



PRIDE IN LAW WORKSHOP 6 MAY 2021

LGBTIQ+ Domestic and
Family Violence

scenario



themes



advice





scenario

Senior Perpetrator

A new Partner has joined your team who identifies as gay. The Partner openly discusses at work their relationship with their husband and has confirmed that their husband does not make their own income. Over drinks the Partner highlights their husband's reliance on them for money and says that sometimes they will restrict access to finances for their husband to 'teach him a lesson'.



themes from the workshop

'This is DV – controlling finances using their position of power.'

'Find out more information from the Partner and find commonality in experiences.'

'Help create a culture at work that is informed.'

'Hold the perpetrator accountable through education vs discipline.'



advice

- Call out the behaviour in a non-isolating way
- Consider whether you or someone else knows the husband and can check-in
- Workplaces should have clear reporting policy and system
- Workplaces should consider how best to deliver awareness training
- Leadership should role model and call out behaviour



scenario

Access to safe house

A graduate identifies as a woman and is openly undertaking their transition. The graduate feels open about their transition with policies in place. However, the graduate is uncomfortable disclosing that they are homeless escaping physical violence and removal of hormone therapy. The local safe house does not accept the graduate due to an internal policy to only accept those born female.



themes from the workshop

'This is DV – including restricting access to hormone therapy.'

'De-stigmatise homelessness and seeking help.'

'Graduate would likely require greater financial assistance.'

'Hold the perpetrator accountable through education vs. discipline.'

'Workplaces must balance confidentiality and seek consent for assistance.'



advice

- Consider how you can normalise uncomfortable conversation based on your experiences
- Offer your personal support (eg. make calls together)
- Workplaces should have clear policies in place that identify how everyone plays their part
- Workplaces should provide leave and financial assistance
- Leadership should assist with proactive referrals



scenario

Culture & Religion

A senior lawyer identifies as lesbian and a member of the culturally and linguistically diverse community. The senior lawyer has previously told a few other employees that their partner has threatened to “out” them to their family and the broader workplace. In particular the threat has included to “out” them to their senior manager who may not be supportive.



themes from the workshop

‘This is DV – controlling someone through their identity.’

‘There are often intricacies with the family in this scenario.’

‘Senior lawyer should feel genuinely supported by colleagues.’

‘Consider the barriers for the senior lawyer to seek help including cultural considerations.’



advice

- Be supportive as an ally but let them decide the next steps
- Offer to discuss if they would like to leave their relationship
- Workplaces should consider if their policies accommodate cultural intricacies
- Workplaces should tie mental health support to their discrimination and DV policies
- Leadership and HR should attend mandatory cultural awareness training



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ABOUT PRIDE IN LAW

Pride in Law is an LGBTIQ+ Law Association. We are a non-political group, aimed at linking lesbian, gay, bisexual, transgender, intersex, queer and questioning (LGBTIQ+) members of the legal community and their allies. We formed as an association to bring together the LGBTIQ+ legal profession across multiple disciplines.



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