

DOMESTIC VIOLENCE & your workplace

BE AWARE. TAKE ACTION.

FOCUS: OCCUPATIONAL HEALTH AND SAFETY

Every year Alberta businesses are negatively impacted by domestic violence:

- 29% of victims take an estimated 2 days a month off work.
Cost: \$5,391.00
- 74% of victims use work time and resources to deal with being harassed at work by a current or former partner.
Cost: \$14,604.06
- 50% of victims lose a job due in part to domestic violence, resulting in recruitment and re-training costs.
Cost: \$57,345.88

When it's all added up, the costs to business work out to about \$85,000.00 per 100 employees.⁴

Domestic violence is a concern for all OH&S professionals.

Did you know?

- 53.5% of those who have experienced domestic violence reported that the abusive acts continued at or near their workplace.¹
- Approximately 90% of domestic violence incidents will be disclosed to a co-worker.²
- Occupational Health and Safety legislation is changing across the country: organizations are being held accountable when domestic violence ends tragically.
- The Alberta Family Violence Death Review Committee has recommended³ that Alberta add family violence as a workplace hazard to the Occupational Health and Safety Act.

¹Wathen, C. N., MacGregor, J. C. D., MacQuarrie, B. J. with the Canadian Labour Congress. (2014). Can Work be Safe, When Home Isn't? Initial Findings of a Pan-Canadian Survey on Domestic Violence and the Workplace. London, ON: Centre for Research & Education on Violence Against Women and Children.

²Ontario Safety Association, 2009

³Alberta Family Violence Death Review Committee Case Review Public Report from: www.humanservices.alberta.ca/documents/family-violence-death-review-committee-case-review-public-report.pdf

⁴Butler Business Solutions Ltd. (July 2010) "Final Report" for the Alberta Council of Women's Shelters

Recognizing that domestic violence is a workplace hazard, let's create a response plan together.

Training in Domestic Violence and Your Workplace is the first step in understanding your responsibilities under the **current** Alberta Occupational Health and Safety Act, Regulation and Code as well as:

- Teach you how to recognize and prevent domestic violence and in the workplace
- Deepen your understanding of strategies to assist victims and connect them to appropriate experts in the community

How does domestic violence show up in workplaces?

- An employee receives calls numerous times a day from her spouse, a common controlling behaviour
- An abusive partner, intent on killing his spouse, enters the workplace with a gun and passes by the receptionist and other employees before reaching her
- An employee misses work and is less productive when present
- An employee uses company resources (i.e. vehicle) to stalk an ex-partner
- An abusive partner stalks an employee, hanging out at the workplace, disturbing customers
- An abusive partner tracks his ex-partner to a new city or a new job through a corporate directory
- An abusive ex-partner damages company property in an attempt to intimidate ex-partner who works there

What is the ACWS Domestic Violence and Your Workplace program?

The Alberta Council of Women's Shelters built this comprehensive and scalable workplace program over several years, consulting with Alberta-based sector representatives, frontline shelter leaders and business personnel from many sectors.

The approach is about meeting people and organizations where they stand, and providing missing pieces of the puzzle. Some of the common elements we provide are:

- General awareness presentations for workplaces
- Support to develop workplace policies and procedures that address domestic violence
- Coaching to develop response teams
- In-depth training for supervisors on having difficult, trauma-informed conversations
- Links to local service providers and expertise
- Customizable awareness materials to articulate and support management's commitment to a healthy workplace
- Training for an organization's internal trainers



Contact:

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