

# **Domestic and Sexual Abuse Policy and Guidance**

## **Foreword**

This policy and guidance has been developed to support members of staff who have been affected by or who are at risk of abuse.

The guide provides a structured approach with practical guidance to assist managers/colleagues to support any member of staff affected by abuse.

## **You may also be interested in the following policies:**

**3.08 - Special Leave**

**6.01 - Standards of Conduct**

**6.03 - Discipline Policy**

**6.09 - Dignity at Work**

**7.02 - Staff Welfare**

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## **Domestic and Sexual Abuse Policy Statement**

The Northern Ireland Civil Service (NICS) is committed to the principle that domestic abuse is wrong, and has been legislated for as criminal behaviour (new offence to come into operation in late February 2022) and that everyone has the right to live free from fear and abuse.

In the Northern Ireland Government's 'Stopping Domestic and Sexual Violence and Abuse Strategy Year 5 Action Plan', the NICS has committed to updating its workplace policy to cover both domestic and sexual abuse, to ensure that assistance and support is available to staff. The NICS is also committed to attaining a Workplace Charter on Domestic Violence.

As an employer, the NICS has a duty of care for the well-being of staff by creating a safe and supportive workplace for all. We are committed to raising awareness and offering practical and other support to staff by having a Policy and Guidance in place to assist those who may be or have been affected by abuse, regardless of where the abuse takes place. We will respond sympathetically, through the provision of confidential mechanisms, to any member of staff who discloses that they have been or are affected by abuse and deal effectively with perpetrators of abuse who may be members of staff.

The NICS recognises that strategies and legislation around such matters will continue to evolve and as an employer we will consider and, when appropriate, adapt our Policy and Guidance to reflect emerging best practice. We will also continue to work closely with the Department of Health and the Department of Justice as the policy leads for domestic and sexual abuse.

## Domestic and Sexual Abuse - Guide for Staff and Managers

### 1. Introduction

- 1.1. Abuse can impact anyone, including NICS staff. Abusive relationships impact both home and working lives. Domestic and sexual abuse is a serious problem in Northern Ireland. It occurs right across our society and it can have devastating consequences for victims and their families.
- 1.2. This document provides a suggested framework to assist staff affected by domestic or sexual abuse and to enable managers to structure any discussions with a member of staff who discloses this. The document can be used as a template to support the provision of practical guidance and to signpost a member of staff to available help through resources and organisations (both internal and external). A list of organisations offering support, whilst not exhaustive, can be found at [ANNEX C](#).
- 1.3. This document cannot anticipate every situation that may arise nor does it act as a definitive guide to supporting a member of staff who discloses domestic or sexual abuse. The document will however provide advice on available support and how a manager / colleague may assist a member of staff who they suspect or who discloses that they are affected by domestic and sexual abuse.

### 2. Definitions of Domestic and Sexual Abuse

- 2.1. The Northern Ireland Government's Stopping Domestic and Sexual Violence and Abuse Strategy defines **domestic violence** and abuse as:

**“threatening, controlling, coercive behaviour, violence or abuse (psychological, virtual, physical, verbal, sexual, financial or emotional) inflicted on anyone (irrespective of age, ethnicity, religion, gender, gender identity, sexual orientation or any form of disability) by a current or former intimate partner or family member”.**

- 2.2. The Northern Ireland Government's Stopping Domestic and Sexual Violence and Abuse Strategy defines **sexual violence** and abuse as:

**“any behaviour (physical, psychological, verbal, virtual/online) perceived to be of a sexual nature which is controlling, coercive, exploitative, harmful, or unwanted that is inflicted on anyone (irrespective of age, ethnicity, religion, gender, gender identity, sexual orientation or any form of disability)”.**

- 2.3. For the purpose of this policy the use of the term 'domestic and sexual abuse' encompasses all forms of abusive behaviour relevant to **both** domestic and sexual abuse, which also includes violence.

