

Community Based Research & Partnerships: Helping to Address Domestic Violence in the Workplace

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DV@Work NL

CLOSING IN ON THE COST



ST. JOHN'S
STATUS OF
WOMEN
COUNCIL

DV@WORK NL - Project Overview

- ▶ This 36 month project follows-up from the 2014 Pan-Canadian Survey conducted by the CLC and the University of Western Ontario
- ▶ It addresses the research and policy gaps associated with Domestic Violence in Newfoundland and Labrador in three phases
- ▶ **Phase 1** involves an Online Survey on the impacts of DV on workers and workplaces;
 - ▶ Public Roundtables in St. John's, Stephenville and Labrador West;
 - ▶ Small Focus Groups and Individual Interviews
- ▶ **Phase 2** will develop resources for employers and victims of DV to support the recently announced DV Leave in the province; and
- ▶ **Phase 3** will pilot workplace resources in various locations (TBD).

DV@WORK NL

Definition of Domestic Violence:

- Any form of physical, sexual, verbal, cultural, spiritual, emotional or psychological abuse, including financial control, neglect, stalking and harassment;
- The violence occurs between opposite or same-sex intimate partners who may or may not be married, common law or living together; and
- The violence can also continue to happen after a relationship has ended.

DV@WORK NL - Project Methodology

- ▶ Conducting Research Based on Feminist Principles:
 - ▶ Research done by women for women - to address and reduce the inequalities women experience in their day to day lives;
 - ▶ Research that encourages all women to participate and recognizes that multiple methods are needed to ensure that a broad range of women's voices are heard;
 - ▶ Research that is conducted through consultation and partnership; and
 - ▶ Research outcomes (i.e. reports) that share information with community agencies, businesses and government in meaningful ways.

DV@WORK Project Partners

- ▶ NL Federation of Labour
- ▶ University of Western Ontario (Centre for Research & Education on Violence Against Women and Children)
- ▶ All 7 Status of Women Councils in Newfoundland and Labrador
- ▶ Transition Houses
- ▶ The Office to Advance Women Apprentices (OAWA)
- ▶ Indigenous Women's Organizations and Projects - Empowering Indigenous Women for Stronger Communities (NAWN) and Supporting Women in Transitions (Mokami Status of Women - HVGB)
- ▶ The Multi-Cultural Women's Organization of NL (MWONL)
- ▶ Government of NL (Women's Policy Office)
- ▶ Canadian Federation of Students - NL
- ▶ UNIFOR - FFAW

DV@Work NL - Outreach

- ▶ Community consultations on Survey content prior to release online
- ▶ 11 Community Meetings
- ▶ 10 Focus Groups
- ▶ 3 Public Roundtables
- ▶ 4 Individual Interviews

Findings - 2018 Survey

- ▶ 1567 people completed the Survey (89% female, 9.5% Male, remaining 1.5% Trans). 42% of respondents had dependent children and 9% had other dependents (older family members)
- ▶ 86% of respondents were born in NL, 9% were Indigenous, 5% identified as a person of colour.
- ▶ 58% were permanent employees, 51% unionized.
- ▶ 54% of respondents experienced domestic violence from an intimate partner.
- ▶ 38% of those experiencing domestic violence said it had influenced their career choice or career path.
- ▶ 47% said they took time off work because of DV (physical injury, physical restraint and withheld transportation were the most common reasons)
- ▶ 42% reported that the DV continued in the workplace (abuse phone calls and text messages, abusive person stalked or harassed the worker, and/or made a disruptive personal visit to the workplace)
- ▶ Over 84% of survivors reported that DV negatively affected their work performance (distraction, feeling unwell, and fatigue were the most common impacts);

Findings - 2018 Survey

- ▶ 47% of DV victims said they had to take time off work because of the DV, (mainly to deal with medical/mental health issues)
- ▶ 51% of DV victims said they confided in and received support from a co-worker. 60% said their co-workers were negatively affected by the DV;
- ▶ 44% of workers said they received resource information related to DV from their union; 66% of respondents in unionized workplaces said their union was helpful in addressing DV situations;
- ▶ 82% of victims said they did not deal with the criminal law system as a result of the DV;
- ▶ 70% of respondents said they did not report the DV to the police.

