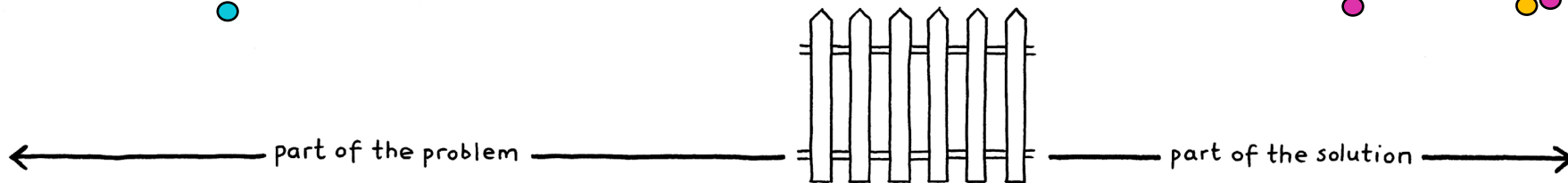


QUALITY RESPONSE CONTINUUM

EXAMPLE 1.09

Situation

Workplace Culture



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>"I had to bring my extra bags (of personal things) to work one day. I only did it as a last resort. I was trying to leave my partner at the time and had no one to look after them. I was told by my manager not to bring my 'personal dramas' into the workplace. I ended up going back to my abusive partner as I couldn't figure out how else to keep my job."</p> <p>(victim-survivor)</p>	<p>"Even though there was a decent DFV policy, I didn't tell my manager what was going on for me. There was a restructure happening and I could see that if I disclosed DFV, I would be seen as 'too difficult', and my contract wouldn't be renewed. I couldn't risk losing my income."</p> <p>(victim-survivor)</p>	<p>"If you just read the DFV policy, you would think that my workplace was the most supportive place in the world. But when anyone mentioned DFV around the office – even just sharing that a friend was impacted – colleagues would still respond as if it was the victim's fault. Action speaks louder than words."</p> <p>(victim-survivor)</p>		<p>"My colleague told me she was worried about me as I had been keeping to myself more than usual, and just asked simply and kindly if there was anything she could do to help me."</p> <p>(victim-survivor)</p>	<p>"One of our senior executives shared her own lived experience of DFV when my workplace launched its new DFV policy. She really took the shame out of it all. Her modelling and honesty meant so much to so many of us."</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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