

## King Street Artworks

### Preventing, Detecting and Removing Abuse and Neglect Policy for Artists.

#### Preamble-

King Street Artworks is a safe place for all and will not tolerate abuse of any kind by anyone to anyone. (Refer the King Street Guidelines). Unfortunately abuse of all types does happen in our community and it is not always easy to recognise when a person is being hurt or is at risk. We have a duty to inform King Street Artists of the types of abuse, how they might recognise it in themselves and others and what to do about it. If we at King Street suspect or know that a person is being abused we also have a duty to act.

#### Definition of Abuse-

- **Physical** – the use of physical force resulting in physical injury, pain, or impairment to a person. Physical abuse can include, but is not limited to, acts of violence, inappropriate use of drugs, and force feeding.
- **Emotional** – the infliction of pain or distress via verbal or nonverbal means. Emotional abuse can include, but is not limited to, verbal assault, insults, restricting and person's access to family, and treating a person like an infant.
- **Financial** – the illegal or improper use of a vulnerable person's property, funds, or assets. Examples include forging a signature, cashing cheques without the person's permission, and stealing possessions.
- **Neglect** – the refusal or failure by those responsible, sometimes the person themselves (self-neglect), to provide life necessities, such as food, water, or shelter for a vulnerable elder.
- **Abandonment** – the desertion of a vulnerable person by the person who has assumed responsibility.
- **Sexual** – a non-consensual sexual contact of any kind with a vulnerable person, including any sexual contact with an person incapable of giving consent.
- **Cultural:** Cultural violence occurs when a person is harmed as a result of practices that are part of her or his culture, religion or tradition.

#### The Warning Signs of Abuse

You may be in an **emotionally abusive relationship** if someone you know-

- Controls what you do, whom you see, and where you go.
- Calls you names, puts you down, or humiliates you.
- Makes you feel ashamed, isolated, wrong, stupid, scared, worthless, or crazy.
- Acts jealous, accuses you unjustly of cheating, flirting, or having affairs
- Threatens you or makes you feel afraid.
- Punishes you by withholding affection.
- Constantly criticizes you and your children.
- Blames you for arguments or problems in the relationship.
- Makes non-verbal gestures intended to intimidate you.
- Isolates you from friends or family.
- Makes you feel guilty for spending time with someone else.

- Threatens to take the children from you.
- Monitors your phone calls.
- Continually tracks your whereabouts by cell phone, pager, text messaging or GPS system.
- Causes problems for you at work or at school.
- Continually harasses you at work either by telephone, fax, or e-mail.
- Takes your money, withholds money, makes you ask for money, or makes you account for the money you spend. Spends large sums of money and refuses to tell you why or what the money was spent on.
- Refuses to let you sleep at night.
- Uses your immigration status or personal history against you.
- Criticizes or puts you down because of your culture or ethnicity, including not allowing you to speak your language with family or friends.
- Tells you that he cannot live without you and threatens suicide if you leave.

You may be in a **physically abusive relationship** if your partner or family member:

- Throws or breaks objects, punches walls, kicks doors in your home during arguments.
- Destroys your personal property or sentimental items.
- Pushes, slaps, bites, kicks or chokes you.
- Uses or threatens to use a weapon against you or your children.
- Drives recklessly with you/and or your children in the car during an argument.
- Threatens to hurt or hurts pets.
- Forces or pressures you to have sex against your will. Prevents you from using birth control or from having safe sex. Makes you do things during sex that make you feel uncomfortable.
- Traps you in your home or keeps you from leaving.
- Tells you that you will never belong to anyone else or that you will never be allowed to leave the relationship.
- Prevents you from calling the police or seeking medical attention.
- Withholds your medication.

There are some things that you can do to help...

1. Talk to the person you think is being abused, but only when their partner is not around. Approach them in a non-blaming, non-judgmental, and understanding way. Tell them that they are not alone and that there are many people like her in similar situations.
2. Say things like “I am worried about you and your safety” or “I’m concerned about the safety of your children.” If the person does not respond or minimizes your concern, respect it in the moment. But try again a few days or weeks later
3. Offer to be helpful. Ask what would be helpful to them. A victim/survivor is in the best position to judge her needs especially from a safety standpoint. Her decisions should be her own.
4. Offer to listen.
5. Use supportive language.
6. Don’t say bad things about the abusive person. Don’t lament that they got involved with this person. This “blames the victim.”
7. Don’t say, “I would leave the relationship if I was in your situation.”
8. Remind the person that they deserve to be happy and healthy in their relationship.

9. Remind the person that no one should treat them in a hurtful manner, and they deserve to be treated well. Tell them domestic violence is a crime.
10. Use your local resources. Contact your local domestic violence agency for help in dealing with the situation.
11. Provide the person with resource information like the number of Stopping Violence Wairarapa.
12. Be patient. Allow them to make their own decisions. You may want the person to leave the relationship, but it has to be their decision. They might not leave right away
13. Stay in their life by being supportive and by creating a safe space for them to talk about their situation.