- 2.4. Domestic and sexual abuse is rarely a one off event; it is usually frequent and persistent. It knows no boundaries as regards age, gender, gender identity, race, religion, ethnicity, sexual orientation, wealth, disability, marital status, political opinion or geography.
- 2.5. Whilst domestic and sexual abuse happens most often in intimate partner relationships, domestic abuse which often includes sexual abuse can also happen between parents and children, brothers and sisters, family members and grandparents, and same sex or teenage relationships. It can also include abuse inflicted on, or witnessed by children and young people and this can have a long-term life changing impact.
- 2.6. Domestic and sexual abuse is generally recognised as a pattern of behaviour which is characterised by the exercise of coercive control and the misuse of power by one person over another. It is usually frequent and persistent and is used to harm, 'punish' or frighten the victim. Women still make up the largest proportion of domestic and sexual abuse victims but men are also victims with around 30% of domestic abuse and crimes against men. Domestic and sexual abuse can also occur in all relationships including Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, and Intersex (LGBTQ+).
- 2.7. It is not limited to physical and sexual abuse. There is also, in many cases, emotional abuse which can include the undermining of self-confidence; controlling behaviour such as isolation from friends, family and support networks; financial abuse by controlling access to money, personal items, transportation and the telephone; threats; and stalking.
- 2.8. A table providing examples of the types of behaviours associated with domestic and sexual abuse of a physical, emotional, sexual and financial nature is attached at [ANNEX A](#).

### **3. Relevant Legislation**

- 3.1. Under the Health and Safety at Work (NI) Order 1978, the NICS has a duty of care to ensure, as far as reasonably practicable, the health and safety at work of its employees.
- 3.2. The Management of Health and Safety at Work Regulations (NI) 2006 requires the NICS to assess the risks of domestic and sexual abuse to employees and make arrangements for their health and safety by effective planning, organisation and control.
- 3.3. Section 75 of the Northern Ireland Act 1998 requires designated public authorities, in carrying out their functions, to have due regard to the need to promote equality of opportunity and good relations.
- 3.4. The NICS is aware of its responsibility under the Human Rights Act 1998 and in particular:

- Article 2 – the right to life.
  - Article 3 – the right not to be tortured or inhumanely or degradingly treated or punished.
  - Article 4 – the right not to be required to perform forced labour.
  - Article 5 – the right to liberty and security of person.
  - Article 8 – the right to respect for one’s private and family life, home and correspondence.
- 3.5. In addition to the above legal requirements, the NICS have an ethical and moral duty to protect and support staff affected by domestic or sexual abuse. For staff affected by domestic or sexual abuse, the workplace must be a place of safety, help and support.
- 3.6. Relevant legislation may develop or change in due course and this document may also be amended to reflect changes in legislation as necessary.

### **Statistical Data**

Current statistical data on Domestic Abuse in Northern Ireland can be found on the [NI Website](#).

## **4. Impact of Domestic and Sexual Abuse in the workplace**

- 4.1 There are very few, if any, workplaces in Northern Ireland untouched by the issue of domestic and sexual abuse.
- 4.2 Home and work issues cannot always be separated and domestic and sexual abuse can impact greatly on the working life of someone who is being abused. This can result in the deterioration in performance, increased absenteeism or poor timekeeping which can threaten job prospects and job security. Staff affected by domestic or sexual abuse are especially vulnerable once they attempt to leave abusive partners, and may become vulnerable going to or coming from work, or while they are at work as the abuser knows where they can be located. This can give rise to health and safety issues and an increased risk whilst in the workplace.
- 4.3 Other members of staff may also be affected, as they too could experience threatening or intimidating behaviour from the perpetrator and more particular issues can arise where both the perpetrator and the victim work in the same workplace or location.

- 4.4 The workplace can play a key role in raising awareness about domestic and sexual abuse. For many of those affected, work is a place of safety where they may confide in others about their experiences.
- 4.5 NICS staff should be aware that abuse is not just physical and can be emotional; men can be victims too.

