



# Policy

**PowerDirect Family & Domestic Violence Policy  
Queensland, New South Wales, South Australia & Victoria.**



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## 1. We're here to support you.

### **If there's an immediate threat to your safety, call emergency 000.**

PowerDirect is committed to supporting the health, safety and wellbeing of its employees and customers and does not tolerate family & domestic violence. When in this situation, your safety, wellbeing and dignity are often, if not always, under threat or undermined by the use of violence. We understand that being safe is no single or simple decision or task and that no matter how much a person resists or responds to the violence, they may not be able to make it stop nor are they responsible for it.

PowerDirect is committed to supporting all employees and customers who are experiencing or are impacted by family & domestic violence. We'll provide a supportive and confidential environment where you can inform us of your situation and seek the support you need.

We recognise family & domestic violence can happen to anyone, in any postcode, in any community. It can be used by a perpetrator to significantly undermine a person's rights, inhibit their options, undermine their safety, mental and physical health, and limit opportunities for learning and participation, access to material basics and economic wellbeing, relationships and connections.

Women and children are more often the victims of family & domestic violence and those who use violence are overwhelmingly male. Family and domestic violence can be perpetrated by a partner, family member, carer, house mate, boyfriend or girlfriend. Women also commit family and domestic violence against men, as do same-sex partners and those who identify in non-gender binary terms.

This policy is for all employees and customers who are experiencing, or have experienced, family & domestic violence.

So, we can best support you, we invite you to communicate with us about your context. This can be by any method you feel comfortable with and you'll find our contact details at the end of this policy and on our website. You may want to nominate someone to contact us on your behalf. This may include:

- Financial counsellor;
- Social worker;
- Family member or friend;
- Someone who helps you manage your energy bills.

Let us know who your support person or representative is when we speak with you and provide consent for them to act on your behalf.

With your approval, we'll engage with them as we would with you, consistent with your consent, instructions and in line with our privacy obligations.

Visit [www.powerdirect.com.au/help-support](http://www.powerdirect.com.au/help-support) to view or print our family & domestic violence policy.

## 2. What is Family & Domestic Violence?

Family & domestic violence takes different forms and may be known as different things such as, relationship violence or intimate partner violence<sup>1</sup>.

Family & domestic violence is not limited to physical abuse. Other forms of family & domestic violence can include but are not limited to<sup>2</sup>:

- Economic abuse is a form of abuse when one partner has control over the other partner's access to economic resources, which diminishes their capacity to support themselves and may make them financially dependent on the perpetrator. For example: the perpetrator prevents you from accessing funds, deciding when or how you can access or use cash, being forced to put bills in your name, or putting bills under their name and then not taking financial responsibility for them.
- Emotional or Psychological abuse,
- Sexual abuse,
- Threatening or coercive behaviour, and/or
- Any other behaviour that controls or dominates you and causes you to fear for your safety or wellbeing, or that of someone else.

## 3. Respectful Communication & Specialised Staff

You will always be treated with respect and dignity whenever you interact with us.

Our staff have undergone specialised training to help understand and respond to family & domestic violence and are equipped to support you by:

- Answering any questions, you may have about PowerDirect's Family & Domestic Violence policy;
- Keeping your information secure;
- Assisting customers experiencing payment difficulties due to family & domestic violence;
- Confirming with you, your preferred method of communication; and
- Helping you connect with support services that may be better placed to respond to your unique circumstances.

PowerDirect regularly reviews and updates its Family & Domestic Violence Program training.

## 4. Account Security

We take our customer's privacy and protecting their personal information seriously. We manage this information in line with the *Privacy Act 1988 (Cth)* and the Australian Privacy Principles (APPs).

You can view a copy our Privacy Policy on our website at [powerdirect.com.au/privacy](https://powerdirect.com.au/privacy)

### How we handle your information

If you tell us you're experiencing family & domestic violence, we'll provide you with personalised

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<sup>1</sup> Vic.gov.au. (2012). What is family & domestic violence, Better Health, viewed 13 November 2019, [www.betterhealth.vic.gov.au/health/HealthyLiving/What-is-family & domestic-violence](http://www.betterhealth.vic.gov.au/health/HealthyLiving/What-is-family%20and%20domestic-violence).

<sup>2</sup> Family & domestic Violence Resource Centre Victoria. (2013). *What is family & domestic violence?* Viewed 13 November 2019: <https://www.dvrcv.org.au/about-us/relationship-violence>.



assistance to support your safety.

We're focused on keeping your information secure and will talk with you about suitable options to protect your information.

Here's some examples of the things we do to protect your information.

- System security

Access to your personal information is controlled by access and identity management systems.

- > Your information is stored in secured systems, within protected data centres.
- > We have technology that prevents malicious software or viruses and unauthorised persons from accessing our systems.
- > Personalised passwords are used to prevent unauthorised access to your account by the perpetrator.