Co-worker:

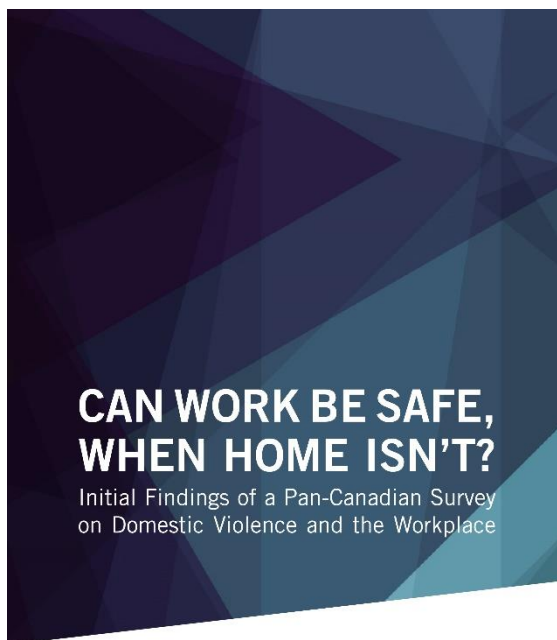
Marie did everything she could to alert those around her at the clinic that she needed help. She told managers and co-workers. She asked for cameras to be installed. She asked for support getting to and from work. She sent emails about the general safety of the building, especially that you couldn't see who was approaching the building at the main entrance. None of this worked. Marie's ex-partner pulled up in front of the clinic and they didn't have any idea he was coming in with a gun. They had just finished their lunch and Beth went to the washroom to brush her teeth. That's when she heard the shots and peeked out, only to see Marie on the floor. She heard him pacing back and forth near the reception desk yelling "Are you happy now?" Then she heard another shot, as he shot himself. She ran across the road to the elementary school, which was locked down immediately. She spent the next nine months on leave.

Today, six years later, she is a strong advocate for safer workplaces for nurses - that the doors be kept locked so they can buzz people into the clinic. But she was told "the likelihood of this ever happening again is so slim!" Nurses are being told they have to be nicer. But the union tells nurses: "Don't go to the manager when something violent happens. Call the police immediately." We've endured this all these years!

Thank You!

IPV & the Workplace: Saskatchewan Study

- Surveys: USA, Australia, Turkey, UK, Canada
- Saskatchewan (2016): surveys, focus groups, interviews



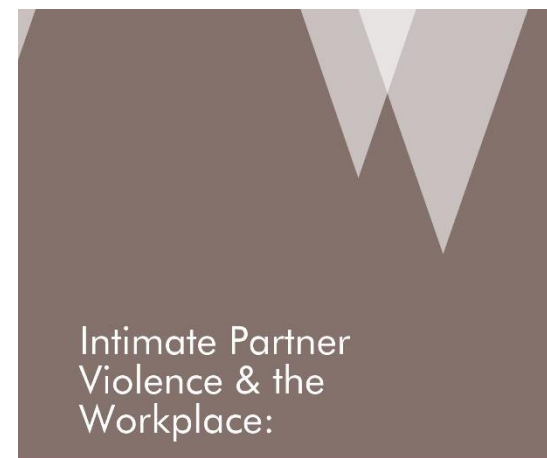
Western
Education
Centre for Research & Education on
Violence Against Women & Children



