

## Can Work Be Safe, When Home Isn't?

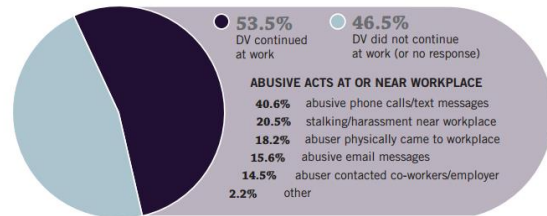
### What is domestic violence?

Domestic violence is a pattern of behavior used by one person to gain power and control over another with whom he / she has or has had an intimate relationship. This pattern of behavior may include physical violence, sexual, emotional and psychological intimidation, verbal abuse, stalking and using electronic devices to harass and control. Domestic violence is also known as woman abuse, intimate partner abuse, family violence, and wife battering or partner violence.

### How does domestic violence impact the workplace?

A Pan-Canadian survey<sup>1</sup> on domestic violence and the workplace, conducted by researchers at Western University, in partnership with the Canadian Labour Congress has shown that domestic violence (DV) often happens at work, or affects the workplace. Here are some key findings:

- 1/3 of the 8429 people who completed the survey reported experiencing DV from an intimate partner
- 81.9% of those reporting DV experiences reported that it negatively affected their performance, most often due to being distracted, or feeling tired and/or unwell
- 53.5% of those reporting DV experiences indicated that at least one type of abusive act occurred at or near the workplace. Of these, the most common were abusive phone calls or text messages (40.6%) and stalking or harassment near the workplace (20.5%).
- 38% indicated that DV impacted their ability to get to work (including being late, missing work, or both).



### What should Employers be doing?

1. Incorporate domestic violence as an element of workplace violence prevention programs in order to protect and support workers.
2. Offer education in the workplace about domestic violence and providing specific protocols and tools to protect and support victims and intervene with perpetrators. One such tool is an individual workplace safety plan template (HYPERLINK)

<sup>1</sup> Wathen, 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.