

Western Education Centre for Research & Education on Violence Against Women & Children



**Make It Our Business**

---

Domestic Violence in the Workplace

---

---

---

---

---

---

---

---


Western Education Centre for Research & Education on Violence Against Women & Children

## The Foundation

In almost every case of domestic homicide, we found that the people around the victim knew what was going on – but didn't know what to do about it...

Al O'Marra  
(Former) Chief Counsel Coroner's Office of Ontario

---



Make It Our Business

---

---

---

---

---

---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children

**CAN WORK BE SAFE, WHEN HOME ISN'T?**

Initial Findings of a Pan-Canadian Survey on Domestic Violence and the Workplace

Western Education Centre for Research & Education on Violence Against Women & Children

Canadian Labour Congress *Conseil du Travail du Canada*

Western FIMS Faculty of Information & Media Studies

---



Make It Our Business

---

---

---

---

---

---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children

## Prevalence Rates

- 33.6% experienced / are experiencing DV
  - 53.5% experienced DV at work
- 35.4% know a co-worker experiencing/experienced DV
- 11.8% know a co-worker behaving abusively to spouse

Increased prevalence with vulnerability

- Indigenous respondents
- Respondents with disabilities
- Sexual orientation other than heterosexual

Make It Our Business

---

---

---

---

---

---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children

## Gender is a factor

We need to understand gender differences to address and prevent violence more effectively

- Men experience highest overall most likely to be killed by another male (Stats Canada)
- Women are more at risk of domestic violence, sexual assault and harassment (Canadian Women's Foundation)
  - experience the most serious injuries and are more likely to be hospitalized from injuries
  - are more likely to be killed by a partner/ex-partner - 97% of Ontario 2017 (DVRG 2017 report)
- LGBT people experience higher rates of domestic and sexual violence

Make It Our Business 5

---

---

---

---

---

---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children

## How DV comes to work

- 40% abusive texts, phone calls
- 20% stalking, harassment
- 18% partner comes to workplace
- 15% abusive email messages
- 14% contacts co-workers, supervisor



Make It Our Business

---

---

---

---

---

---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children

### Disclosures

- 81% Co-workers
- 45% Supervisor
- 12% Union
- 10% HR/Personnel



"I was extremely nervous about sharing my situation... so far they have been very helpful and understanding and have also respected my privacy and been careful not to intrude."

Make It Our Business

---

---

---

---

---

---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children

Individuals and organizations are unprepared to respond to domestic violence and workers have been harmed, harassed and killed at work.

Make It Our Business

---

---

---

---

---

---

---


---

Western Education Centre for Research & Education on Violence Against Women & Children

### The Big Ideas

Challenge and change social norms

1. Teach everyone to recognize warning signs and risk factors and how to respond safely and effectively
2. Take a whole company approach



Make It Our Business

---

---

---

---

---

---



---

---

Western Education Centre for Research & Education on Violence Against Women & Children

## Workplace Warning Signs

- **Obvious injuries**
  - bruises, black eyes, broken bones, hearing loss
  - often attributed to falls, being clumsy or accidents
- **Clothing inappropriate for the season**
  - long sleeves and turtlenecks, wearing sunglasses, unusually heavy makeup
- **Uncharacteristic absenteeism or lateness**

Make It Our Business

---

---

---

---

---

---



---

---

Western Education Centre for Research & Education on Violence Against Women & Children

## Workplace Warning Signs

- **Change in job performance**
  - poor concentration and errors, slowness, inconsistent work quality
- **Requests for special accommodations**
  - leave early, change schedule
- **Disruptive phone calls, visits**