- Building security

We use a mix of ID cards, alarms, cameras, guards and other controls to protect our offices and buildings.

- Account security

If you disclose, you're experiencing family & domestic violence, we can assign a code word to your account to prevent unauthorised access by the perpetrator.

## 5. Payment Assistance

If you're experiencing temporary financial difficulty as a result of family & domestic violence, there's different payment options available to you, including:

- Payment plans;
- Direct Debit;
- BPAY;
- Phone;
- Mail;
- Post BillPay;
- Bill smoothing;
- Centrepay;
- Payment extensions/deferrals.

For help with longer-term financial difficulty which makes it hard to pay your energy bills, visit [powerdirect.com.au/stayingconnected](https://powerdirect.com.au/stayingconnected) where you will be able to gain information on how to access our hardship program [Staying Connected](#).

Our Victorian customers will be assessed under the Payment Support Victoria program and can be offered help in line with this program. You can find more information on our [Payment Support Victoria](#) policy, which is also located on our website [powerdirect.com.au/paymentsupport](https://powerdirect.com.au/paymentsupport) section.

We'll consider your individual financial situation and what you can afford to pay before we make any recommendations – that way, the program is tailored to your circumstances.



Once we agree to a payment plan, we'll send you information including:

- who to contact for help;
- the amount you'll pay each time; and
- when you need to make your payments (or the frequency of payments).

Depending on your situation, we may be able to remove some debt, fees or charges you owe.

## Financial Counselling Services

PowerDirect can help connect you with a free Financial Counselling service. Contact us on **1300 307 966 (8.30am to 6pm AEST/AEDT, Monday to Friday)** for more information regarding financial counselling, or see our external support referenced in this policy.

## 6. External Support

The following external support services may be able to assist with support aligned to your needs and safety requirements. It's not exhaustive, and there are other agencies that may provide similar services.

SERVICES DIRECTLY RELATED TO FAMILY & DOMESTIC VIOLENCE	
AGENCY	CONTACT DETAILS
<b>Police</b>	Phone: 000
<b>Emergency Response (24 hours)</b>	Phone: 000
<b>Lifeline:</b> Crisis support and suicide prevention services (24 hours)	Phone: 13 11 14
<b>PowerDirect Employees Assistance Program (EAP)</b> The service is strictly confidential. It is available as a benefit to all PowerDirect employees and their immediate family.	Phone: 1300 687 327
<b>National 1800 RESPECT Line:</b> National counselling and support service for people impacted by family & domestic violence, sexual assault and abuse.	Phone: 1800 737 732 Website: <a href="http://www.1800respect.org.au/">www.1800respect.org.au/</a>
<b>Victoria:</b>  <b>The Lookout</b> is an online regional service directory and resources aimed at preventing and responding to family & domestic violence. From the about us page – 'the lookout is a place where Victorian family violence workers and other professionals in universal and mainstream services can find information, evidence-based resources and services to help them respond to family violence.	Website: <a href="http://www.thelookout.org.au/service-directory">www.thelookout.org.au/service-directory</a>
<b>InTouch Multicultural Centre Against Family Violence</b>	Phone: 1800 755 988 Website: <a href="http://www.intouch.org.au/">www.intouch.org.au/</a>

<p><b>Elizabeth Morgan House Aboriginal Women’s Family &amp; domestic Violence Services:</b></p> <p>Crisis accommodation and support for Aboriginal women, their children, parents of Aboriginal children, as well as partners and ex-partners of Aboriginal people.</p>	<p>Phone: (03) 9403 9400          Website: <a href="http://www.emhaws.org.au">www.emhaws.org.au</a></p>
<p><b>New South Wales:</b></p> <p><b>NSW Family &amp; Domestic Violence Line:</b>          Provides phone counselling, information and referrals for women and same sex partners who are experiencing or have experienced family &amp; domestic violence.</p> <p><b>NSW Rape Crisis:</b>          Provides phone and online counselling for anyone who is or has experienced sexual violence and their supporters.</p>	<p>Phone: 1800 656 463          Website: <a href="http://www.facs.nsw.gov.au/domestic-violence/helpline">www.facs.nsw.gov.au/domestic-violence/helpline</a></p> <p>Phone: 1800 424 017          Website: <a href="http://www.fullstop.org.au/get-help">www.fullstop.org.au/get-help</a></p>
<p><b>Queensland:</b></p> <p><b>Dvconnect WomensLine:</b>          Free state-wide telephone service that provides confidential counselling and referral to crisis accommodation for women and children affected by family &amp; domestic violence and those who are concerned about a friend or family member.</p> <p><b>Dvconnect Mensline:</b>          Free state-wide telephone service that provides counselling and referral for men for a range of issues especially those who have experienced or use family &amp; domestic violence and those who are concerned about a friend or family member.</p>	<p>Phone: 1800 811 811          Website: <a href="http://www.dvconnect.org/womensline">www.dvconnect.org/womensline</a></p> <p>Phone: 1800 600 636          Website: <a href="http://www.dvconnect.org/mensline">www.dvconnect.org/mensline</a></p>
<p><b>South Australia:</b></p> <p><b>Family &amp; domestic violence and Aboriginal Family &amp; domestic violence Gateway Services:</b>          Counselling and support for women experiencing family &amp; domestic violence.</p> <p><b>Yarrow Place Rape and Sexual Assault Services:</b>          Lead public health agency responding to adult rape and sexual assault in South Australia for people aged 16 years and over.</p>	<p>Phone: 1800 800 098          Website: <a href="http://www.elmplace.org.au/">www.elmplace.org.au/</a></p> <p>Phone: 1800 817 421          Website: <a href="http://www.wchn.sa.gov.au/yarrow-place">www.wchn.sa.gov.au/yarrow-place</a></p>