## 5. GUIDANCE

### 5.1 Those Affected by Domestic and Sexual Abuse

5.1.1 As outlined in the Policy Statement the NICS is committed to the principle that domestic and sexual abuse is wrong and that everyone has the right to live free of fear and abuse.

5.1.2 In an emergency where you feel threatened, or need immediate assistance, you should call the PSNI on 999.

5.1.3 You should familiarise yourself with The Silent Solutions system. If you are unable to speak during an emergency call or are afraid of further danger of harm if overheard, you can use the Silent Solutions system established by the PSNI.

This system enables a 999 caller who is too scared to make a noise or speak to press 55 when prompted to let police know it is a genuine emergency and that urgent help is needed.

[http://drupdocs.intranet.nigov.net/NICS/DofComms/Silent\\_solution\\_guide.pdf](http://drupdocs.intranet.nigov.net/NICS/DofComms/Silent_solution_guide.pdf)

5.1.4 You can report non-emergency incidents on the PSNI [website](#) and view the [practical advice](#) contained within this website. You can also contact the PSNI for advice and support in non-emergency situations by calling 101. Further information on support services available can be found at **ANNEX C**.

#### Getting Help in the Workplace

5.1.5 Any member of staff who is affected by or at risk of domestic or sexual abuse should be aware that there is help available to them.

5.1.6 The NICS, as your employer, can only assist you if you disclose that you are affected by or at risk of domestic or sexual abuse. You can approach your Manager or [Welfare Support Service](#) (WSS) in the first instance.

5.1.7 Whilst WSS do not provide professional counselling they will provide ongoing support to anyone affected by abuse as well as signposting members of staff to useful sources of practical, emotional and financial

support. The WSS offers confidential support and will outline any exceptions to confidentiality during discussions.

- 5.1.8 If appropriate, managers may be able to support you with workplace measures to assist you, for example:
- Provision of Special Leave to facilitate any practical arrangements, for example attending court, meeting or calling a solicitor, viewing properties or getting advice from domestic abuse organisations.
  - Consideration may be given to a temporary or permanent change of workplace or working pattern.
  - You can request to be moved out of public view, ensuring you are not visible from reception points or ground floor windows.
  - Extra security measures to protect you whilst in the workplace, for example with your permission, identifying the abuser to reception staff.
  - If it is unsafe to work from home, consideration will be given to facilitating access to the normal place of work, or an alternative. WSS can assist and provide advice.
  - Financial support may be available where it is identified that this would support alternative arrangements to protect you. Details can be obtained by contacting WSS who can provide advice on options and signposting.

A list of organisations offering support, whilst not exhaustive can be found at [ANNEX C](#).

## 5.2 If a Manager or a colleague suspects Domestic and Sexual Abuse

- 5.2.1. Managers and colleagues can, in consultation with WSS, play a key role in supporting staff who they suspect maybe affected by or at risk of domestic or sexual abuse. They should refer to [ANNEX B](#): How to Recognise Domestic and Sexual Abuse.
- 5.2.2 It may be difficult for the individual affected by abuse to acknowledge the problem or discuss it with anyone. If a manager or colleague suspects that a member of staff is affected by or at risk of domestic or sexual abuse, they may feel it is appropriate to facilitate a conversation to discuss their concerns. This will allow them to identify and implement available support. Before an approach to the member of

staff is made, you should in the first instance contact WSS or a Safe Place Advocate for advice and guidance.

5.2.3 Below are some examples of questions and prompts that could be used to support any conversation you might have:

- How are you doing at the moment?
- Your wellbeing is important to me and I've noticed that you seem distracted/ upset at the moment – are you ok?
- If there's anything you'd like to talk to me about at any time I'm always here to support you.
- Is everything all right at home?
- You don't have to tell me anything, but please know that I would like to support you if and when you feel ready.
- What support do you think might help?
- What would you like to happen? How?

5.2.4 If a member of staff or a colleague approaches you, you should afford them with the opportunity to have a conversation. Depending on what is disclosed, you may need to explain that you will have to seek advice from WSS to be able to offer the appropriate support.

