

Support Information for Employees



Is This Happening to Me?

- The Power and Control Wheel
- · Cycle of Abuse
- What Should I Pack in a Hurry?



Conversations

- What Should I Do?
- What Could I Say
- · What Shouldn't I Do or Say?

EMOTIONAL ABUSE

putting me down* making me feel bad about myself * calling me names * making me think I'm crazy * playing mind games * humiliating me * making me feel guilty

ISOLATION

controlling what I do, who I see and talk to, what I read, where I go * limiting my outside involvement * using jealousy to justify actions

USING CHILDREN

making me feel guilty about the children * using the children to relay messages * using visitation to harass me * threatening to take the children away

ECONOMIC ABUSE

preventing me from getting or keeping a job * making me ask for money * giving me an allowance * taking my money * not letting me know about or have access to family income

POWER

Physical VIOLENCE Sexual

CONTROL WHEEL

USING PRIVILEGE

treating me like a servant * making all the big decisions * acting like "the master of the castle" * being the one to define men's and women's roles

COERCION & THREATS

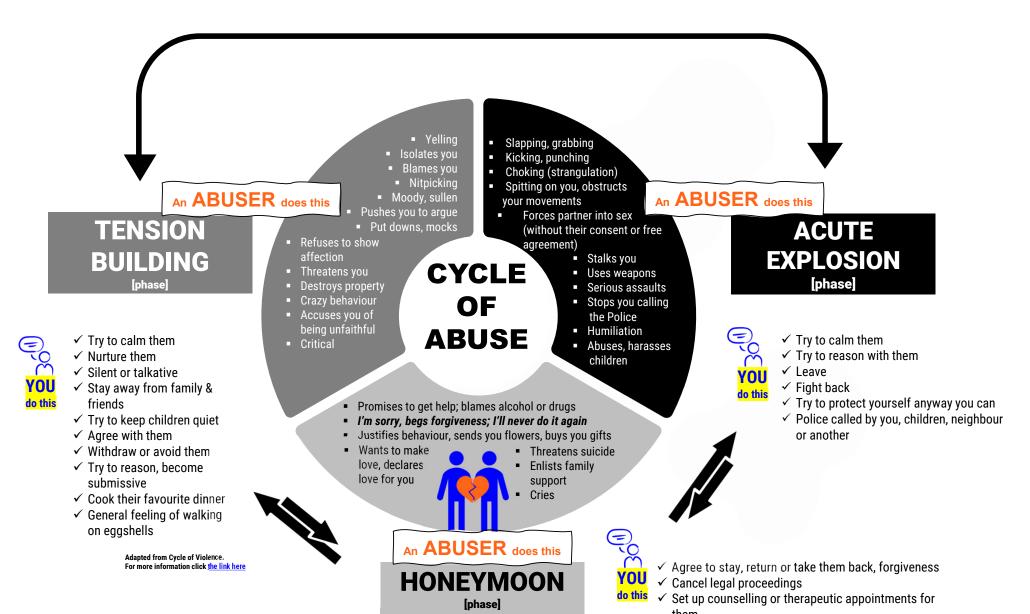
Making and/or carrying out threats to do something to hurt me * threatening to leave me, to commit suicide, to report me to authorities * making me drop charges * making me do illegal things

INTIMIDATION

making me afraid by using looks, actions, gestures * destroying property * abusing pets *displaying weapons

MINIMISING, DENYING & BLAMING

making light of the abuse and not taking my concerns about it seriously * saying the abuse doesn't happen * shifting responsibility for abusive behaviour saying I caused it



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✓ Feeling happy, relief, hopeful

how to help a colleague what should I do?

Use a SAFE SPACE

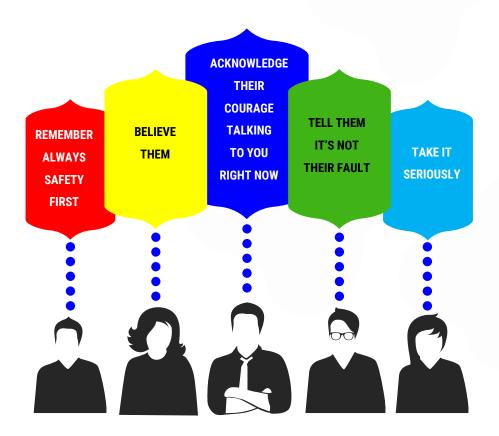
Have confidential conversations in a private place

EMOTIONS

Be prepared for emotional responses

LISTEN CAREFULLY

Let them do the talking and be in control of the conversation



CONFIDENTIALITY

Assure them of confidentiality

RESPECT RIGHTS

Respect a person's rights to make their own decisions.