### **Useful web pages**

- [www.vfnw.org](http://www.vfnw.org) (Violence free Network)
- [www.womensrefuge.org.nz](http://www.womensrefuge.org.nz)
- [www.victimsupport.org.nz](http://www.victimsupport.org.nz)
- [www.areyouok.org.nz](http://www.areyouok.org.nz)
- [www.domesticviolenceroundtable.org](http://www.domesticviolenceroundtable.org)

### **Important Contact Numbers**

- **Elder Abuse and Neglect Prevention Service** Ph.(06) 377 0066
- **Child Youth & Family** Ph. 0508 326 459
- **Family Violence Info Line** Ph.0800 456 450
- **Family Violence Intervention DHB** Ph. (06) 946 9800
- **Stopping Violence Services** Ph. (06) 377 0933
- **Violence Free Network** Ph. (06) 377 0933
- **Victim Support** Ph. 0800 842 846
- **Women's Refuge Wairarapa** Ph. 0800 REFUGE; 0800 733 843
- **Police** Ph. (06) 370 0600 or 111

## King Street Artworks

### Preventing, Detecting and Removing Abuse and Neglect Policy for Staff.

#### Preamble-

King Street Artworks is a safe place for all and will not tolerate abuse of any kind by anyone to anyone. (Refer the King Street Guidelines). Unfortunately abuse of all types does happen in our community and it is not always easy to recognise when a person is being hurt or is at risk. We have a duty to inform King Street Artists of the types of abuse, how they might recognise it in themselves and others and what to do about it. If we at King Street suspect or know that a person is being abused we also have a duty to act.