5.2.5 Managers and colleagues should recognise they are not counsellors and they cannot make a decision on behalf of a member of staff. It is important that you do not commit more than you are able to in the way of support and remain aware of your own wellbeing, particularly as you may be putting yourself in a dangerous situation if the abuser becomes aware of your support.

A list of organisations offering support, whilst not exhaustive can be found at [ANNEX C](#).

### 5.3 Guidance for Managers

5.3.1 Managers can, in consultation with WSS, play a key role in supporting staff who are affected by or at risk of domestic or sexual abuse.

5.3.2 Managers should make a *managerial commitment* rather than a personal commitment to help a member of staff when they are asked for assistance. This reduces the potential for any confusion arising

around a manager's role and can reduce the potential for complications or blurring of responsibilities for both the manager and the member of staff. Managers are not counsellors and cannot support the staff member on a personal basis or make a decision on their behalf. Managers will respect the right of staff to make their own decisions on the appropriate course of action at every stage.

- 5.3.3 If a member of staff discloses domestic or sexual abuse, managers should afford them the opportunity to have a conversation. Depending on what is disclosed, it may be necessary to explain that advice will need to be sought from WSS to ensure appropriate support is identified.
- 5.3.4 Any conversation with a member of staff should be done in private, and any questions asked with care and sensitivity. During discussions, use discretion and if a member of staff becomes uncomfortable and expresses they would rather speak to someone else, you can offer an appropriate point of contact to them for advice such as WSS. Alternatively refer or signpost the member of staff to the Domestic and Sexual Abuse Helpline (0808 802 1414) or other support services listed at [ANNEX C](#).
- 5.3.5 If you have concerns about the risk to a member of staff, you can confidentially seek advice from WSS or from any of the organisations listed in [ANNEX C](#).
- 5.3.6 It may not be necessary to retain a written record of a conversation with a member of staff. However, any written record including agreed workplace measures or adjustments, should be held outside of official employee records and stored securely. All incidents of violence, threatening behaviour or breaches of security in the workplace should be recorded and retained for evidence purposes if required. The record must be clear, accurate and include dates, times, locations, and any witnesses. All records should be stored securely and in line with GDPR regulations.
- 5.3.7 The role of a manager is not to deal with the domestic or sexual abuse itself but to support a member of staff and outline practical help that is available, such as:
- **Special leave** – to facilitate any practical arrangements, for example attending court, meeting or calling a solicitor, viewing properties or getting advice from domestic violence organisations. Please see HR Handbook – 3.08 – Special Leave Policy.

- **Performance and productivity** – staff experiencing domestic or sexual abuse may have performance or productivity issues and these should be dealt with sympathetically. The member of staff should be reassured that the NICS understands how domestic or sexual abuse may affect their work performance and available support should be communicated.
- **Security measures** – this may include, with a member of staff's permission, identifying the perpetrator to reception staff or other colleagues. Where possible, a member of staff can request to be moved out of public view, ensuring they are not visible from reception points or ground floor windows. Consideration may also be given to a temporary or permanent change of workplace, working times or pattern.
- **Financial support** – this may be available where it is identified that it would support alternative arrangements to protect a member of staff. Options available can be obtained by contacting WSS.
- **Lone working** – if a member of staff is working alone they may be particularly vulnerable. Consideration may be given to a change in role/alternative working arrangements.
- **Working from Home** – if a member of staff is required to work from home and it is unsafe to do so, consideration may be given to facilitating their access to the normal place of work, or an alternative location. Options available can be obtained by contacting WSS.

