

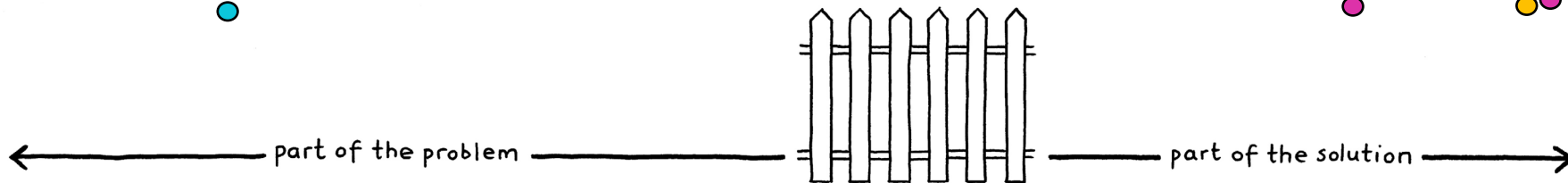
QUALITY RESPONSE CONTINUUM

EXAMPLE 1.01

Situation

Disclosing at work

(The employee is concerned (based on experience & observation) that they will be judged and assumptions will be made about them)



complicit	harmful	unhelpful/unsupportive		helpful/supportive	transformative
Enabling, extending and excusing the perpetration of violence.	Causing further risk, harm, violation or loss to the victim of violence.	Being an unreliable, uncertain or hard to reach, hard to access 'support'.		Upholding dignity, building on safety, enabling support, increasing or restoring resource and connection.	Involving people with lived experience in regular review, design and leadership.
<p>"My partner also worked at the same place as me. His role was more senior than mine and so colleagues were hesitant to do anything when I disclosed. This impacted my opportunity for support and role succession."</p> <p>(victim-survivor)</p>	<p>"My manager saw my bruises, and told me if that impacted my work then I should find another job."</p> <p>(victim-survivor)</p>	<p>"My manager listened but then did not provide any immediate or follow-up support or let me know what was available"</p> <p>(victim-survivor)</p>		<p>"My manager listened without judgement and enabled me to make choices on what support I needed and when."</p> <p>(victim-survivor)</p>	<p>"The DFV policy and procedures were consulted widely within the organisation and the feedback from staff with lived experience was incorporated."</p> <p>(victim-survivor)</p>

About the Tool

The [quality response continuum](#) is an Insight Exchange tool designed to support critical reflection about the quality of our responses. The example is not conclusive, exhaustive or advisory and does not provide a full context. The example is illustrative for supporting self-reflection.

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