They may not want to take any action straight away or it may not be safe for them to do so

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what could I say?



How can I help you?

You seem anxious sometimes. Are you ok?

How are things at home?



Are you worried that things might be getting worse?

I'm worried about you.
I've noticed you've
been unhappy lately.
Are you ok?



I've noticed you've been late a few times which isn't like you. Are you ok?

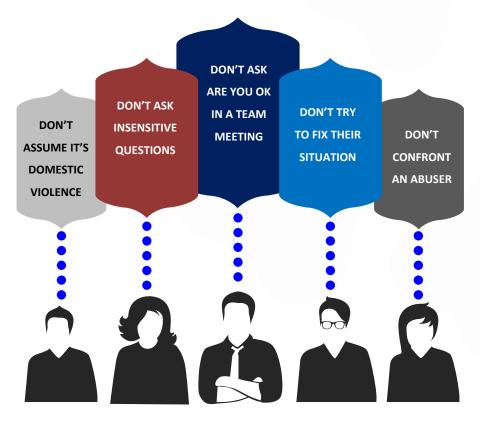
I'm really concerned about your safety

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things to avoid what shouldn't I do?

Avoid Sharing Your OPINIONS

Don't criticize or make negative comments about the abusive person. The employee cares for them and often wants it to go back to the way it was when everything was good.



Avoid Taking Action without their AGREEMENT

Don't act without their consent, you could unintentially put them in more danger.

Avoid MAKING EXCUSES FOR BEHAVIOURS

Don't blame alcohol, drugs or mental health for inappropriate or abusive behaviour.

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emergency bag what to take



FINANCIAL

□ Cash

- Money Cards
- □ Credit cards
- Wallet
- □ Handbag
- □ Tenancy documents
- □ Rental agreement
- □ House documents
- Mortgage records
- Lease agreements
- ☐ Bank account details (including account numbers, internet login and password)
- ☐ Tax file number
- ☐ Store cards



PHOTOS

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TRANSPORT

□ Car

- ☐ Uber, Old or Taxi app loaded on your phone or telephone numbers for relevant
- ☐ Keys to house, car and garage, garage remote
- ☐ Fuel in your car
- □ Photograph or details of car used by the person harming you
- □ Photograph of person harming you



CHILDREN So

FOOD

- □ Arrange food at your new location in advance so you do not have to initially leave
- □ Food for adults
- ☐ Food for children
- Special dietary requirements
- □ Favourite toys, blankets, comforters for kids
- ☐ Entertainment for kids



ETS

So

MEDICINES

- ☐ Pharmacy medicines for you or others including vitamins, Panadol, or others
- ☐ Birth control
- □ Prescription medicines
- ☐ Pet food
- □ Leash
- ☐ Arrangements for pets to be cared for and fed

*Pets can be high risk- talk to us and we can make a plan with you to help



ITEMS & DOCUMENTS

- ☐ Cell phone and charger
- ☐ Identification documents to meet 100 points
- ☐ Birth certificates (photo ID)
- ☐ Visa / Passport ■ Medicare Card
- □ Utility Bill with you name on it
- Marriage certificate
- □ Computer, tablet and charger
- ☐ Important numbers and addresses
- ☐ Trusted contacts, e.g. lawyer, support person, employer
- Adoption papers
- □ Citizenship
- ☐ Court documents & Domestic Violence Orders
- □ Immunisation records
- Medical records
- Passwords



CLOTHING

- ☐ Basic clothing (tops, dresses, shorts, jeans, jersey etc.)
- ☐ Shoes
- □ Underwear
- □ Socks
- Nightwear
- ☐ Toiletries (hairbrush, toothpaste, toothbrush, shampoo/conditioner, soap etc)
- Sanitary items
- Shaving items



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