#### 5.3.8 Further measures of support which may be considered:

- Agree with the member of staff if they wish their colleagues to know that they are experiencing some difficulties and how they should respond if the perpetrator calls or visits the workplace.
- Check if the member of staff has arrangements for getting to and from work safely.
- Request that the member of staff provides you with an up-to-date emergency contact name and number.
- Those affected by domestic or sexual abuse are especially vulnerable once they attempt to leave an abusive partner and may become vulnerable going to or coming from work. This can give rise to health and safety issues and an increased risk of abuse whilst in the workplace. Arrange for a risk assessment to be carried out for both the member of staff affected by, or at risk of, domestic or sexual

abuse and their colleagues.

- If the perpetrator has the member of staff's work email address or telephone number, consideration should be given to diverting calls and emails. If possible, change the email address and telephone number.

#### **5.4 Perpetrators who are Members of Staff**

- 5.4.1 There may be cases where a person who is perpetrating domestic or sexual abuse is working for the NICS or in the same Department as their partner, ex-partner or family member they are abusing. Where domestic or sexual abuse occurs, or has the potential to occur in the workplace, the overriding consideration of the NICS is to ensure the health and wellbeing of its staff.
- 5.4.2 If a manager is made aware that a member of staff is a perpetrator of domestic or sexual abuse, they should contact WSS to seek appropriate advice and guidance.
- 5.4.3 The NICS will not tolerate any form of domestic or sexual abuse in the workplace and will:
- Consider disciplinary action, as set out in the HR Handbook – 6.03 – Discipline Policy, against any employee who uses the time, property or the resources of the NICS to abuse a partner or family member.
  - Require a member of staff to report to NICS HR, as soon as possible, if you have been arrested, charged or convicted by a court of any criminal offence, including behaviour associated with domestic abuse. Failure to do so may be considered to be a disciplinary matter.
  - Where a perpetrator's job involves working or coming into contact with children or vulnerable adults a change of role may need to be considered.
  - Take action as appropriate to minimise the potential for a perpetrator to use their position or resources to find out the whereabouts or other details of their partner, ex-partner or family members.
  - Give consideration to requests for time off for a perpetrator to attend appropriate interventions, to address abusive behaviour. Applications will be considered under HR Handbook – 3.08 - Special Leave Policy.
- 5.4.4 If the victim and alleged perpetrator are both members of staff, any incidents occurring at work may be dealt with under the HR Handbook

Policies – 6.03 - Standards of Conduct Policy and 6.09 Dignity at Work Policy.

- 5.4.5 Members of staff who are worried about hurting loved ones may choose to seek help to prevent or stop abuse. Support is available to those who wish to understand powerful emotions, cope better with stress in their lives and adopt more appropriate behaviours for healthy relationships. Advice and signposting can be obtained by contacting WSS.

## **6. Confidentiality**

- 6.1 The detail of any conversation will only be disclosed with the permission of the member of staff, unless they are at serious risk of injury or death. Also, if there are legal requirements, for example where the abuse is linked to child abuse or where a risk to children or vulnerable adults is identified, the NICS has a responsibility to notify social services and/or the PSNI. If this is the case, the member of staff will be informed.

No personal details of other members of staff should be divulged to a third party.

## **7. Communication Plan**

7.1 The NICS will raise awareness of domestic and sexual abuse through:

- Publication of the Policy and Guidance on HRConnect and the Intranet.
- Distribution of information to promote the NICS Policy and Guidance and to raise awareness of the issues of domestic and sexual abuse. This will include information at staff events and intranet articles to include signposting to the Policy.
- Appropriate training for all staff.

## **8. Staff Training**

8.1 The NICS will develop a programme of appropriate training for staff to raise awareness of domestic and sexual abuse. This will include an e-Learning package on domestic abuse, and the domestic abuse offence, which will be available through the NICS L&D LInKS system.

8.2 Staff will be trained to:

- Develop or improve their awareness and understanding of domestic and sexual abuse.
- Identify available support to effectively signpost victims of domestic and sexual abuse.
- Understand why a domestic and sexual abuse policy is required.
- Recognise and understand the impact of domestic and sexual abuse within the workplace.
- Effectively support members of staff affected by, or at risk, of domestic and sexual abuse within the workplace.
- Develop an awareness of responding to, and supporting a member of staff, who is affected by or at risk of domestic and sexual abuse.

