



# **Domestic Violence Policy**

## **Human Resources (eircom Limited)**

**Before you read the below Policy, please ensure you review the Personal Data Information Notice.**

**Document Owner: The Director of Human Resources**



## **1. Purpose**

eir recognises the severe impact that domestic violence can have on our employees and their families.

We are committed to treating domestic violence seriously as we recognise that in many situations the impact of domestic violence can spill into the workplace.

The purpose of this policy is to support those who may be the victims of domestic violence and to ensure that we create a safe environment whereby those affected can feel comfortable speaking about the issue. This will assist impacted employees in getting the appropriate help they may need in a confidential manner.

The company opposes all forms of violence and harassment. This policy is in line with our duty of care towards the health and safety of our employees who have the right to work in a safe environment.

The policy applies to all eir employees.

## **2. What is domestic violence?**

Domestic or family violence can include physical, emotional, financial, psychological or sexual abuse by an intimate partner, spouse or a person within the family. Domestic violence can take many forms as the victim may experience abuse through intimidation, control or isolation.

Domestic violence can occur irrespective of gender or sexual orientation and in any family situation.

The affected person may suffer from physical injury, lack of sleep, increased stress, anxiety and low morale. Therefore, domestic violence is a serious issue that harms the victim.

eir acknowledges, as highlighted by research, that male and female employees may be the victims of domestic violence.

## **3. Domestic Violence as a workplace issue**

eir understands that domestic violence may affect the employee's ability to get to work and may require the employee to take time off.

The employee may also be upset or harassed at work by the perpetrator either turning up at their workplace or through the receipt of abusive phone calls, text messages or emails. This can have a knock-on effect on work performance and attendance.

The company will ensure that the impacted employee is not subjected to unnecessary disciplinary action or discriminatory treatment as a result. The relevant employee will also retain their employment to ensure financial independence.



Domestic violence may also affect co-worker safety, or the perpetrator may be employed in the same workplace. Co-worker safety will be taken very seriously by the company.

It is important therefore that the workplace is a secure environment and a place that offers access to support services.

#### **4. Reporting Domestic Violence**

Many employees may find the issue of domestic violence difficult to discuss. As referenced, it is the company's objective to create a safe environment whereby employees can confidentially discuss their concerns around domestic violence. While managers cannot directly address the abuse themselves, they can support those affected in a non-judgemental and confidential manner by putting the employee in touch with the appropriate support services.

The company also recognises that it may be appropriate to support someone who is seeking help to address and stop their violent behaviour. In that regard, eir may refer the employee to relevant support providers.

Any information provided regarding domestic violence will be kept confidential. The only information stored will be in relation to any disciplinary sanction taken. The issue will not be communicated to others unless there are legal or health and safety issues. The employee will be advised of this in advance.

For a list of support services, please see the end of this policy.

#### **5. Disciplinary Issues**

If the perpetrator of domestic violence is an employee of eir and they use company equipment to abuse, intimidate or harass the victim, the matter may be investigated as per the company's disciplinary procedures. This may lead to disciplinary sanction up to and including dismissal.

The company recognises that the perpetrator is responsible for violent behaviour and that this behaviour can also lead to a criminal conviction.

In circumstances where issues are raised within eir, it may be necessary to invoke appropriate company procedures.

#### **6. Domestic Violence Leave and Other Supports**

The company will facilitate, where appropriate, up to two weeks paid leave for legal meetings, to attend court hearings, for hospital/medical appointments, to mind family members or for any other incidents related to domestic violence.



This leave will be in addition to other leave entitlements and may be taken in consecutive days or broken down. This will be agreed on a case by case basis between the employee and the management.

To ensure a safe working environment for those experiencing domestic violence the employee may request the following:

- Change in working hours and/or provision of flexible working as per the company's flexible working arrangements
- Change of work telephone number, mobile number or email address as appropriate
- Change in work location as deemed necessary
- Financial assistance upon request in the form of advances to salary.

Domestic Violence leave and the supports listed above may be provided subject to evidence being provided by the employee. In that regard the company reserves the right to seek evidence of domestic violence in an agreed format from the employee's doctor, domestic violence support service or the Gardaí. The employee will be consulted regarding the evidence required.

### **Monitoring**

This policy has been drafted in conjunction with the relevant Trade Unions. In drafting the policy, we have taken into consideration best practice guidelines. The policy will be monitored and reviewed on a regular basis to reflect changes to best practice and legislation.

### **List of support services**

- **Company Support**  
Confidentially speak to your Line Manager, HR or Laya EAP
- **AnyMan** - supporting Men experiencing Domestic Violence in Ireland  
[www.anyman.ie](http://www.anyman.ie)  
National Helpline: 01-5543811
- **Safe Ireland** – creating safety for women and children  
[www.safeireland.ie](http://www.safeireland.ie)
- **Women's Aid**  
[www.womensaid.ie](http://www.womensaid.ie)  
24-hour helpline: 1800 341 900