Make It Our Business

---

---

---

---


---

---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children




---

---

---

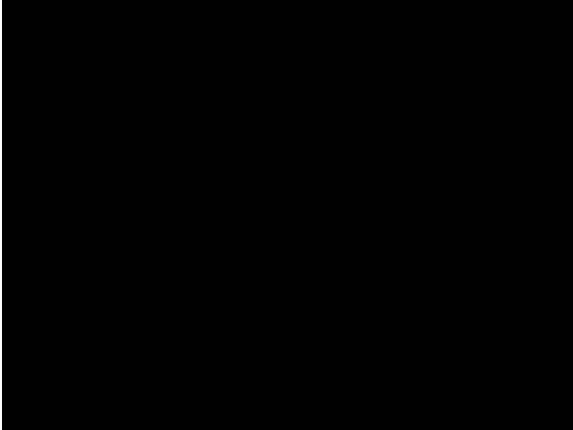
---

---

---

---

---



---

---

---

---

---

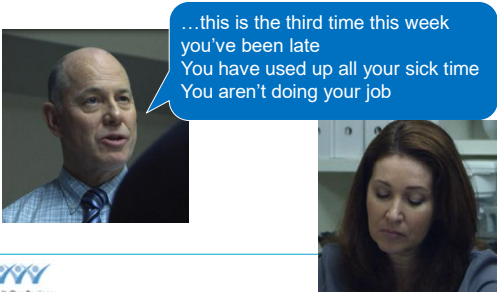
---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children

### Warning signs



... this is the third time this week you've been late  
You have used up all your sick time  
You aren't doing your job

Make It Our Business

---

---

---

---

---


---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children

### What will happen next?



Make It Our Business

---

---

---

---

---

---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children

Gail will most likely...

- A. Tell her husband to stop coming to her workplace
- B. Hide what is happening
- C. Lose her job

Reporting Status	Count
Have a duty to report	10
Are not obligated to report	5

Western Education Centre for Research & Education on Violence Against Women & Children

---

---

---

---

---

---

---

---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children

Recognizing Risk Factors

- A history of domestic violence
- Actual or pending separation
- Obsessive behaviour
- Depression of the perpetrator
- The level of violence is increasing
- Prior threats / attempts of suicide
- Threat to kill
- Prior attempts to isolate victim
- Victim had intuitive sense of fear
- Perpetrator unemployed

DVDRRC 2012 Report

\*39 risk factors identified that indicate potential for lethality

Western Education Centre for Research & Education on Violence Against Women & Children

---

---

---

---

---

---

---

---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children

Risk Factors

Your husband...

- Haranguing the front desk staff
- Showing up here at all hours
- Calling you

...he's been out of work

Western Education Centre for Research & Education on Violence Against Women & Children

---

---

---

---

---

---

---

---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children

### Recognizing Risk Factors

- A history of domestic violence
- Actual or pending separation
- **Obsessive behaviour**
- Depression of the perpetrator
- **The level of violence is increasing**
- Prior threats / attempts of violence
- Threat to kill
- Prior attempts of violence
- Visible fear or tear
- **Employed**



**Missed Opportunity**

\*39 risk factors identified that indicate potential for lethality

Western Education Make It Our Business 19

---

---

---

---

---

---

---

---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children

### Conversation Framework – SNCit!

1. **SEE it** - Visible warning signs and risk factors
2. **NAME it** – Name your concern
3. **CHECK it** – Ask questions, seek help, take appropriate action – refer/resources

**SEE it – NAME it – CHECK it**

Western Education Make It Our Business 20

---

---

---

---

---

---

---

---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children



**Open the door for support**

Western Education Make It Our Business

---

---

---

---

---

---

---

---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children

Give me another chance!

Make It Our Business

---

---

---

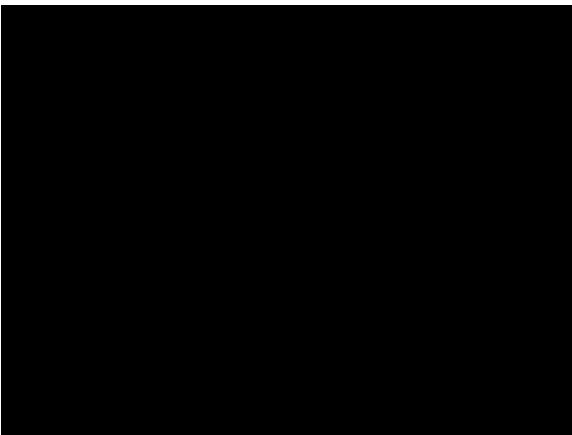
---

---

---

---

---



---

---

---

---

---

---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children

What was the impact?

Do you think the door for support is open for Gail?

Make It Our Business

---

---

---

---

---

---

---

---



Western Education Centre for Research & Education on Violence Against Women & Children

### Why is support important?



Gail is trying to manage the escalation on her own

She is more likely to be honest about what is happening to her in a supportive environment.

