



## Domestic + Family Violence Policy

The Entice Me Trust (EMT) mandate is to provide a healthy and safe working environment for all employees. We recognise that employees sometimes face difficult situations in their work and personal life, such as Domestic and Family Violence (DFV), that may affect their attendance, performance at work or safety.

This mandate recognises the following:

DFV occurs when one person in a relationship uses violence and abuse to maintain power and control over the other person.

This includes behaviour that is physically, sexually, emotionally, psychologically or economically abusive, threatening, coercive or aimed at controlling or dominating the other person through fear.

DFV can affect people of all cultures, religions, ages, genders, sexual orientations, educational backgrounds and income levels.

The Entice Me management team and are committed to working with all staff to making EMT a great place to work. We do this by recognising and implementing the following:

DFV is unacceptable in any setting, including the workplace.

Any EMT employee who perpetrates violence and abuse from the workplace, including by telephone, fax, mail, email, internet or social media may be subject to disciplinary action.

All employees have a responsibility to model the Entice Me values, which includes behaving in a way that promotes a work environment free from any form of violence and supporting those who are affected by DFV.

Fostering a workplace culture where employees affected by DFV are supported in the workplace, contributes to a healthy and safe working environment for all.

This policy applies to employees of EMT, including contractors, temporary agency staff, work experience and industry placements, trainees and volunteers.

**Kym Carson**  
Entice Me Trust

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