



# Domestic and Family Violence Policy

Supporting a safe, respectful, and inclusive workplace

Internal Policy Document

## Approved by

Scott O'Brien (Managing Director)

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## Purpose

- Provide a safe, respectful, and supportive workplace for all employees.
- Recognise that domestic and family violence (DFV) can significantly impact an individual's safety, wellbeing, and work performance.
- Ensure alignment with Queensland Government procurement expectations and industry best practices.



## Our Commitment

- Zero tolerance** for domestic and family violence in any form.
- All disclosures will be handled with dignity, respect, and sensitivity.
- No employee will be disadvantaged or discriminated against for disclosing domestic and family violence or seeking support under this policy.

## Scope

- ✓ **Applies to everyone:** This policy covers all Ironbark EV employees, as well as contractors and subcontractors engaged by Ironbark EV.
- ✓ **Beyond the workplace:** It extends to domestic and family violence occurring outside the workplace where it may impact an individual's safety, wellbeing, or ability to perform their role.
- ✓ **Work-related activities:** Includes situations during work-related travel, events, or when using company technology/vehicles.

## Definitions

**Domestic and Family Violence (DFV)** includes any behaviour in an intimate, family, or caring relationship that is violent, threatening, coercive, or controlling, or causes a person to live in fear.

### **This may include abuse that is:**

 Physical	 Emotional
 Psychological	 Sexual
 Financial	 Technological



## Policy Statement

- ✓ Ironbark EV will take reasonable steps to prevent and respond to domestic and family violence impacts in the workplace.
- ✓ Managers are responsible for responding in a supportive, non-judgemental manner and facilitating access to appropriate support.



## Zero Tolerance

- ! **Strict Prohibition:** Misuse of company resources to perpetrate domestic and family violence is strictly prohibited.
- ! **Disciplinary Action:** Employees who perpetrate domestic and family violence may face disciplinary action, up to and including termination, consistent with legislation and industrial instruments.



## Workplace Support

Ironbark EV provides reasonable and appropriate support on a case-by-case basis, including:

- ✓ **Flexible work arrangements** to accommodate legal or medical appointments.
- ✓ Access to **leave entitlements** in accordance with applicable legislation and industrial instruments.
- ✓ **Temporary adjustments** to work duties, location, roster, or contact details to support safety.
- ✓ Implementation of **workplace safety planning** (e.g., call screening, secure parking access).
- ✓ Confidential referral to appropriate external support services.



## External Resources

Confidential professional support is available 24/7:



**1800RESPECT**  
**1800 737 732**



**Lifeline**  
**13 11 14**



**DVConnect Womensline**  
**1800 811 811**



**DVConnect Mensline**  
**1800 600 636**



**Emergency Services**  
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## Confidentiality

- ✓ All disclosures of domestic and family violence will be handled confidentially and sensitively.
- ✓ Information will only be shared on a **need-to-know basis** or where required by law to protect the safety of the employee or others.
- ✓ Records will be stored securely. Ironbark EV will seek consent before sharing information, provided it is safe to do so.



## Responsibilities

- ✓ **Leaders & Managers**  
Respond in a supportive, non-judgemental manner, assist with safety planning, approve reasonable adjustments, and escalate imminent risks immediately.
- ✓ **Employees**  
Encouraged to seek support if needed, inform their manager or HR when safe to do so, and strictly respect the privacy and confidentiality of colleagues.
- ✓ **Safety First**  
All staff are responsible for reporting immediate safety concerns occurring in the workplace.