<p><b>Western Australia:</b></p> <p><b>Women’s Family &amp; domestic Violence Helpline:</b> State-wide service providing support and counselling for women experiencing family and domestic violence.</p>	<p>Phone: 1800 007 339 Website: <a href="http://www.wa.gov.au/service/community-services/community-support/womens-domestic-violence-helpline">www.wa.gov.au/service/community-services/community-support/womens-domestic-violence-helpline</a></p>
<p><b>Ask Izzy</b> Can help you to find the services you need, now and nearby. It is free and anonymous, and you can search over 360,000 services to find housing, meals, healthcare, counselling, legal advice, addiction treatment and a whole lot more.</p>	<p>Website: <a href="http://www.askizzy.org.au">www.askizzy.org.au</a></p> <p>If you’re on the Telstra mobile network, you can access Ask Izzy even if you don’t have credit.</p>
<p><b>Men’s referral service:</b> an anonymous and confidential telephone counselling, information and referrals service to help men involved in family &amp; domestic violence matters</p>	<p>Phone: 1300 766 491 Website: <a href="http://www.ntv.org.au">www.ntv.org.au</a></p>

## 7. How to Contact Us & Complaint Handling

For further information on how PowerDirect can provide assistance under the Family & Domestic Violence policy, please contact us:



Visit [www.powerdirect.com.au/help-support](http://www.powerdirect.com.au/help-support)



Call us on **1300 307 966**  
**8.30am to 6pm AEST/AEDT, Monday to Friday.**



PowerDirect understands the important role that Community Agencies have in supporting customers in remote areas, CALD and Indigenous communities, customers with limited or no access to the internet, low English literacy, or have a disability. We provide information to various Community Agencies about our Family & Domestic Violence policy.



Each bill we send you contains a section on Payment Assistance options available to eligible customers, including energy concessions and rebates, PowerDirect payment plans and the Centrepay scheme. We can also send you a copy of our Family & Domestic Violence policy by mail, free of charge.



We have an interpreter service available for customers whose first language is a language other than English. Literature in relation to the PowerDirect Family & Domestic Violence policy will be translated into other languages to improve accessibility for culturally and linguistically diverse communities.



A TTY service is available for hearing impaired customers. To access this service, please contact us on **133 677** quoting 1300 664 358.

Once in a while things can go wrong but if this happens, we're committed to making it right.

We offer a simple approach to addressing complaints about our products or services. Our customer service representatives will work with you to resolve any issues quickly, fairly and collaboratively. Your privacy is important to us, and all complaints are treated confidentially. Most complaints are resolved within a few days while more complex matters may take a little longer. We'll keep you updated on the progress of your complaint.

If you experience a problem or want to provide some feedback, our Customer Solutions team are your first point of contact and will investigate your concern then work with you to resolve it. We'll share your feedback about our products and services with relevant areas to make improvements.

If you're not satisfied with the resolution you've received, your matter can be reviewed by our Complaints specialists who'll work closely with you to resolve your concerns.

Most matters can be resolved through our internal complaint process and we ask that you give us the opportunity to explore all avenues in resolving your complaint. If you're not satisfied with the handling of your complaint, you can contact the Energy & Water Ombudsman in your state for free independent advice and information.

Energy and Water Ombudsman New South Wales	1800 246 545	<a href="http://www.ewon.com.au">www.ewon.com.au</a>
Energy and Water Ombudsman South Australia	1800 665 565	<a href="http://www.ewosa.com.au">www.ewosa.com.au</a>
Energy and Water Ombudsman Queensland	1800 662 837	<a href="http://www.ewoq.com.au">www.ewoq.com.au</a>
Energy and Water Ombudsman Victoria	1800 500 509	<a href="http://www.ewov.com.au">www.ewov.com.au</a>
Energy and Water Ombudsman Western Australia	1800 754 004	<a href="http://www.energyandwater.ombudsman.wa.gov.au">www.energyandwater.ombudsman.wa.gov.au</a>