

EAP Services for Victims and Survivors of Family or Domestic Violence

When You Need Support - How can EAP help?

If you are currently experiencing or have experienced abuse in an intimate or domestic relationship, support is available. The Employee Assistance Program (EAP) provides free, confidential services to both victims and survivors of family and domestic violence. The EAP is committed to helping employees and their household members feel safe – in their homes, communities and workplaces.

What is Family Domestic Violence?

The term 'domestic violence' refers to interpersonal violence, (a pattern of assaultive and coercive behaviors including physical and/or emotional attacks) which takes place in domestic settings, family relationships, and intimate relationships, and is most commonly applied to violence by a man to his wife, female sexual partner or ex-partner. However, 'domestic violence' is used also to refer to violence between same sex sexual partners, among family members (including siblings and parent-child violence either way), and by women against male partners.

Family and domestic violence can take many different forms including intimidation, threats, stalking/surveillance, coercion or isolation, emotional, physical, sexual, financial and spiritual abuse.

It occurs in all parts of society, regardless of geographic location, socio-economic status, age, cultural and ethnic background, or religious belief, and its often devastating effects — psychological, social and economic, short-term and long-term — rebound on families, children, and the community as a whole.

Who is Affected?

Family and Domestic Violence affects us all. Many of us have experienced or know someone who has experienced Family and Domestic Violence.

Australian police and court crime data indicate that women constitute a significant proportion of reported victims of intimate partner violence, while men make up a significant proportion of reported abusers. These data tend to focus on physical and sexual violence. Australian population survey data similarly show that women were more likely than men to be victims of physical, sexual and other forms of violence by a partner.

Domestic violence is generally understood as gendered violence, and is an abuse of power within a relationship (heterosexual or homosexual) or after separation. In the large majority of cases the offender is male and the victim is female.

More than two decades of international research definitively shows that infants, children and adolescents experience serious negative psychological, emotional, social and developmental impacts to their well-being from the traumatic ongoing experiences of domestic violence.

Many Aboriginal and Torres Strait Islander communities prefer the term 'family violence'. 'Family' covers a diverse range of ties of mutual obligation and support, and perpetrators and victims of family violence can include, for example, aunts, uncle

Services for Employees

Converge International EAP consultants, are available to provide a variety of services to employees affected by Family and Domestic Violence, including:

- Counselling and Support
- Safety planning for home and work
- Referrals to community resources
- Information and resources
- Advising on how you can support others experiencing family and domestic violence

Healthy or abusive relationships...

Characteristics of SAFE AND HEALTHY Relationships	Characteristics of ABUSIVE Relationships
Partnerships Joint decision making Shared responsibilities	Domination Abuser decides Servant/master mentality
Economic Equality Freedom to decide issues of work, school and money	Economic Control Deny job freedom Withhold money
Emotional Honesty Feel safe to admit and share fears and insecurities	Physical Abuse: hit, choke, kick, pinch, pull hair, poke, twist arms, trip, bite, restrain, use weapons
Sexual Respect Accept that "no" means no	Emotional Manipulation Use jealousy, passion, stress and frustration to justify actions
Physical Safety Respect partner's physical space Express self non-violently	Sexual Abuse Force partner to do things against her/his will
Respect Respect right to differing feelings, friends and activities Support partner's goals	Intimidation Charming in public, menacing in private Destroy property or pets Make light of abuse: "You're too sensitive"
Support and trust Listen and understand Value partner's opinion	Control Name calling and mind games Isolate partner from friends and loved ones

If you answered yes to any of these questions, or if you are worried about someone close to you who may be experiencing abuse, your Converge International EAP can help. Call 1300 our eap (1300 687 327).

References

- Flood M & Fergus L 2008. An assault on our future: The impact of violence on young people and their relationships. Sydney: White Ribbon Foundation.
- Safe At Home Safe at Work. University of New South Wales - <http://www.dvandwork.unsw.edu.au/what-you-need-know>
- Meyering I & Braaf R 2013. Gender and intimate partner violence. Sydney: Australian Domestic and Family Violence Clearinghouse. http://www.adfvc.unsw.edu.au/PDF%20files/Fast_Facts_9.pdf
- Vic Health, (2003) Public Health, Mental Health & Violence against Women
- Sety, M. (2011) The Impact of Domestic Violence on Children: A Literature Review, University of New South Wales

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Other sources of help with Family and Domestic

Violence include:

1800 RESPECT (1800 737 732): 24 hour, National Sexual Assault, Family & Domestic Violence Counselling Line for any Australian who has experienced, or is at risk of, family and domestic violence and/or sexual assault.

