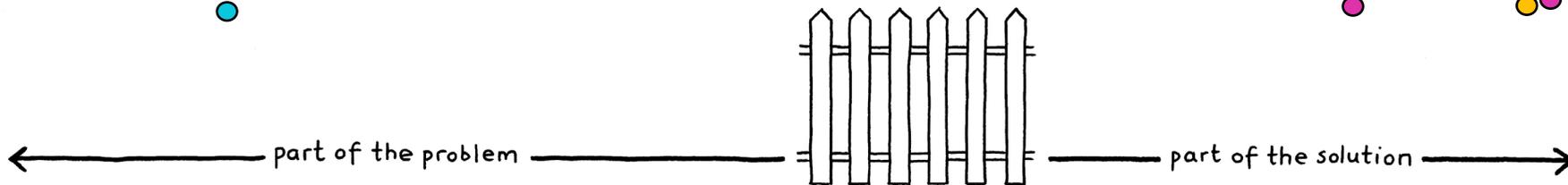


QUALITY RESPONSE CONTINUUM

EXAMPLE 1.07

Situation
Applying for Domestic and Family Violence Leave



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>"I was told I needed to prove that he was abusing me to be able take DFV leave, by providing a letter from the police or a court subpoena. It was like they didn't believe me. I hadn't decided yet if I wanted to report to the police so I ended up taking sick leave instead."</p> <p>(victim-survivor)</p>	<p>"My DFV leave was printed on the roster so everyone could see. It was so embarrassing. Someone even asked my husband about it - that was very scary."</p> <p>(victim-survivor)</p>	<p>"I did not feel I could ask for the support I was entitled to because of the stigma around domestic violence. I felt like my colleagues and manager thought I was being lazy and was not committed to my work. I just needed a little support to help me manage my situation so that I could better focus at work."</p> <p>(victim-survivor)</p>		<p>"I was trying to figure out how to take time off and still afford my bills. I had used up all my annual and sick leave. When I finally told my manager why I needed leave, they walked me through the DFV leave application, processed it immediately, and assured me it would be kept confidential."</p> <p>(victim-survivor)</p>	<p>"My workplace updated the DFV leave policy and sought the views of staff with lived experience of DFV through a safe, anonymous process. This led to inclusion in the policy of paid leave and even company assistance to find alternative accommodation."</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.

INSIGHT EXCHANGE

© 2022 Insight Exchange
www.insightexchange.net