

Raise awareness with companies about domestic violence:
A problem worth solving!

Domestic violence has a very negative impact on occupational health and safety

Sylvie Morin's Story

• Domestic violence does not discriminate by age or social status. Sylvie Morin, Director at La Bouée, was a victim of it.
This is her story...

Homicides in Canada

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Josée and Nathalie have learned a lot in their 25 years of experience with the company

They say...

THREE OF MY WORK COLLEAGUES WERE VICTIMS OF DOMESTIC VIOLENCE

- WHAT ARE THE PHYSICAL AND PSYCHOLOGICAL CONSEQUENCES FOR THEM AND FOR THE WORK TEAM?
- WHY WERE TWO OF THEM FIRED FROM THEIR JOBS?

Domestic violence interferes with work

In this digital age, it is difficult for a victim of violence to find refuge at work. Text messages, emails, cell phone calls:

The harassment often continues at work.

The perpetrator knows exactly where the victim is: at her place of work. He can communicate with her constantly, even contacting her colleagues to know where the victim is. (Radio Canada 07/09/2017)

Signs an employee is a victim

- Avoids building and maintaining relationships
- Shows symptoms of depression
- Lacks confidence in herself
- Has difficulty managing stress
- Changes her behaviour
- Seems anxious, nervous

Negative repercussions on the work team

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- Judge and spread rumours about the colleague's private life
- Feel frustrated (because of unstable or low performance that leads to additional tasks outside their area of expertise)
- Become demotivated
- Become overworked

(Continued)

Repercussions on the work team

- Feel anxious about the victim
- Worry about their own safety
- Become caught up (experience a conflict of loyalty, have inside information, be a witness)
- Feel helpless
- Try to save the victim

When an employer takes action for the employee's safety

Story of an employee whose employer's support made all the difference

- Carol-Ann was being abused by her husband for several months; threats, physical and psychological violence. He went to her workplace to monitor her and harass her.
- Her state of health continued to deteriorate; she said she had put her colleagues' safety at risk several times, because in a factory with machines everywhere, you need to concentrate, which she was no longer doing.
- She was worried about talking to colleagues about her situation.
- She isolated herself more and more.
- Until the day Carol-Ann discussed it with a lady in Human Resources: "She convinced me to ask for help from a shelter and gave me the courage to put an end to this violence."

Interventions

Employer interventions

- Put in place safety measures
- Protection scenarios
- Information about the problem to all employees
- Support the victim
- Take back control and return to work

She used to be in a shelter; today...

- She has regained her spirit and happiness
- She has more confidence in herself
- She filed a police complaint and her husband was incarcerated
- No longer lives in fear
- Is in a healthy relationship with a new partner



Award the VIO recognition certificate for having supported and helped a victim of domestic violence by ensuring her safety and wellbeing in the workplace.




Situations of women in shelters

- SOME ALSO LOSE THEIR JOBS WITHOUT BEING FIRED
- ARE THEY BEING COUNTED AS PART OF THE STATISTICS?
- IN WHICH CIRCUMSTANCES?
- WHAT ARE THEY GOING THROUGH?

Name	Age	Profession	Impacts of domestic violence and employability
Sophie	40	CASHIER IN A GROCERY STORE	PERMANENT DISABILITY SOCIAL PHOBIA ANXIETY DISORDERS
Aline	55	READER/MARKER AT UNIVERSITY	TEMPORARY HOMELESSNESS SOCIAL ASSISTANCE PROVIDER BORDERLINE PERSONALITY DISORDER Trouble with the law/legal system
Martine	46	BUS DRIVER ADMINISTRATIVE ASSISTANT	INSOMNIA LOSS OF SEVERAL JOBS FIBROMYALGIA CANNOT REGAIN HER FUNCTIONNING
ROSA	52	KINDERGARTEN TEACHER	COMPLETE LOSS OF FINANCIAL MANAGEMENT BANKRUPTCY TEMPORARILY UNABLE TO MAKE ANY DECISIONS FREQUENT MOVING
MARIE	22	LABOURER	DETERIORATION OF PHYSICAL AND PSYCHOLOGICAL HEALTH STRONG MEDICATION DRUG ADDICTION

In your opinion, how many women actually lose their jobs because of domestic violence?



- Those that are labelled with various mental health diagnoses
- Those that become unable to work due to criminal activity
- Those that can no longer function due to the stress of the domestic violence they experienced
- Those that no longer talk about it after a murder ...

The objective of the employee and employer guides is to:

- Identify a situation where there is domestic violence
- Prepare for the possibility of such a situation
- Raise employee awareness
- Find adapted intervention solutions
- Understand the resources available in the region
- Facilitate awareness for witnesses, victims or perpetrators on zero tolerance for domestic violence

LES SOLUTIONS

COMMENT INTERVENIR SI UNE VICTIME VIENT SE CONFIER À VOUS ?

Méthode S.E.C.U.R.E.

- Sécurité**
de la victime, en premier lieu.
Donner la confiance en vous.
- Écouter**
Ne la juger pas et ne lui dire pas quoi faire.
Respecter son rythme, sa volonté et ses choix.
- Conseils**
et conseils utiles, sur ce qu'elle veut dire.
Faire la confiance, c'est son rôle.
- Utiliser**
les ressources utiles disponibles.
Apporter ses informations à la fin de ce qu'elle
répondra à nos besoins et temps des solutions.
- Assurer**
Aider, vous êtes disponible pour lui parler et l'accompagner.
Donner la parole et ne pas reprendre des victimes isolées.
- Encourager**
elle, car elle ne se sent pas seule.
Soutenir la travailleuse par de sa situation.

Méthode R.C.A.

- Responsabilité et obligation**
d'assurer la sécurité sur le lieu de travail.
- Comprendre**
les mécanismes pour mieux soutenir.
- Reagir**
avec le plus grand respect d'elle-même.

Si l'efficacité de la prévention passe par l'implication individuelle et collective, l'employeur a une position privilégiée pour prévenir et intervenir en faveur de la santé et de la sécurité.

Nous avons les solutions adaptées pour votre entreprise et nous sommes prêts pour vous accompagner dans la formation d'une profession responsable concernant la violence conjugale.

La Bouée

LA VIOLENCE CONJUGALE

LES EMPLOYEUSES SÉVIES ET HARCELÉES DANS LE MILIEU DE TRAVAIL: COMMENT LES SOUTENIR? (VERSION FRENCH) (2018) (100 PAGES)

Guide de l'employeur

La Bouée

LA VIOLENCE CONJUGALE

FAITES LA LUMIÈRE EN MILIEU DE TRAVAIL.

Guide de l'employé(e)



Working together for occupational health and safety
