



Domestic and Family Violence and Sexual Assault Policy

Effective Date: February 2025

Introduction

All people have an essential right to respect, safety and self-determination. Domestic Violence, Family Violence and Sexual Assault against anyone is an abuse of power which undermines and destroys these essential rights.

1. Policy statement

- 1.1 FHFC will not tolerate violence against women and non-binary people being perpetrated in or from the workplace. Such is in breach of the club's Code of Conduct.
- 1.2 FHFC recognises that members may experience violence or abuse perpetrated against them in their lives and that this may affect their safety and wellbeing. FHFC is therefore committed to providing safety and support for members that experience domestic, family, or sexual violence.

2. Scope of Policy

- 2.1 FHFC Domestic Violence, Family Violence and Sexual Assault Policy is supported by practices and guidelines that promote safety in the community and respond effectively to the needs of members who are experiencing domestic violence and/or have experienced sexual assault.

3. Policy/ Procedure

- 3.1 FHFC recognises that experiences of family, domestic and sexual violence differ for members of particular communities, such as Aboriginal and Torres Strait Islander peoples, women of culturally and linguistically diverse backgrounds, women of migrant and refugee backgrounds, people of diverse sex, sexuality and gender, older women, women with disability, young women, and women from regional and remote areas. FHFC understands that safety and wellbeing will mean different things for different people and will work with individual members to support them in ways that are led by the individual affected by violence.
- 3.2 FHFC will ensure measures are in place to support those affected by domestic violence, family violence and/or sexual assault, as outlined within this policy.

3.3 Confidentiality

- 3.3.1 All information provided by the member to a teammate, coach or committee member regarding their experiences of domestic violence, family violence and or sexual assault will be kept confidential, where



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reasonably practicable and in line with Information Sharing guidelines requirements. Where safety within the club is jeopardised, minimal information may need to be provided to key individuals to reduce and/or eliminate risk to health or safety of other members within the team or club.

3.4 Counselling

3.4.1 Access and referral to services offering qualified psychological/counselling support as well as other relevant support agencies will be offered to affected members. Examples of these services can be found in the Appendix 1 of this policy.

3.4.2 Confidential information, counselling and support for people impacted by domestic and family violence and/or sexual assault is available from 1800RESPECT, the national sexual assault, domestic and family violence counselling service via their website or by phone on 1800 737 732.

3.5 Risk and Safety Management Strategies

In consultation with the member, the committee will create and implement a safety plan that minimises risk of harm to the member as well as teammates and other club members. This may include:

- Providing support/security whilst at the club to ensure safety especially when arriving at/leaving the club.
- Adjusting training schedules/locations.
- Informing key individuals of the identity of perpetrator, with employee consent.

3.6 Perpetrating Domestic Violence, Family Violence and/or Sexual Assault from the Workplace

3.6.1 FHFC does not tolerate domestic violence, family violence and/or sexual assault being perpetrated in or from the club; this behaviour is in breach of the Code of Conduct. Any member who uses behaviour that is threatening, harassing, violent or abusive may be subject to disciplinary action, up to and including termination of their membership.

3.7 DEFINITIONS

3.7.1 **Intimate Partner Violence**, also commonly referred to as '**domestic violence**', refers to any behaviour within an intimate relationship (including current or past marriages, domestic partnerships, or dates) that causes physical, sexual, or psychological harm. This is the common form of violence against women and non-binary people. Intimate partner violence can also occur outside of a domestic setting, such as in public and between people who do not live together.

3.7.2 **Family Violence** is a broader term than domestic violence, as it refers not only to violence between intimate partners but also to violence perpetrated by parents (and guardians) against children, between other family members and in family-like settings. This includes for example elder abuse, violence perpetrated by children or young people against parents, guardians or siblings, and violence perpetrated by other family members such as parents-in-law. Family violence is also the term Aboriginal and Torres Strait Islander peoples prefer because of the ways violence occurs across extended family networks. Family violence can also constitute forms of modern slavery, such as forced marriage and servitude.

