needed in law, systems, policies and processes to respond effectively, prioritise safety, and significantly reduce rates of domestic violence.

Free Helpline 0508 744 633
or chat online at www.2shine.org.nz

Domestic violence is widespread and causes serious harm

- 1 in 3 NZ women report physical/sexual abuse from an intimate partner in their lifetime
- Gay, lesbian, and bisexual adults are more than twice as likely to experience intimate partner violence than other adults
- NZ Police respond to a family violence callout every 3 minutes

Employees experiencing domestic violence

- Are often monitored or stalked and receive unwanted contact at work from (ex) partners
- Often have their ability to work sabotaged (e.g. keys/phone hidden, laptop damaged, etc.)
- Are likely to be distressed, depressed, distracted and fearful at work
- May need to take time off for medical attention, attending court, relocating, etc.
- May need to leave their job to hide or escape from, or to appease, an abusive partner

Domestic Violence - Victims' Protection Act 2018

Meeting employers' legal obligations under this Act is not enough to provide a safe and effective workplace response to domestic violence. Without the right foundations and staff training, employees are unlikely to feel safe enough to seek support at work, and employers miss opportunities to enhance employee health, safety and wellbeing.

DVFREE™
Making the workplace
domestic violence free

A DVFREE workplace is where

- staff experiencing domestic violence know how to get help and feel safe and supported at work
- all staff know how to support colleagues impacted by domestic violence
- work-related domestic violence is not tolerated while behaviour change is supported
- employee health, safety and wellbeing is enhanced
- a best practice workplace response to domestic violence surpasses obligations under the Domestic Violence – Victims' Protection Act 2018 and other laws

The DVFREE Tick Partnership

- This partnership ensures an effective and sustainable workplace response to domestic violence. The DVFREE Tick recognises your efforts while influencing more employers to take similar steps. Our DVFREE Tick partners are helping us learn from their experience so we can continue to improve our workplace support and services.
- See DVFREE Tick accredited partners at www.dvfree.org.nz/partners. A list of referee contact details is available on request.

A DVFREE customer approach

is where customers experiencing domestic violence:

- are treated with dignity and empathy, while prioritising safety and privacy
- receive extra care when their experience of domestic violence impacts on their customer experience
- receive information about specialist support services like Shine and Women's Refuge