

QUALITY RESPONSE CONTINUUM

EXAMPLE 1.03

Situation

Reliance on workplace understanding of DFSV

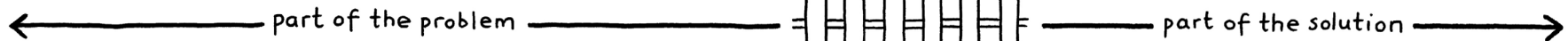
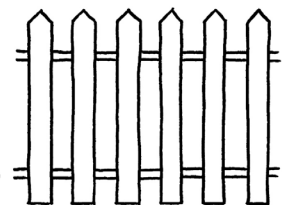
(The employee is reliant on how well colleagues understand what DFSV is and that DFSV can be perpetrated by and against anyone)

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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complicit	harmful	unhelpful/unsupportive		helpful/supportive	transformative
<p>Enabling, extending and excusing the perpetration of violence.</p>	<p>Causing further risk, harm, violation or loss to the victim of violence.</p>	<p>Being an unreliable, uncertain or hard to reach, hard to access 'support'.</p>		<p>Upholding dignity, building on safety, enabling support, increasing or restoring resource and connection.</p>	<p>Involving people with lived experience in regular review, design and leadership.</p>
<p>"When asked about what DFSV support is in the workplace, the senior manager responded that it was not an 'issue' at our workplace because everyone was 'well educated' and 'well paid'. This is how the person abusing me is able to hide from consequences."</p> <p>(victim-survivor)</p>	<p>"When I told my supervisor he was not listening, all he wanted to do was call the police, and because of the threats against me if I contacted police, and I knew I would be in more danger"</p> <p>(victim-survivor)</p>	<p>"He delivered flowers to my workplace. My manager -assumed it was a nice 'romantic gesture' from my old boyfriend. I knew they didn't understand that it was him telling me he had tracked down my new workplace after transferring interstate"</p> <p>(victim-survivor)</p>		<p>"Having a manager and colleagues that understand and are supportive along with access to EAP and confidential DFV leave has been life-saving for me and my children".</p> <p>(victim-survivor)</p>	<p>"I became a 'DFSV Contact Officer' to support others and to raise more awareness in the workplace. I could contribute from my expertise without having to talk about my experiences overtly or repeatedly."</p> <p>(victim-survivor)</p>