3.7.3 **Coercive Control** is often a significant part of a victim-survivor's experience of family and domestic violence. It describes someone's use of a pattern of abusive behaviours against another person over time, with the effect of establishing and maintaining power and dominance over them. Abusive behaviours that perpetrators can use as part of their pattern of abuse include physical abuse (including sexual abuse), monitoring a victim-survivor's actions, restricting a victim-survivors freedom or independence, social abuse, using threats and intimidation, emotional or psychological abuse (including spiritual and religious abuse),



financial abuse, sexual coercion, reproductive coercion, lateral violence, systems abuse, technology-facilitated abuse, and animal abuse.

3.7.4 Sexual violence refers to sexual activity that happens where consent is not freely given or obtained, is withdrawn or the person is unable to consent due to their age or other factors. Sexual violence occurs any time a person is forced, coerced, or manipulated into any sexual activity. Such activity can be sexualised touching, sexual abuse, sexual assault, rape, sexual harassment, and intimidation and forced or coerced watching or engaging in pornography. Sexual violence can be non-physical and include unwanted sexualised comments, intrusive sexualised questions, or harassment of a sexual nature. Forms of modern slavery, such as forced marriage, servitude or trafficking in persons may involve sexual violence.

3.7.5 Psychological and emotional abuse refers to actions that are used to threaten, intimidate, harass, belittle, and humiliate someone else. It can include threats of violence or death toward a person or to their children, family, friends, work colleagues or pets. It can also include isolating people from family and friends, yelling, damaging property, driving at excessive speed, making unfounded accusations of infidelity, interrogating someone, and making threats of self-harm or suicide if the person attempts to leave. It can also include the use of homophobic, bi-phobic, or transphobic language, the threat of outing and the use of micro aggressions. It can also include spiritual or religious abuse, such as not allowing a person to practice their chosen religious or spiritual beliefs, or forcing participation in religious practices that people don't want to participate in. Physical and emotional abuse behaviours are often experienced within a context of coercive control.

Acknowledgement: The National Plan to End Violence against Women and Children 2022-2032

4. Responsibilities and Policy Breaches

4.1 When a member is experiencing domestic violence, family violence and/or sexual assault:

4.1.1 Member Recommendations.

- Members are encouraged to report incidents that occur within the club to their coach, a committee member or police. FHFC recognises in some circumstances it may be more appropriate to report directly to another member of the club.
- Members are encouraged, if available, to provide the club with a copy of any Intervention Orders or bail agreements particularly if conditions relate to the club. This will inform safety planning discussions.

4.1.2 Committee Responsibilities.

- In coordination with the member, develop and implement a safety plan that minimises risks of harm to the member as well as teammates, and other members within the club.
- Contact Police and report any incidents of domestic violence, family violence and/or sexual assault which have occurred.
- Complete Incident Report and process as required by FHFC relevant policy>.
- Take reasonably practicable steps to keep any information about the member's situation confidential, unless required to disclose by law, or to protect the life, health or safety of the member or another person.
- Request a detailed description and/or photograph of perpetrator.
- Refer the member to the relevant support services or other community resources.
- Accommodate the member's needs for leave or schedule adjustments.

4.1.3 When a member becomes aware of a peer experiencing domestic violence, family violence and/or sexual assault.



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- Encourage the member to contact the relevant support services and/or reach out to other community resources.
- Encourage the member to talk with their coach or a committee member regarding club related concerns about domestic violence and/or sexual assault.
- Report any threats of violence experienced or witnessed at the club to the committee or police.
- Complete Incident Report and process as required by FHFC's relevant policy.

4.1.4 **When a member is a perpetrator.**

- The Committee will address performance and/or breaches of FHFC's Code of Conduct.
- The provision of information regarding support services to address behaviour to be provided to member.
- The matter may be referred to the SANFL INTEGRITY REPORTING FRAMEWORK