As the situation changes, open communication will increase safety

Make It Our Business

---

---

---

---

---

---

---


---

Western Education Centre for Research & Education on Violence Against Women & Children

### The Big Ideas

Challenge and change social norms

1. Teach everyone to recognize warning signs and risk factors and how to respond safely and effectively
2. Take a whole company approach



Use an ecological lens

Make It Our Business

---

---

---

---

---

---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children

### Domestic violence is not just an individual issue



World Health Organization – Ecological Model

Make It Our Business

---

---

---

---

---

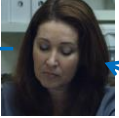

---



---

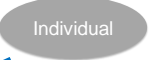
---


Western Education Centre for Research & Education on Violence Against Women & Children

### The Individual in Isolation

Gail 'allows' the situation  

Brian must be a bad person  

Individual 




---

---

---

---

---

---


---


---


Western Education Centre for Research & Education on Violence Against Women & Children


### Duties: Internal Responsibility System

All parties have roles & responsibilities

Employer  Ensure compliance

Supervisor  Protect workers from violence

Workers  Report workplace violence




---

---

---

---

---

---


---

---

Western Education Centre for Research & Education on Violence Against Women & Children

### A Culture of Open Communication

- The strength of your IRS is based on the degree to which people feel safe and supported to share information
- Employees should be encouraged to share concerns about warning signs at first sign – they need to know there will be no reprisals
- Make sure employees know that they should not try assess risk or stop violence




---

---

---

---

---

---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children

## Two Frameworks

### Human Beings

- See it
- Name it
- Check it

To act on warning signs

### Employers, Supervisors & Workers

- Recognize
- Respond
- Refer

To protect & support workers

Western Education logo: Make It Our Business

---

---

---

---

---

---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children

## Plan of Action – whole company approach

- Organizational Readiness**: Two-day interactive, comprehensive education and skill-based practice for senior leaders and teams
- Leadership Development**: One-day leadership development ensures managers and supervisors are prepared to engage staff
- Develop Awareness**: Senior leader announces program of action to entire organization with a link to company policies and procedures and community resources
- Basic Education**: One-hour core content on recognizing warning signs and risk factors to all employees / 3 hours for supervisors

---

---

---

---

---

---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children

## Due Diligence

Critical Event – warning signs recognized

↓

SNCit Conversation - risk factors present

↓

Goes to those responsible for safety who will:

- Safety Planning
- Assessment / Risk Management Planning

*Experts consulted*

---

---

---

---

---

---

---

---

Western Education Centre for Research & Education on Violence Against Women & Children

## The Compassionate Workplace



Harvard Business Review: Companies that practice conscious

---

---

---

---

---

---

---


---

---


---

Western Education Centre for Research & Education on Violence Against Women & Children

## The Compassionate Workplace



Evidence from cost-benefit studies for addressing social problems show that *“the return on investment for implementing prevention programs and strategies range from a \$2 return for every dollar invested to as high as \$20 for every dollar invested.”*



Wells, L., Boodt, C., & Emery, H. (2012).

---

---

---

---

---

---

---

---

---


---

Western Education Centre for Research & Education on Violence Against Women & Children

## The Compassionate Workplace

The research is clear that doing nothing is not an option. Lack of response condones and rewards violence – explicitly or implicitly. Unaddressed violence and harassment have cascading effects.

Doing nothing exposes the organization and its employees to multiple risks including physical, psychological, emotional, social, legal, economical, and competitive impacts.



Namie & Namie, (2011)  
McInturf, 2013, p. 7.

---

---

---

---

---

---

---

---


---

---

Western Education Centre for Research & Education on Violence Against Women & Children

## The Compassionate Workplace

Conscious capitalism is characterized by the idea that: "it pays to care, widely and deeply" about people and the state of the company culture.




---

---

---

---

---

---

---

---


Western Education Centre for Research & Education on Violence Against Women & Children

I need safety and support at work

Recognize and respond to domestic violence in your workplace

Problems at home can come to work

Workplace Resources



Make It Our Business

38

---

---

---

---


---

---


---

---

Western Education Centre for Research & Education on Violence Against Women & Children



Centre for Research & Education on Violence Against Women & Children



Make It Our Business

---

---

---

---

---

---

---

---