

Domestic and Family Violence Information Sheet for LGBTQ+ Staff

DOMESTIC AND FAMILY VIOLENCE

Domestic and family violence can happen in any type of relationship or intimate partner including LGBTQ+. We therefore need to ensure that all of our staff including our LGBTQ+ community, receive the support and guidance they need. The university recognises that a lack of awareness of intimate partner violence in a diversity of relationships contributes to the barriers for accessing services.

The LGBTQ+ community can face unique challenges when it comes to domestic and family abuse. Below are examples of how this may occur:

- ‘outing’ or threatening to out their sexuality gender (identity history or expression or intersex status) to friends, family, the workplace or cultural community
- applying pressure to act or look at particular way (what to wear, how to speak or other ways of conforming to gender stereotypes)
- telling or threatening to tell others about HIV status or (other illnesses) without permission

UOW SUPPORT

UOW provides support, guidance and leave for all staff who are experiencing domestic and family violence. Information on the leave available is contained in the University of Wollongong Enterprise Agreement (Academic Staff) 2019 and the University of Wollongong Enterprise Agreement (Professional Services Employees) 2019.

Any LGBTQ+ staff member who are continuing and fixed term employees and experience domestic and family violence that affects their attendance or capacity to perform their work, are entitled to access paid domestic and family violence leave.

If you or someone you know within the LGBTQ plus community is experiencing violence or abuse the following resources are available.

- **1800 respect – or 1800 737 732**
https://www.1800respect.org.au/inclusive-practice/supporting-people-who-identify-as-lgbti/understanding_the_issues
Confidential information, counselling and support service open 24 hours for people impacted by domestic and family violence. Includes information, support and referrals to assist LGBTQ+ victims of domestic violence.
- **Australian federal police, gay and lesbian liaison officer network – 131444 or 000 in an emergency**
<https://www.police.act.gov.au/about-us/programs-and-partners/gay-and-lesbian-liaison-officers>



The Australian Federal Police's Gay and Lesbian Liaison Officer (GLLO) Network is a volunteer network which helps support individuals and managers within the Australian Federal Police as well as members of the LGBTQ+ community it serves.

- **QLife - 1800 184 527**

<https://qlife.org.au/>

QLife is Australia's first nationally-oriented counselling and referral service for LGBTQ+ and is available daily from 3pm – midnight, Australia wide.

- **TELUS Health**

<https://www.uow.edu.au/about/services/safe-at-work/well-at-work/healthy-mind/employee-assistance-program/>

UOW's Employee Assistance Program (EAP) provider TELUS Health (formerly Lifeworks) has trained staff to support people of diverse sexualities and genders.

