

<b>Responsible Officer</b>		Dean of Students		
<b>Superseded Documents</b>		None		
<b>Review Date</b>		Review commencement date 19 May 2018		
<b>Associated Documents</b>		Moore College Vision, Mission & Values; Domestic Violence Procedure; Faculty Handbook; Student Handbook		
<b>Version</b>	<b>Endorsed By</b>	<b>Approved By</b>	<b>Approval Date</b>	<b>Effective Date</b>
1.0	Principal	Governing Board	19 May 2015	19 May 2015

## Purpose

The purpose of this policy is to protect and promote the safety of all members of the College community. Domestic violence is contrary to the biblical pattern of mutual love and care of each other in marriage, anchored in the example of the Lord Jesus Christ. It is also contrary to the College's published values of integrity and community. For this reason a policy that seeks to strengthen healthy marriages and family life, denounces domestic violence, and provides help, support and the possibility of a way out of the situation for victims (while acting with concern for the one who has acted violently as well) is entirely consistent with the College's Vision, Mission and Values.<sup>1</sup>

## Background

The College is a Christian academic community which seeks to promote the welfare, safety and flourishing of each member. As a community made up of many families, one means to this end is to promote and strengthen marriage and family life. It is particularly important that the College seeks to ensure that our homes be places of safety, encouragement and a generous treatment of each other. Domestic violence of any kind is inexcusable. It is a violation of the love that God expects to characterize the relationship of husbands and wives, and is harmful to children. Furthermore, some types of domestic violence, such as stalking and physical and sexual assault, are crimes.

Domestic violence is commonly hidden and it is often a reflection of serious dysfunction in a marriage relationship. Many victims feel intense shame and see no way of escape. In a tight-knit community like that of the College, it is not always easy to identify those who can provide help and assistance, and, if appropriate, the encouragement and support to approach the police or other relevant authorities. A published and easily accessible policy which makes clear the College's absolute refusal to tolerate violence in any form and in any context, particularly in the home, and which provides a means of getting help and support when faced with domestic violence, assists in promoting an atmosphere of safety and encouraging the freedom to speak out.

## Scope

This policy applies to all Faculty (including Emeritus and Visiting Faculty), Chaplains, and students.

## Policy Statement

1. The College seeks to promote healthy and flourishing marriages and families within its communal life.
2. Every person associated with the College has a right to expect to live in a context of safety and care which is free of domestic violence.
3. No form of domestic violence is ever justified. Such behaviour is contrary to the standards of conduct required of disciples of the Lord Jesus Christ, the College's published Values,

<sup>1</sup> The Vision and Mission and Values of the College can be located at <http://www.moore.edu.au/vision-mission-values>

the Sydney diocesan code of conduct (*Faithfulness in Service*). It may also be against the law of New South Wales.

4. The College does not tolerate, overlook or conceal any instance of domestic violence within the families which make up the College community.
5. Where the College becomes aware of domestic violence within the College community:
  - a. the victim(s) will be encouraged to seek help and support. This assistance will not be limited to pastoral care channels that exist within the College community. Where appropriate the victim will be encouraged and supported to seek professional help. Where the domestic violence constitutes criminal conduct, the victim(s) will also be encouraged to report the matter to the police.
  - b. the person who has acted violently will be required to meet with the Dean of Students (if a student) or the Principal (if a member of the faculty or a chaplain) in the first instance to discuss the appropriate course of action and may be required to show cause to the Principal why he or she should be allowed to continue as a member of the College community, complete their studies, or continue in their role as a member of the Faculty or a chaplain. Such a person will also be encouraged to seek professional help and support as necessary.
6. The College will publish this policy, along with contact details for professional assistance regarding domestic violence, on its website and in orientation materials provided to all students at the commencement of their studies and to faculty members and chaplains when they are appointed. This will be done in a way which ensures, as far as possible, that spouses are made aware of the policy and this provision as well. This is intended to provide an avenue for professional help outside the authority structures of the College and the Diocese for those who seek it.
7. Those with pastoral oversight in the College community (Faculty and Chaplains) are to be trained in recognising and responding to domestic violence. This training will be offered to others (e.g. faculty spouses) who may find it useful.
8. Those studying at the College for Diplomas or Bachelor Degrees will be trained in recognising and responding to Domestic Violence, since the majority of these students will exercise some form of pastoral ministry upon graduating.
9. The Dean of Students is responsible for ensuring that this policy is publicised throughout the College community and that the published contact details provided remain current.
10. The Dean of Students is also responsible for providing pastoral care within the College community, coordinating the training mentioned in (8) above and ensuring professional help is provided where necessary.

## Legal and Policy Framework

*Faithfulness in Service: A national code for personal behaviour and the practice of pastoral ministry by clergy and church workers, 2012.*

*Crimes (Domestic and Personal Violence) Act 2007 (NSW).*

## Definitions

Term	Definition
Domestic Violence	Domestic violence is violence, abuse or intimidating behaviour by an adult against a current or former spouse or partner, to control and dominate them. It can include (but is not limited to) intimidation, harassment, emotional/psychological abuse, financial abuse, stalking, social and geographical isolation, physical assault and sexual assault.

Member of the College	Faculty, chaplains and students comprise the membership of the College.
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## Implementation

The Dean of Students is responsible for the development, implementation and review of this policy.

## Acknowledgements

*Hot Topics: Domestic Violence*, Issue 87, 2013, Legal Information Access Centre, State Library of NSW

Youthworks SAFE MINISTRY Essentials, Version 3.0, 2015.

## Review and History

Version	Approved By	Approval Date	Effective Date	Sections modified