

# Family Violence

We want to help break the cycle of family violence in New Zealand. If you are concerned about a team member who may have been affected by family violence, please refer to the information below.



## Recognise

### Possible signs of family violence could be...

#### Victim

- Injuries and bruises
- Regular sick leave
- Change of behaviour
- Low self esteem
- Personality changes

#### User of Violence

- Bullies others
- Blame others for problems
- Seen as arrogant
- Defensive injuries (scratch marks)
- Makes repeated calls to their partner



## Respond

- ✓ Approach someone you are concerned about, ask, Are you OK?
- ✓ Ensure all conversations are safe and confidential.
- ✓ Be non-judgmental and accept differences.
- ✓ Be encouraging and supportive.
- ✓ If you believe someone is in immediate danger, make a safety plan or refer to the section below.



## Refer

### Useful Information and Resources

- |   |  |
|---|--|
| ● Organisational Counselling Programme (OCP)        | 0800 377 990   |
| ● Women's Refuge                                    | 0800 REFUGE  |
| ● White Ribbon                                      | <a href="http://whiteribbon.org.nz">whiteribbon.org.nz</a> |
| ● Family Violence - It's Not OK!                    | 0800 456 450   |
| ● Shine   | 0508 744 633   |
| ● National Networking of Stopping Violence Services | <a href="http://nnsvs.org.nz">nnsvs.org.nz</a>             |

For more information contact your Business Partner or Julie Simpson.