

Family Violence, Supporting Vulnerable Clients, and Financial Hardship Policy

This Family Violence, Supporting Vulnerable Clients, and Financial Hardship Policy (Policy) has been developed to comply with National Insurance Brokers Association (NIBA) Insurance Brokers Code of Practice and the General Insurance Code of Practice (the Codes) and sets out how **Fitton Insurance Brokers Australia Pty Ltd** identifies and supports vulnerable Clients, including those affected by Financial Hardship and Family Violence.

For the purposes of this Policy, any reference to “Clients” includes clients of **Fitton Insurance Brokers Australia Pty Ltd** as well as any other individual entitled to Financial Hardship support under the Codes. This could include individuals who we are seeking to recover money from as we believe they have caused damage to an insured Client.

Fitton Insurance Brokers Australia Pty Ltd is committed to exercising greater care when dealing with vulnerable Clients. A person may be vulnerable due to a range of factors, including:

1. age;
2. disability;
3. mental health conditions;
4. physical health conditions;
5. family violence;
6. language barriers;
7. cultural background;
8. Aboriginal or Torres Strait Islander status;
9. remote location; or
10. financial distress.

1 POLICY STATEMENT

Fitton Insurance Brokers Australia Pty Ltd has a long-standing commitment to conducting its business with honesty and integrity and remains committed to full compliance with the Codes and informing Clients, employees, about information and assistance available to vulnerable people, including those experiencing Financial Hardship and Family Violence.

This policy and the **Fitton Insurance Brokers Australia Pty Ltd** internal policy and training programs assist employees to:

1. Identify and understand if a client may be vulnerable;
2. determine how best, and to what extent, they can support a vulnerable client;
3. take account of a client’s particular needs or vulnerability; and
4. engage with a vulnerable Client with sensitivity, dignity, respect, and compassion. This may include arranging additional support and referring the Client to specialised people or services.

2 FAMILY VIOLENCE

In Australian law, 'Family Violence' is defined as:

“violent, threatening, or other behaviour by a person that coerces or controls a member of the person’s family or causes the family member to be fearful.”

Family Law Act 1975 (Cth), section 4AB.

Family Violence means much more than physical violence. It includes:

- emotional abuse, psychological abuse, sexual abuse, financial or economic abuse; and
- damage to property.

The way employees deal with Clients who may be affected by Family Violence should facilitate, rather than act as a barrier to identifying Family Violence and improve the experience of those affected by Family Violence.

The aim of the Policy is to ensure that whenever Family Violence is identified or suspected, the safety of the Client affected by Family Violence and their family is protected.

Fitton Insurance Brokers Australia Pty Ltd recognises that Family Violence is unacceptable in any relationship and Clients experiencing Family Violence will be treated with dignity and respect.

The support of Clients experiencing Family Violence and their family is the highest priority. Clients who indicate or disclose Family Violence are able to access support from **Fitton Insurance Brokers Australia Pty Ltd** that is appropriate to their circumstances.

3 ASSISTING CLIENTS

Fitton Insurance Brokers Australia Pty Ltd can assist vulnerable Clients, including those experiencing Financial Hardship or Family Violence by:

- ensuring safe and confidential communication in light of individual circumstances;
- helping to set up new insurance policies;
- helping to arrange access to financial hardship support; and
- referral to specialist support services.

These assistance measures may be expanded and varied depending on what our insurance partners have established.>

In circumstances where the issue is complex or unable to be dealt with by the primary person who took the call, it is to be immediately referred to the Compliance Team for consideration.

The Client must be informed of this action.

4 THIRD PARTIES

If **Fitton Insurance Brokers Australia Pty Ltd** are advised or we identify that a client or potential client requires support from a third party (e.g.: lawyer, interpreter, or friend) we will make reasonable accommodations to allow for this.

5 FINANCIAL HARDSHIP

Financial Hardship occurs when Clients experience difficulty in meeting their financial obligations to **Fitton Insurance Brokers Australia Pty Ltd** or to the insurers we act for.

The support **Fitton Insurance Brokers Australia Pty Ltd** can offer does not include support with paying the premiums under an insurance policy we have issued.

If a client informs **Fitton Insurance Brokers Australia Pty Ltd**, or we identify, that they are experiencing Financial Hardship, we will provide them with:

- if appropriate, contact details for the National Debt Helpline – 1800 007 007.

6 TRAINING

Training is tailored to all employee roles within the business and the degree of contact they have with Clients.

Fitton Insurance Brokers Australia Pty Ltd will aim to ensure that all employees and have been trained and receive ongoing training so that they:

- are aware of **Fitton Insurance Brokers Australia Pty Ltd** policies and procedures when they are engaging with vulnerable Clients;
- identify vulnerable Clients, including those affected by Family Violence;
- deal appropriately and sensitively with vulnerable Clients; and
- apply the Family Violence & Supporting Vulnerable Clients policy and related policies and procedures relevant to their role in dealing with Clients.

Training is aimed at assisting employees to reduce the impact of vulnerability and Family Violence on Clients.

7 REPORTING

Any notification of Vulnerability or Financial Hardship received by a member of staff must be reported **Fitton Insurance Brokers Australia Pty Ltd**

8 SUPPORT SERVICES AND RESOURCES

Agency	Phone	Website	Services available
1800 RESPECT	1800 737 732	1800respect.org.au	National 24-hour Domestic & Family Violence and Sexual Assault Line.
Beyond Blue	1300 224 636	beyondblue.org.au	24/7 support to people experiencing anxiety or depression.
Lifeline	13 11 14	lifeline.org.au	24/7 counselling & referral service for people in a crisis situation.
MENSLINE	1300 789 978	mensline.org.au	24/7 support, information, and referral service for men with family and relationship issues.
National Association of Community Legal Centres		http://www.naclc.org.au/	An independent not-for-profit community organisation that provides legal and related services to the public, focusing on the disadvantaged and people with special needs.
National Debt Hotline	1800 007 007	https://ndh.org.au/	Financial counselling is a free, confidential service to assist people in financial difficulty.