Canadian Labour Congress
Congrès du travail du Canada



Western
FIMS
Faculty of Information & Media Studies



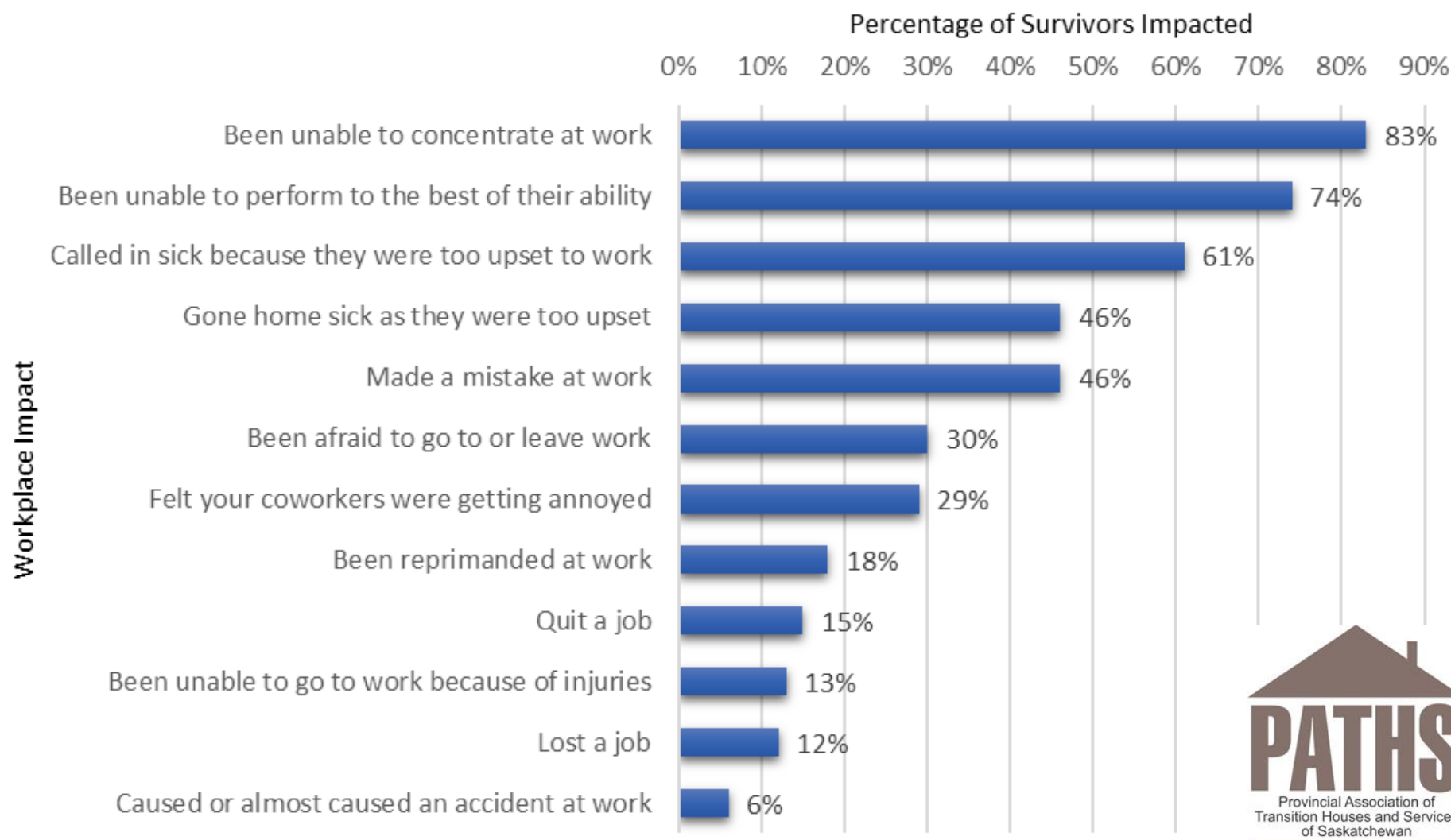
Results of a
Saskatchewan Study



Saskatchewan: Key Survey Findings

- **50%** of respondents experienced abuse (33% in pan-Canadian study)
- **83%** of people experiencing IPV said that the abuse impacted them at work
- **12%** lost a job

Results of PATHS Survey: Workplace Impact for People Experiencing IPV



Saskatchewan: Key Findings

- **49%** of survey respondents said that they had known or suspected a coworker was experiencing IPV
- When asked if their workplace has policies or procedures related to IPV, 35.6% said no, 18.2% said yes, **45.7% were unsure.**

IPV and the Workplace: Results of a Saskatchewan Study

Impact of Intimate Partner Violence in the Workplace on Survivors

- Experiences of IPV in the Workplace
- Workplace Challenges

Interventions in the Workplace

- Workplace Response
- Workplace Policies

IPV and the Workplace: Results of a Saskatchewan Study

Importance of Training on Intimate Partner Violence and the Workplace

- Changing Workplace Culture
- Increasing Awareness

Policy Changes

- Changes to Workplace Policy
- Legislative Changes
- Importance of Training
- Individualized Safety Planning

