



Can you recognise the signs of domestic and family violence?

Signs that someone may be experiencing domestic violence or abuse are often overlooked and may be a combination or pattern of behaviour that just doesn't seem right. Some examples include, but are not limited to:

personality changes

- appearing distracted, depressed or overly jumpy
- displaying anxiety especially around their partner
- lack of concentration or difficulty making decisions
- unstable moods (e.g. teary, anxious, irritable or withdrawn)
- becoming unusually quiet or losing confidence

physical appearance

- frequent unexplained bruises or injuries
- wearing concealing clothing, even in warm weather

behaviour

- excessive absence or lateness (especially on Mondays)
- frequent or unusual work breaks, or unusual start and finish times
- receiving excessive personal calls, texts, emails or visits
- finishes phone calls when their partner enters
- reluctant to leave children or pets with partner
- leaves work quickly when partner arrives even if in the middle of a task
- hanging around later after work, seeming to not want to go home

things you've seen or heard

- mentions they suspect they are being followed or stalked
- partner continually checks in on them
- partner destroys property/belongings the person treasured
- says their partner gives them no or very controlled access to money
- change in relationship (divorce, separation, break-up, custody, starting new relationship) and seems very concerned about an ex-partner's reaction

If you suspect that you or someone you know is experiencing domestic violence or abuse, talk to your manager. There are support services and ways your workplace can help