Lifeline has a national number who can help put you in contact with a crisis service in your State (24 hours). 131 114

Police or Ambulance

000 in an emergency for police or ambulance.

Translating and Interpreting Service

Phone to gain access to an interpreter in your own language (free). 131 450

Mensline Australia supports men and boys who are dealing with family and relationship difficulties. 1300 78 99 78

Kids Help Line

Telephone counselling for children and young people. Freecall: 1800 551 800
E-mail and web counselling www.kidshelp.com.au

Australian Childhood Foundation

Counselling for children and young people affected by abuse. 1800-176-453 or 9874 -3922
www.childhood.org.au or www.stopchildabuse.com.au

Relationships Australia

Support groups and counselling on relationships, and for abusive and abused partners. 1300-364-277 or Vic (03) 9261-8700. Website: www.relationships.com.au

ASCA (Adults Surviving Child Abuse)

A service to adult survivors, their friends and family and the health care professionals who support them. Support line: 1300 657 380
www.asca.org.au

National Disability Abuse and Neglect Hotline

An Australia-wide telephone hotline for reporting abuse and neglect of people with disability. Ph. 1800 880 052
www.disabilityhotline.org

Safe Relationships Project

Provide men and women who are experiencing domestic violence in Same Sex relationships with support, advocacy, referral and information.

The Department of Community Services Domestic

Violence Line is the primary information service for people experiencing domestic violence in NSW. The DV line is free and staffed 24 hours, 7 days a week. Ph. 1800 65 64 63

Another Closet

www.anothercloset.com.au

Transgender and Transsexual People:

Gender Centre - Services for people with gender issues. Phone: (02) 9569 2366 www.gendercentre.org.au

Intersex People:

The Australian affiliate of Organisation Internationale des Intersexues (OII Australia) www.oii.org.au Email: info@oii.org.au

Healthdirect Australia

Healthdirect Australia is a non-commercial, government funded organisation providing trusted health information to all Australians. <http://www.mindhealthconnect.org.au/abusive-relationships>

State and Territory Helplines

If you want help or information for yourself or someone else, here are the contact details for the domestic violence help lines for each State and Territory. You can contact them 24 hours a day, 7 days a week.

Australian Capital Territory

- **Domestic Violence Crisis Service** 02 6280 0900
- **Rape Crisis Centre** (24 Hours) 02 6247 2525
- **Canberra Men's Centre** 02 6230 6999

New South Wales

- **Domestic Violence Line** 1800 65 64 63
1800 671 442 TTY (Hearing impaired)
- **Rape Crisis Service** 1800 424 017
- **Interrelate Family Centres** 1300 736 966

Northern Territory

- **Domestic Violence Crisis Line** 1800 019 116
- **Sexual Assault Referral Centre** 08 8922 6472

Queensland

- **Domestic Violence Telephone Service** 1800 811 811
- **Sexual Assault Help Line** 1800 010 120
- **Men's Info Line** 1800 600 636
- **QLD DV WebLink** (a directory of QLD support services) www.qlddomesticviolencelink.org.au/

South Australia

- **Domestic Violence Helpline** 1300 782 200
- **Yarrow Place Sexual Assault Service** 1800 817 421

Tasmania

- **Family Violence Counselling and Support Service** 1800 608 122
- **Family Violence Response & Referral** 1800 633 937
- **Sexual Assault Support Service** 03 6231 1817
- **Mens Line Australia** 1300 364 277

Victoria

- **safe steps Family Violence Response Centre** 1800 015 188 or 9322 3555
- **Sexual Assault Crisis Line** 1800 806 292
- **Men's Referral Service** 1800 065 973

Western Australia

- **Women's Domestic Violence Helpline** 08 9223 1188 or 1800 007 339
- **Crisis Care** 1800 199 00808 or 9233 1111
- **Sexual Assault Res. Centre** 08 9340 1828 or 1800 199 888
- **Men's Helpline** 08 9223 1199 or 1800 000 599

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1300 687 327