## **9. Review**

9.1 It is not possible to outline everything that may need to be considered by managers or colleagues. Therefore issues may arise that are not covered in this Policy and Guidance.

9.2 Strategies and Legislation may develop and evolve over time, therefore this Policy and Guidance will be reviewed on a regular basis.

## 10. Further Guidance

- 10.1 If you have queries related to this Policy and Guidance, please contact NICS HR Diversity and Inclusion Branch in confidence at 028 90 251733 or on Ext. 51733 or by email to [NICSHRDiversity@finance-ni.gov.uk](mailto:NICSHRDiversity@finance-ni.gov.uk).
- 10.2 In addition to the support available within the NICS, there are a range of organisations in Northern Ireland which are listed in [ANNEX C](#).

**\*Examples of Behaviours Associated with Domestic and Sexual Abuse**

<b>Physical Abuse</b>	<b>Emotional Abuse</b>
Punching Slapping Hair Pulling Biting Burning Hitting Choking Kicking Use of a weapon	Being verbally abused and humiliated Intimidation Undermining of self-confidence Being constantly blamed Being put down in front of other people Being kept away from family and friends Threats to self and children Threats to “out” them to family / colleagues Regulation of everyday behaviour & freedom Destruction of property **Virtual & online stalking and abuse
<b>Sexual Abuse</b>	<b>Financial Abuse</b>
Rape Being forced to watch or act out pornography Being talked to in sexually degrading ways Indecent phone calls Being forced to engage in sexual acts	Controlling money Withholding money Misspending money - gambling/ drinking etc Restricting access to money for necessities Having to explain every expenditure Forced into debt/ running up debt in your name Forced to take responsibility for all the finances Preventing you from earning your own money Forcing you to be fraudulent Not allowing benefits to be paid in your name

\*Not an exhaustive list

\*\*Online platforms are increasingly used to perpetrate domestic or sexual abuse. Online domestic and sexual abuse can include behaviours such as monitoring of social media profiles or emails, abuse over social media such as Facebook or

Twitter, sharing intimate photos or videos without your consent, using GPS locators or spyware.

## How to recognise Domestic and Sexual Abuse

Signs\* that someone might be experiencing domestic or sexual abuse:

Work productivity:

- Change in a member of staff's working pattern, for example, frequent absence, lateness or needing to leave work early.
- Reduced quality and quantity of work, missing deadlines, a drop in usual performance standards.
- Change in the use of the phone/email, for example, a large number of personal calls/texts, avoiding calls or a strong reaction to calls/texts/emails.
- Spending an increased amount of hours at work for no reason.

Changes in behaviour or demeanour:

- Changes in behaviour, for example, becoming very quiet, anxious, frightened, tearful, aggressive, distracted, depressed.
- Isolating themselves from colleagues.
- Obsession with timekeeping.
- Unusually secretive regarding home life.

Physical signs:

- Visible bruising or single or repeated injury with unlikely explanations.
- Change in the pattern or amount of make-up used.
- Change in the manner of dress, for example, clothes that do not suit the climate which may be used to hide injuries.
- Substance use/misuse.
- Fatigue/sleep disorders.

Other signs:

- Partner or ex-partner stalking member of staff in or around the workplace.
- Partner or ex-partner exerting unusual amount of control or demands over work schedule.

- Isolation from family/friends.