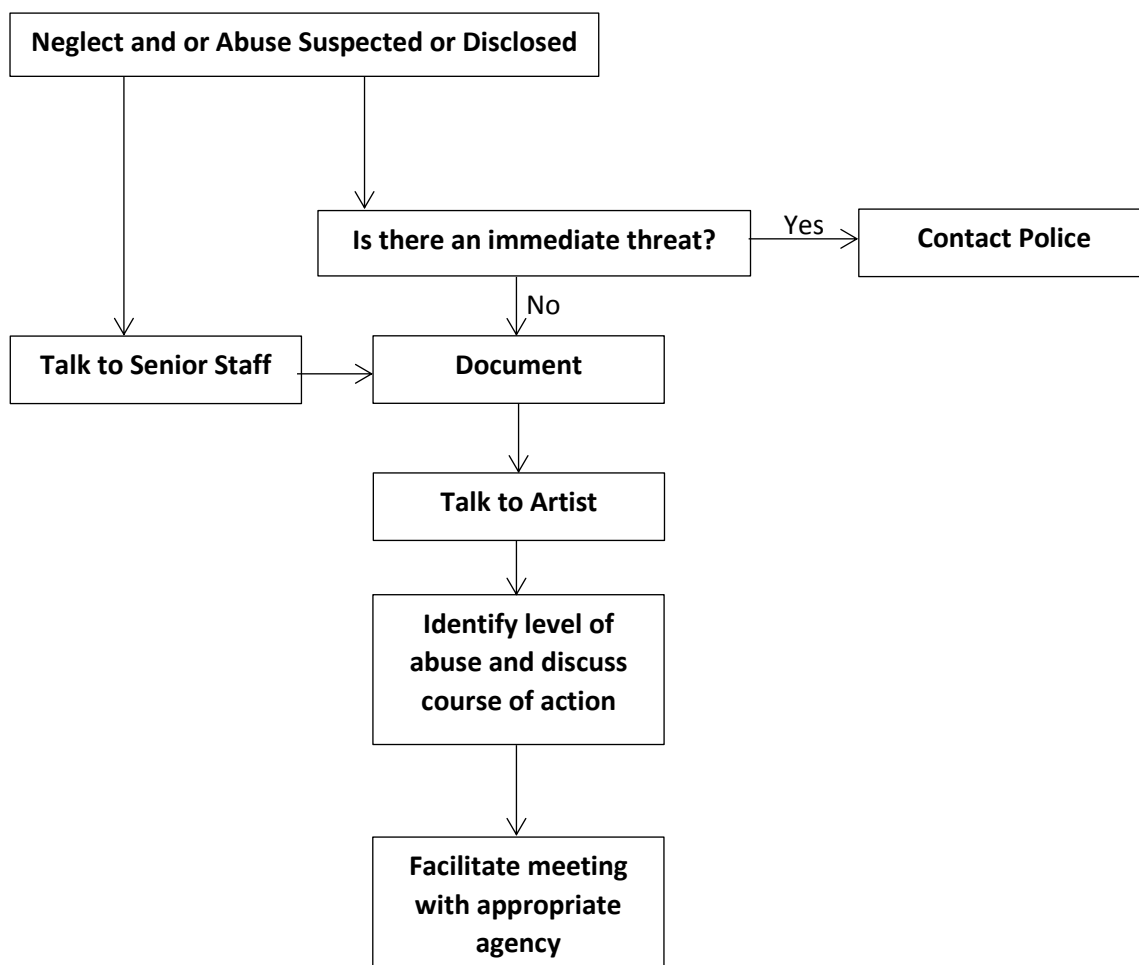
#### Definition of Abuse-

- **Physical** – the use of physical force resulting in physical injury, pain, or impairment to a person. Physical abuse can include, but is not limited to, acts of violence, inappropriate use of drugs, and force feeding.
- **Emotional** – the infliction of pain or distress via verbal or nonverbal means. Emotional abuse can include, but is not limited to, verbal assault, insults, restricting and person's access to family, and treating an person like an infant.
- **Financial** – the illegal or improper use of a vulnerable person's property, funds, or assets. Examples include forging a signature, cashing cheques without the person's permission, and stealing possessions.
- **Neglect** – the refusal or failure by those responsible, sometimes the person themselves (self-neglect), to provide life necessities, such as food, water, or shelter for a vulnerable elder.
- **Abandonment** – the desertion of a vulnerable person by the person who has assumed responsibility.
- **Sexual** – a non-consensual sexual contact of any kind with a vulnerable person, including any sexual contact with an person incapable of giving consent.

	<b>Examples</b>	<b>Action</b>	<b>Outcome</b>
<b>Observation</b>	<p><b>Injuries such as bruising and burns</b></p> <p><b>Change in behaviors eg. Withdrawn, cringing or flinching</b></p> <p><b>Poor hygiene,</b></p> <p><b>Not eating</b></p> <p><b>In many situations indicators of abuse come in clusters or combinations,</b></p>	<p><b>Report observations to staff</b></p> <p><b>Record observations on Artist File</b></p> <p><b>An appropriate staff member is approach the Artist. This will depend on –</b></p> <ul style="list-style-type: none"> <li>• Relationship with Artist.</li> <li>• Gender</li> <li>• Type of suspected abuse</li> </ul>	
<b>Disclosure</b>	<p>Disclosure may come in many forms such as a light hearted 'By the way' conversation. To full on tears in the office.</p> <p>Eg. By the way so and so kicked me last night, he was drunk again, he said sorry so it's all ok now.</p>	<ul style="list-style-type: none"> <li>• Breathe</li> <li>• Stay Calm, be calm don't question extensively</li> <li>• Keep Voice Low and Gentle</li> <li>• Don't be too quick to fill the silences</li> <li>• Thank them for telling you and say you are here to help them</li> <li>• Ask them who else knows</li> <li>• Do not panic</li> <li>• Do not promise confidentiality</li> <li>• Try to arrange a follow up meeting.</li> <li>• Record immediately what was said, who was present, subsequent events.</li> <li>• Report to Staff Meeting</li> <li>• Formally record full information about person. All concerns, discussions and people involved</li> </ul> <p>If a child discloses any abuse the must also be followed but the abuse must be reported to the appropriate authorities immediately. i.e. Child Youth and Families (CYFs) Ph. 0508 FAMILY (0508 326 459)</p> <p><b>It is not the responsibility of the tutor to give advice on what direct action should be taken by the victim of abuse. Ill-informed advice such as to leave an abusive relationship</b></p>	

		<p><b>can be positively dangerous. Women who leave their partners can face an increased risk of assault.</b></p> <p>Offer support to access other agencies (Refer contact details below)</p>	
<b>Confidentiality</b>	<ul style="list-style-type: none"> <li>Do not promise confidentiality</li> </ul>	<p>There is also going to be a level of Confidentiality but you must stress its limits- i.e. Other staff will be informed, Are there any children involved? Level of abuse (Do the police need to be involved?)</p>	
<b>Team</b>	<ul style="list-style-type: none"> <li>Immediately report the issue asap to a senior staff member</li> <li>Report to 15 minute meeting and staff meeting (Report documented)</li> </ul>	<p>If action hasn't already been taken, discuss what needs to be done by whom and by when?</p>	
<b>Safety</b>	<p>It is also important to keep you and your family safe. You can't act appropriately if you are feeling at risk.</p>	<p><b>Don't-</b></p> <ul style="list-style-type: none"> <li>confront the abuser</li> <li>invite victim home</li> <li>offer advice</li> <li>offer financial support</li> <li>visit the victim at home</li> <li>offer lifts unless accompanied by another team member</li> </ul> <p><b>Do-</b></p> <ul style="list-style-type: none"> <li>talk to your team mates</li> <li>document everything</li> <li>seek independent supervision</li> <li>be open and honest to the victim about boundaries</li> </ul>	

## Simplified Procedure Once Abuse has been Identified



### Important Contact Numbers

- **Elder Abuse and Neglect Prevention Service** Ph.(06) 377 0066
- **Child Youth & Family** Ph. 0508 326 459
- **Family Violence Info Line** Ph.0800 456 450
- **Family Violence Intervention DHB** Ph. (06) 946 9800
- **Stopping Violence Services** Ph. (06) 377 0933
- **Violence Free Network** Ph. (06) 377 0933
- **Victim Support** Ph. 0800 842 846
- **Women's Refuge Wairarapa** Ph. 0800 REFUGE; 0800 733 843
- **Police** Ph. (06) 370 0600 or 111
- **Supporting Families** Ph. (06) 377 3081