

## **DV = A System of Abusive Behaviour**

We don't want to get hung up on definitions ... But it's important we understand that domestic violence is actually a broad term. Physical violence may be the easiest to see, but it is no more devastating than other forms of violence. Psychological abuse, sexual violence, religious persecution and economic control all cause serious trauma. People may think that if there are no bruises, it isn't abuse. And many victims themselves do not always label some types of behaviour as abuse because it is culturally or historically 'normal' and even acceptable in their experience.

It's important to point out that while the training is focused on "domestic violence," the Rio Tinto policy covers other forms of interpersonal violence and abuse. For example, sexual assault or abuse by a friend, a stranger or someone on a date. It also covers employees working at Rio Tinto who are impacted as a parent whose child is physically or sexually assaulted by a partner.

Domestic violence is almost never a single event. It is much more likely to be part of a pattern of abusive behaviour that employs multiple forms of abuse. The include:

**Physical abuse:** for example, using hands or objects as weapons, threatening with a knife or gun or at the most severe end of the continuum, committing murder.

**Sexual abuse:** for example, using threats, intimidation, or physical force to force a partner into unwanted sexual acts.

**Emotional or verbal abuse:** Making degrading comments about a partner's body or behaviour, forcing them to commit degrading acts, confining them to the house, destroying their possessions, threatening to kill a partner or the children or threatening to commit suicide.

**Financial abuse:** for example, stealing or controlling a partner's money or valuables (of particular concern to older women), forcing a partner to work or denying them the right to work.

**Spiritual abuse:** for example, using a partner's religious or spiritual beliefs to manipulate, dominate, and control them.

**Criminal harassment/stalking:** for example, following a partner or ex-partner, or watching them in a persistent, malicious, and unwanted manner. Invading their privacy in a way that threatens their personal safety