Referrals for disclosures of family violence

Assess risk

- Are they safe now?
  - If not, call 111

- Are they safe at home?
  - Safety planning
  - expert organisation

- Are they safe at University?
  - Safety planning
  - University

Personal support

- Counselling, Refuge, Legal options
  - Staff; EAP, expert organisations
  - Student; UHCS, expert organisations

University support

- Staff; Employment support
  - Flexible work arrangements, Compassionate leave
  - Consultation with HR

- Student; Academic support
  - Flexible study arrangements, Compassionate considerations
  - Consultation with Academic Head, Proctor, UHCS, Residential Manager

Response to alleged abuser

- Staff member as abuser
  - Staff disciplinary procedures, Conflict of interest policy
  - Consultation with HR

- Student as abuser
  - Statute for student discipline
  - Consultation with Academic Head, Proctor, Residential Manager

Key Principles

- Show empathy
- Listen carefully and sensitively
- Do not judge or trivialise
- Reinforce that abuse is not OK
- Advise of confidentiality unless safety a concern
- Safeguard any written information
- Explore what they want to happen
- Advise that abuse is a crime and option of going to police at any time
- Contact HR, UHCS, Equity Office or Proctor for advice
- Use website for more information
- Act in a timely manner
- Safety of victim first priority in resolution
- Refer appropriately
- Follow up, monitor and review

1. External expert organisations; eg, Shine
2. Employee Assistance Programme
3. University Health & Counselling Service

www.equity.auckland.ac.nz/itsnotok