


# Addressing Domestic Violence at Work: Reviewing Organizational Practices

Addressing Domestic Violence in the Workplace Through Collaboration Summit  
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## Considering the evidence

- B Best practice:** Practices, models and ideas that have been replicated in a variety of settings and where findings clearly link the positive effects to the program/practice being evaluated
- P Promising practices:** Practices, models and ideas that have been implemented and evaluated in programs and communities, but not replicated
- E Emerging practice:** Professional practice guidelines, research recommendations without evaluation

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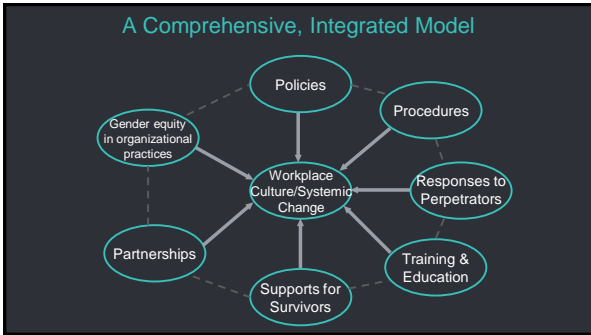
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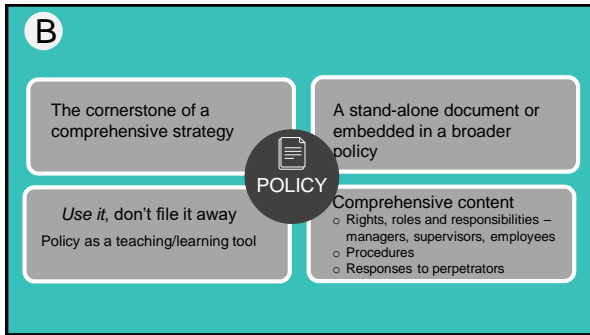
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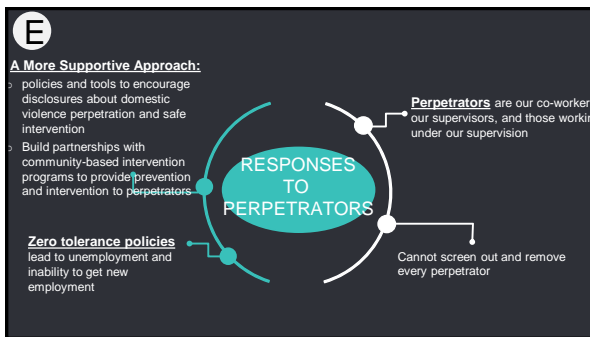
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**B**

TRAINING & EDUCATION

**Create a safe and supportive workplace**

-  An appropriate response is critical: It takes survivors 5 to 7 attempts to disclose – if the first instance isn't positive may not disclose again
-  Recognize domestic violence as a workplace issue (not a private issue)
-  Train on policies and procedures for supporting a survivor of DV and responding to a perpetrator
-  Raise awareness and build skills

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**B**

TRAINING & EDUCATION

-  Training to match level of responsibility
-  Managers are not counsellors – referrals for survivors and responses to perpetrators
-  Online resources can support broad-scale engagement

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**B**

**Use a bystander approach in training**

As people begin to adopt to the bystander role, they are more likely to intervene. Banyard, 2011

- Promotes victim/survivor empathy and a sense of community
- A positive message that change is possible
- Effective for gaining support among managers & employees and men & women
- Tools and confidence to intervene in potentially abusive situations moves people from an abstract issue to engagement

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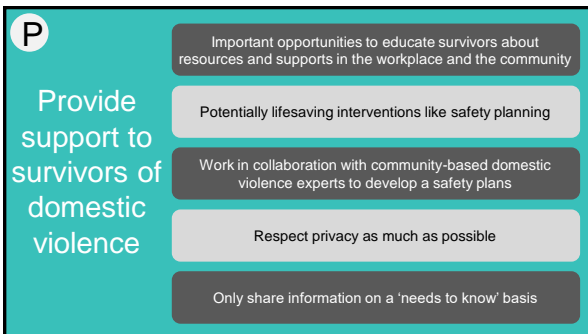
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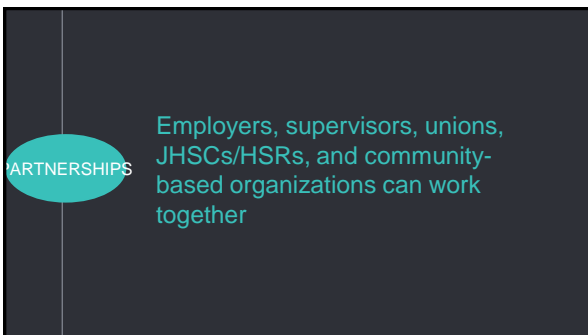
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## WORKPLACE CULTURE (SYSTEMIC CHANGE)

"It becomes important... to ensure that with time and with targeted action the ways of thinking and acting become ingrained within the organization's system's and structures"

(Berlingieri, 2015, p. 160)

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***Thanks! Merci!***

**ANY QUESTIONS? DES  
QUESTIONS?**

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