



TUBMAN  
HEATING  
BOILER & BURNER SPECIALISTS

AUCKLAND +64 9 444-5076  
HAMILTON +64 7 838-3080  
WELLINGTON +64 4 939-4334  
PO Box 101-110  
North Shore Mail Centre  
Auckland 0745



[www.tubman.co.nz](http://www.tubman.co.nz)

[auckland@tubman.co.nz](mailto:auckland@tubman.co.nz)

[hamilton@tubman.co.nz](mailto:hamilton@tubman.co.nz)

[wellington@tubman.co.nz](mailto:wellington@tubman.co.nz)

## DOMESTIC VIOLENCE POLICY

The [New Zealand Domestic Violence Act 1995](#) and the [Domestic Violence Victim's Protection Act 2018](#) legally protects anyone in a **domestic relationship** from violence. For the purposes of this policy and related guidelines, the term **family violence** will be used when describing domestic and relationship violence.

Family violence is an abuse of power. It takes many forms including intimidation, control, isolation and physical, psychological, sexual, financial or spiritual abuse. Without intervention, family violence can increase over time becoming more serious and more frequent.

Tubman Heating Limited (THL) affirms that family violence is unacceptable and that every person is entitled to respect and to live free from fear and abuse. THL also has a legal obligation to ensure a safe and healthy work, learning and living environment.

THL will provide **reasonable support** for members who are currently experiencing family violence, or who have previously experienced family violence and who continue to be adversely affected by it, to enable them to maintain employment or study.

Employees experiencing family violence who wish to access the support outlined in this policy and related guidelines are to be supported by a relevant **contact person**.

*Note - Contact persons may provide advice to members about this and related policies and guidelines and, with permission, may coordinate support for staff or students in conjunction with appropriate others.*

Employees who are experiencing the effects of family violence, may request reasonable consideration of flexible work/study arrangements, leave, compassionate or other appropriate considerations for several reasons including but not limited to:

- attending medical appointments and counselling
- attending legal proceedings
- seeking safe housing
- visiting legal advisors or support agencies, for re-housing or re-organising childcare, or for other relevant appointments
- matters as a result of family violence

Training is to be provided to all key personnel, contact and nominated people in regard to implementation of the policy and related guidelines.

Perpetrators of family violence are encouraged to and will be supported to seek assistance to stop using violence.

All staff members involved in supporting members experiencing a family violence situation are to keep confidential all discussions and documents as far as possible.

*Note - If they or others may be at serious risk, absolute confidentiality may not be possible, even if a complainant does not wish the matter to be taken further.*