PATHS' Focus Groups and Interviews

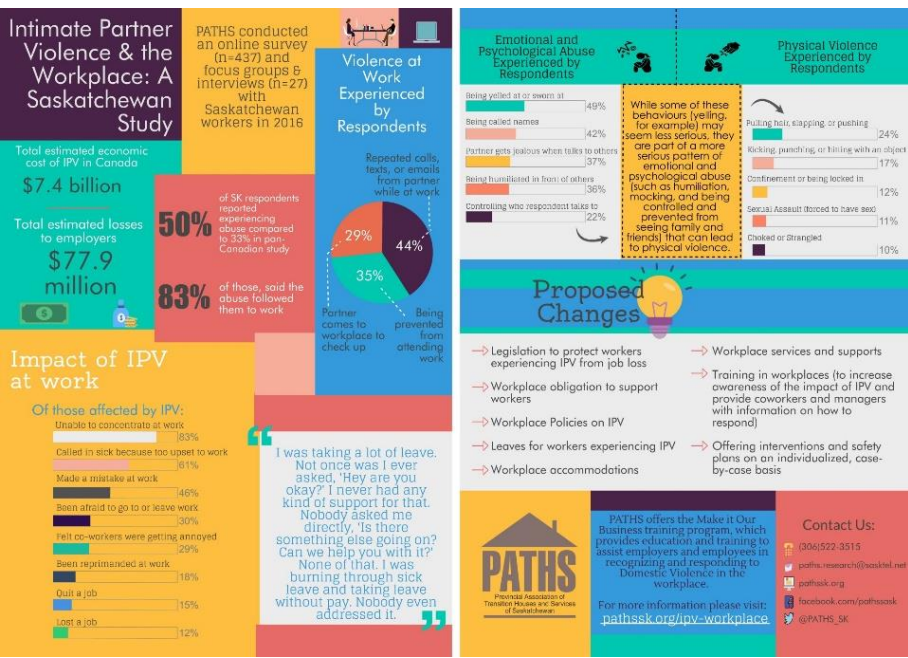
“I took a lot of leave. I was taking a lot of leave. Not once was I ever asked, ‘Hey are you okay?’ I never had any kind of support for that. Nobody asked me directly, ‘Is there something else going on? Can we help you with it?’ None of that. I was burning through sick leave and taking leave without pay. Nobody even addressed it.”

Research on IPV & the Workplace

- Literature review
 - Pan-Canadian survey
 - Research on men who use violence
 - Economic impact of DV in the workplace
- Review of legislation in other jurisdictions
- **Recommendations**

The Importance of Community-Based Research

- Recommendations: governments, employers/ organizations, managers, workers
- Informing public education and training
- Informing legislative change



Intimate Partner Violence & the Workplace:

Results of a Saskatchewan Study



Read the report at pathssk.org/ipv-workplace

How Shelters and other CBOs Can Help

- Violence against women shelters and family violence counseling agencies are experts in providing support and referrals for women experiencing abuse
- Smaller communities may have other professionals in the community, such as social workers, counselors, and Victims Services staff who can also provide support and referrals

Sharing Information

- What is intimate partner violence?
- How to recognize warning signs
- Overcoming your hesitation to help
- How best to offer support
- What not to do!



UN Women

Expert Services

- Risk assessment
- Safety planning
- Emergency shelter
- Referrals



Help to Build a Supportive Workplace Culture

- Presentations for orientation, staff meetings
- Print materials to have on-hand
- Reduce stigma around disclosing violence
- Employers become familiar with local service providers

Provide Workplace Training

- Training specific to the workplace
- Different levels/lengths of sessions
(1 hour to full day)
- Provide templates for policies/procedures
- Conduct workplace audits
- Build partnerships:
community/employers/labour/Chambers of Commerce