\*Not an exhaustive list

**Support available****Anyone who feels in immediate danger should dial 999**

There is a range of specialist organisations that are there to support victims and those who are working with them or their family and friends. For more information and advice about where to get help contact:

Service	Description	Contact
<b>Welfare Support Services</b>	An independent and confidential service for all staff to help them cope with and work through personal and work related issues which may affect their ability to work effectively.	NICS HR 1 <sup>st</sup> Floor 2-4 Bruce Street BT2 7JD Tel: 028 90 251771 Email: <a href="mailto:welfare@nigov.net">welfare@nigov.net</a>
<b>PSNI</b>	To help anyone who may be affected by domestic or sexual abuse.	Tel: 999 in an emergency where you need immediate assistance or feel threatened.  Tel: 101 in a non-emergency but you need immediate assistance or advice.  <a href="http://www.psni.police.uk/crime/domestic-abuse/">www.psni.police.uk/crime/domestic-abuse/</a>
<b>Silent Solutions System</b>	Guidance on what to do if an individual requires urgent police help through the 999 service, but can't speak.	<a href="http://drupdocs.intranet.nigov.net/NICS/DofComms/Silent_solution_guide.pdf">http://drupdocs.intranet.nigov.net/NICS/DofComms/Silent_solution_guide.pdf</a>
<b>Domestic and Sexual Abuse Helpline</b>	The 24 Hour Domestic and Sexual Abuse Helpline offers support, advice and referral for any victim of domestic and	Freephone: 0808 802 1414 Email: <a href="mailto:info@dsahelpline.org">info@dsahelpline.org</a>

	sexual abuse/violence in Northern Ireland.	
<b>Women's Aid Federation NI</b>	Provides specialist services for women and children affected by domestic abuse including refuge and outreach support.	The Annex 30 Adelaide Park Belfast, BT9 6FY Tel: 028 9024 9041 Email: <a href="mailto:info@womensaidni.org">info@womensaidni.org</a>
<b>NEXUS NI</b>	Offers services and support to people who have been affected by sexual violence in any form, services are delivered across Northern Ireland.	<b>Belfast</b> 59 Malone Road, Belfast, BT9 6SA Email: <a href="mailto:Belfast@nexusni.org">Belfast@nexusni.org</a> Tel: 028 9032 6803  <b>L'Derry</b> 38 Clarendon Street, L'Derry, BT48 7ET Email: <a href="mailto:Derry@nexusni.org">Derry@nexusni.org</a> Tel: 028 7126 0566
<b>Men's Advisory Project NI</b>	Provides counselling services for men experiencing domestic abuse.	5th Floor Glendinning House 6 Murray Street Belfast BT1 6DN <b>Belfast:</b> 028 9024 1929 <b>Foyle:</b> 028 7116 0001 Email: <a href="mailto:info@mapni.co.uk">info@mapni.co.uk</a>
<b>Respect</b>	UK domestic abuse organisation leading the development of safe, effective work with perpetrators, male victims and young people using violence in their close relationships.	<b>General enquiries</b> <a href="mailto:info@respect.uk.net">info@respect.uk.net</a> 0203 5596650 <b>Helplines</b> Respect Phonenumber: 0808 8024040 <a href="http://www.respectphonenumber.org.uk">www.respectphonenumber.org.uk</a> Men's Advice Line: 0808 8010327 <a href="http://www.mensadvice.org.uk">www.mensadvice.org.uk</a>

<b>Rainbow Project</b>	A health organization that works to improve the physical, mental and emotional health and well-being of lesbian, gay, bisexual and/or transgender people in Northern Ireland.	23-31 Waring Street Belfast BT1 2DX Tel: 028 9031 9030 Email: <a href="mailto:info@rainbow-project.org">info@rainbow-project.org</a>
<b>Transgender NI</b>	Human rights and community organisation for trans and gender diverse people in Northern Ireland.	Tel: 0300 302 3202 Email: <a href="mailto:info@transgenderni.org.uk">info@transgenderni.org.uk</a>
<b>The Rowan Sexual Assault Referral Centre</b>	Offers 24/7 support and services for anyone who has been sexually abused, assaulted or raped.	Freephone 0800 389 4424 <a href="http://www.therowan.net">www.therowan.net</a>
<b>nidirect</b>	Guidance on getting help when affected by domestic and sexual abuse/violence.	<a href="http://www.nidirect.gov.uk/campaigns/domestic-and-sexual-violence">www.nidirect.gov.uk/campaigns/domestic-and-sexual-violence</a>