

THE TIPPING FOUNDATION

A Bill Tipping legacy working together with Vista

**ZERO
TOLERANCE
TO ABUSE**



We work
together so
everyone has
a fair go

Zero Tolerance to Abuse

We understand that abuse can be a difficult topic to talk about but we would rather have an uncomfortable conversation than the alternative.

Speak up. Say something is not right here. We can't do anything if we don't know anything.

We have processes in place to deal with abuse or any other concerns you may have. You just need to tell us.

Definition of abuse and neglect

Abuse is when someone tries to take away your rights. Abuse is when someone does or says things to you that make you upset or frightened. You may be scared to speak out or to stop them. Sometimes a person may not realise they are hurting you. But some people do it on purpose. Either way, abuse is wrong.



Abuse is wrong

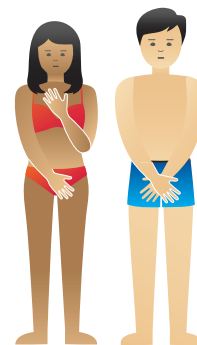
Types of abuse and neglect

There are different kinds of abuse. These include:



Physical abuse

When someone hurts your body, such as hitting or restraining you.



Sexual abuse

When someone makes you do sexual things that you don't want to do. This can include grooming of young people and children.



Emotional abuse

When someone does things to hurt your feelings.



Neglect

When your care and support is not enough to meet your basic needs.



Financial abuse

When someone spends your money or takes your belongings without asking or encourages you to buy them things.



Discrimination

When people treat you differently or unfairly because of who you are, your abilities, what you believe in or where you are from. Maintaining the cultural safety of clients, young people and children is important to preventing discrimination.

Our responsibilities

We take the care, safety and wellbeing of all our clients, young people and children incredibly seriously. We have a duty of care to prevent abuse and neglect.

Pre-employment screening

All staff must undergo a series of pre-employment checks prior to being offered a role. These checks include a police check at the national and international level (if the person has lived overseas for more than 12 months in the last 10 years) which checks for any criminal records.

Our staff who support young people and children or who have contact with young people and children have a Working with Children Check.

Staff working with children are also checked against the Victorian Carers Register, to make sure they can work with us. The Carers Register tells us if someone has had a past issue that makes them a risk to support young people and children. If someone is listed on this register they will not be offered employment with us.

We also check against the Disability Worker Exclusion Scheme which lists people who have been demonstrated to pose a proven risk to the health, safety or welfare of people with a disability living in shared supported accommodation. If someone is listed on this register they will not be offered employment with us.



Zero Tolerance to Abuse Booklet

We have also produced an Easy English booklet that can be a useful tool to start discussions around abuse. Ask your local office for a copy or visit our website. If abuse is suspected or alleged, we will make sure the person is safe first and then investigate the matter following our reporting guidelines.

We support mandatory reporting of abuse, and will report all allegations or suspected abuse to young people, children and vulnerable clients to authorities.

Your rights

1.

Everyone has the right to live their life safely and free from abuse, violence, neglect and fear

2.

Everyone has the right to make choices about their life

3.

Everyone has the right to be treated with respect and dignity by others at all times



The Tipping Foundation and supporting organisations are here to protect your rights.

Where can you get more information?

Who should you speak to:

You can disclose allegations of abuse or provide feedback about any aspect of your service to anyone in your care team. It's ok to speak to whomever you prefer but please keep speaking to people until you feel your matter has been resolved.

There are other internal resources that you can contact at any time to discuss your concerns:

Your Area Manager or Statewide Manager oversees all of the service delivery in your region and can be contacted at your local office.

External agencies and advocates that can also assist are:

Office of the Public Advocate
www.publicadvocate.vic.gov.au

Victorian Advocacy League for Individuals with Disability
www.valid.org.au

Domestic Violence Resource Centre
www.dvrcv.org.au

Independent complaint bodies:

Disability Services Commissioner
www.odsc.vic.gov.au

Office of the Health Services Commissioner
www.health.vic.gov.au

The Ombudsman Victoria
www.ombudsman.vic.gov.au

Child Safety Commissioner
www.cryp.vic.gov.au

National Disability Insurance Agency
www.ndis.gov.au

Department of Health and Human Services
www.dhhs.vic.gov.au

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We work together so everyone has a fair go

We are a Child Safe organisation