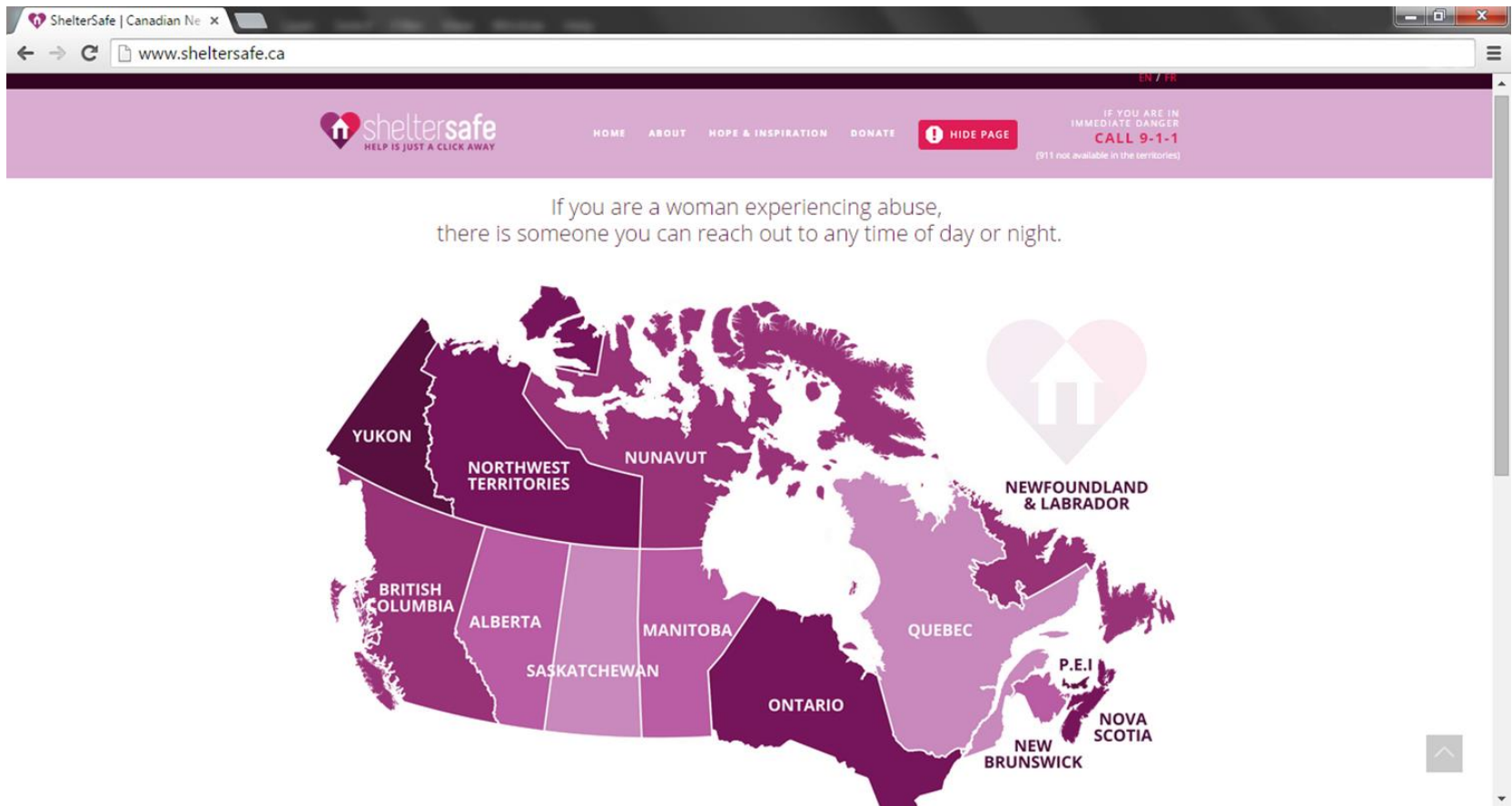


24/7 Support Available



- Women's shelters and mobile crisis are available 24/7
- You don't need to stay at a shelter to receive services
- You don't need to have experienced physical violence to stay in or receive services from a shelter
- Some shelters have 1-800 numbers, others accept collect calls
- Most shelters do not subscribe to call display
- All calls/visits are confidential
- In rural areas health centres can provide support or referrals

Where to Find Local Supports



Questions?

Contact Information



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