

Our Domestic and Family Violence Statement of Support



We understand that situations of domestic and family violence affect The Lottery Corporation employees. We're committed to promoting a safe and supportive workplace culture. When times are tough – for you or your teammate – we've got your back.

Domestic and family violence may happen in the home, but its effects reach far beyond – to our communities and workplaces. We're committed to promoting a safe workplace and a culture of inclusion, free of sexism and harassment. We stand united against abuse because we believe everyone – whatever their gender or sexual orientation – should be helped, supported and made to feel safe by every means possible.

The Lottery Corporation recognises domestic and family violence is both a societal and a workplace issue, and we remain committed to continuing the conversation about violence and raising awareness for this complex issue. We acknowledge that organisations can have a role to play because our own people may be experiencing some form of violence, and for many, work may be the only safe place they have. This statement of support outlines our stance on domestic and family violence and the support framework we have in place to assist our people, when they need it.

Support for Domestic and Family Violence (DFV)

Whether you're living with abuse or you see its effects in your team, we offer a framework that empowers team members to speak up and break the cycle. If you, one of your team, or someone you know is experiencing domestic or family violence, we encourage you to come forward and have a confidential discussion with your leader or People and Culture partner. We understand that every situation is different and that is why we provide tailored support for every individual.

Paid Leave	Unrestricted paid leave for people experiencing violence to seek safety, support, reorganise personal affairs or to otherwise do something to deal with the impact of the violence.
Carer's Leave	Up to 10 additional days' paid carer's leave per financial year to care for a family member or someone in your household who is experiencing domestic violence.
Flexible Work Arrangements	This could include flexible hours, different start and finish times, different work locations or temporary role adjustments.
Financial Allowance	A financial allowance of up to \$2,500 (net of any withholding or other amount) for those experiencing domestic and family violence to secure safe housing, medical, legal, childcare, psychological or other support services.
Additional Support	The provision of removalist services including an emergency relocation from your place of residence organised within a 24-hour period if required. Safety and contingency plans tailored to individual situations as needed.

Those who may use violence or are at risk of using violence

The Lottery Corporation wants to be part of the solution in eliminating violence and that's why we believe a holistic approach to DFV means having to support an individual who uses violence or is at risk of using violence. We want to be an organisation that helps facilitate the complex process of social change by providing support for individuals who acknowledge they require help. Support may include a referral to a behavioural change program or relevant provider, access to personal or annual leave entitlements and/or

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flexible working arrangements. Paid leave for the purposes of attending counselling or a behavioural change program may also be available in certain circumstances at the discretion of The Lottery Corporation. Should you recognise your behaviour is problematic and wish to seek help, we encourage you to come forward for a confidential discussion with your leader or People Experience partner.

Our Shared Responsibility

- Be a safe port. For many people who experience DFV, work may be the only place they feel safe or are able to seek support.
- Know what to look for. Signs of violence aren't always obvious. So be aware of changes in performance or unexcused absences – they may be a signal that something isn't right. If you notice any out of character behaviour or are worried for someone's wellbeing, consult your People Experience partner for further support.
- Listen without judgement and understand the different paths to accessing organisational and community support. Remember, not everyone is ready to access support immediately.
- Make asking for help normal and understand the support and policy provisions we offer for those experiencing and using DFV.
- Don't try to solve a situation yourself, we have highly trained individuals on hand to assist any employees experiencing DFV.
- Actively challenge gender stereotypes and roles. Gender inequality is a driver of violence against women and makes it hard for those people affected by DFV to speak up and be heard. Challenge stereotypes when you see them to strengthen positive, equal and respectful relationships, and help normalise equality.
- The power of a bystander to confront, interrupt or prevent violence by speaking out within the workplace can help to eliminate DFV – if you see or hear something, say something.
- Confidentiality is imperative. Maintain the strictest confidence. We only ever disclose DFV information if required by law or to maintain safety. If a team member trusts you enough to share their story, you must respect that trust.

When You Need Some Extra Help

If you feel threatened or in danger, please contact the Police 131 444 or dial 000 in an emergency.

Counselling

My Coach Employee Assistance Program	https://www.assureprograms.com.au/ 1800 808 374
Mensline Australia Confidential telephone and online counselling support for men	https://mensline.org.au/ 1300 789 978
1800Respect Confidential telephone and online counselling for those impacted by sexual assault (a service for the Aboriginal & Torres Strait Islander community is also available)	https://www.1800respect.org.au/ 1800 737 732
No To Violence	https://www.ntv.org.au/ 1300 766 491

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Counselling service for men who use violence	
QLIFE Telephone and online counselling service for LGBTIQ+ individuals	https://www qlife.org.au/ 1800 184 527
Another Closet Online information for LGBTIQ+ individuals impacted by domestic and family violence.	http://ssdv.acon.org.au/ 1800 65 64 63 (Aboriginal & Torres Strait Islander contact line 1800 019 123)

Financial Assistance

Government Crisis Payment A one-off payment for those in severe financial hardship and extreme circumstances	https://www.servicesaustralia.gov.au/crisis-payment
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Legal

Domestic Violence Legal Service Free legal advice line	http://www.wlsnsw.org.au/legal-services/domestic-violence-legal-service/ 1800 810 784 Also consider local community legal centre
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Medical

Health Direct Advice line operated by registered nurses and general practitioners	https://www.healthdirect.gov.au/contact-us 1800 022 222
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