



FAMILY & DOMESTIC VIOLENCE RESPONSE TRAINING

SUPPORTING FDV AT WORK

In this training program, Transitioning Well Well in partnership with HR Legal will provide individuals with an understanding of **Family and Domestic Violence (FDV) within the workplace context**, as well as the skills required to respond to individuals who share that they are experiencing FDV.

Research has indicated that 20 percent of the Australian population report having experienced physical and/or sexual family and domestic violence at some stage in their life.

Given the workplace plays an integral part of an individual's day-to-day life, there is a unique intersection between those experiencing FDV within the home environment and how the workplace can provide support in responding to such complex instances.

As we know, it can be difficult for an individual to speak up and therefore the workplace can play a significant role in supporting an individual to be able to connect to the appropriate services that they may need in responding to their situation.

This comprehensive training program provides individuals with practical skills and strategies to respond appropriately, effectively and safely to individuals who may disclose as a victim or perpetrator in FDV.



Find out more about how organisations, like Qantas, have implemented our FDV response training in their workplace.

Read the case study here:

www.transitioningwell.com.au/family-and-domestic-violence-training/



1 IN 4
WOMEN



1 IN 8
MEN

AND

have experienced intimate partner violence in Australia.

ABS, 2023

Family and domestic violence is estimated to affect

800,000

working women in Australia.

ABS, 2005

In Australia, an estimated

3.8 MILLION PEOPLE

aged 18 and over have experienced violence (physical and/or sexual) by an intimate partner or family member since the age of 15.

ABS, 2023



Family and domestic violence is a serious threat to physical and mental health and wellbeing of victim-survivors.

AIHW, 2023

To find out more, please contact:

www.transitioningwell.com.au | 1300 824 808 | learning@transitioningwell.com.au | © 2024 Transitioning Well (TW)

TRAINING OUTCOMES

Defining FDV, including types and prevalence across the employee life-cycle.

Identifying the impact of FDV on both individuals and the workplace.

Legal obligations for employees experiencing FDV and the associated health and safety considerations.

Understand the role of victim vs. perpetrator in the workplace, and the intersection with privacy and confidentiality and reporting considerations.

The role of the workplace through policy and procedure in response to FDV, considering discrimination risk and support mechanisms such as flexibility.

Roles and responsibilities in the context of FDV and the importance of self-care in managing the complexities of this area.

How to approach a FDV conversation with empathy, make compassionate referrals and manage sensitivities.

Case studies exploring practical strategies and processes to best manage specific scenarios in relation to FDV.

ABOUT TW

Transitioning Well works with forward thinking companies to support their people.

When managed and supported well, life-work transitions have the power to create higher levels of engagement, improved health and wellbeing, and enriched company cultures.

Our team of psychologists bring practical approaches based on extensive research and experience allowing us to support you when you need it the most.

Reach out to the team at learning@transitioningwell.com.au for further information and/or to book a session.

 [transitioningwell.com.au](https://www.transitioningwell.com.au)

“

Transitioning Well’s Family and Domestic Violence Workplace Response training stood out for its effective blend of legal, technical, and clinical knowledge tailored for our workplace. The trainers offered a safe and empowering learning environment, and equipped us with the necessary skills to navigate these sensitive situations with confidence and compassion. Highly recommend their training to any organisation committed to creating a supportive and inclusive workplace culture.

Cigdem Fredes, Senior Wellbeing Adviser,
Employee Wellbeing & Mental Health, Qantas Group



WHAT DO PREVIOUS ATTENDEES SAY?

“

I feel confident I now have the tools to handle FDV situations for my staff.

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The presenters were amazing. Very knowledgeable and able to answer all questions with great detail.

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