

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

### *Findings of a Canadian Survey on Domestic Violence and the Workplace: Implications for Action*

Peter Jaffe, Barb MacQuarrie, Nadine Wathen,  
CREVAWC, Western University  
Vicky Smallman  
Director, Women & Human Rights, CLC

#### Addressing Domestic Violence in the Workplace Through Collaboration

Toronto ON: March 29, 2019




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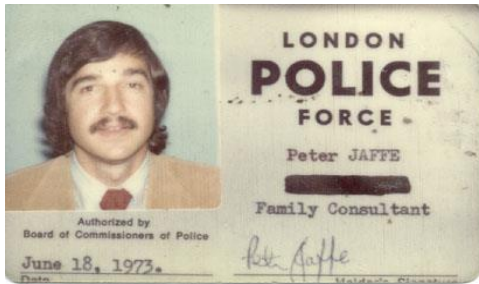
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### What We Have Learned about Domestic Violence in the Past 40 Years?

- Significant problem that impacts the whole community
- Victims, perpetrators and children are a very heterogeneous group that defy stereotypes
- Key strategies have to include broader public awareness, safety, accountability and healing
- The Workplace can play a critical role




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## Learning from Tragedies




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## Ontario (Canada) Domestic Violence Death Review Committee

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## We Speak for the Dead to Protect the Living




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## 2003-2017

- reviewed 311 cases, involving 445 deaths
- 65% were homicides & 35% were homicide-suicides
- 72% had a history of domestic violence
- 67% had an actual or pending separation
- 71% had seven or more risk factors

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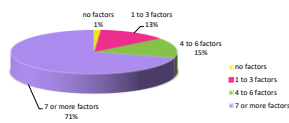
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## Risk Factors

- List of 39 risk factors for  
recidivism and lethality

% of cases based on number of risk factors per case  
All DVRC cases reviewed (2003-2017)




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## Common Risk Markers

- 74%** - Prior history of domestic violence
- 72%** - Actual or pending separation
- 56%** - Obsessive behavior (including stalking)
- 56%** - Depression (or other MH problems)
- 51%** - Prior threats to commit suicide or attempt
- 47%** - Escalation of violence

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## Who Knows What?

- Family 73%
- Friends 65%
- Police 57%
- Lawyer 42%
- Co-workers 33%
- Medical 22%
- DV agency 15%

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## Warning Signs & Risk Factors in the Workplace

### Warning signs are critical events

- Visible warning signs and risk factors
- Should raise possibility of danger

### Opportunities to intervene

- Can be missed because of uncertainty or missing information
- Organizations and individuals are unprepared

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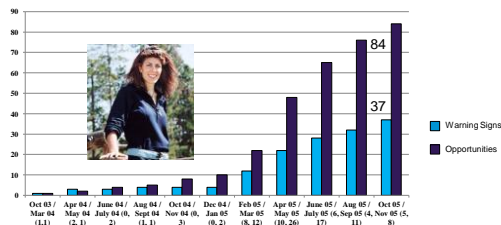
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## Critical Events & Missed Opportunities Lori Dupont Inquest Ontario




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## Challenging Status Quo

- Research
- Legislation
- Policy and Practice in the Workplace

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## Background

- Domestic violence (DV) costs Canadian employers \$77.9M annually
- International studies show it impacts worker safety, productivity and well-being
- Our research is a partnership between CLC and Western University

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## Survey Methods

- Online survey launched on December 6, 2013, ran until June 6, 2014
- CLC recruitment via posters, bookmarks, emails, meetings etc. + media launch
- Offered in both French and English
- Anyone, aged 15+, eligible to participate
- Over 60 questions

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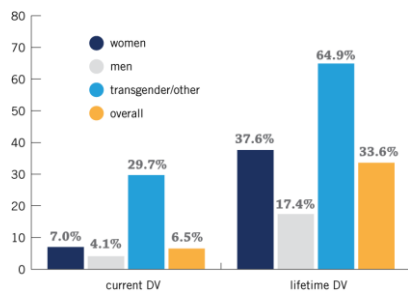
### Who Took Part?

- 8,429 total respondents
- 78.4% female
- 49.8% Ontario, 21.6% British Columbia
- 94.1% between 25 and 64 years
- 81.1% permanent employment
- 81.4% unionized (in current or last job)
- Over half from educational or healthcare/ social assistance sectors

### Domestic Violence Prevalence

- 33.6% had experienced DV in their lifetime
- Female, transgender, and Aboriginal respondents, those with disabilities, or a sexual orientation other than heterosexual had higher rates
- Rates consistent with other large Canadian surveys

### Domestic Violence Prevalence



## Domestic Violence Prevalence

- 35.4% reported having at least one co-worker they believe is experiencing, or has previously experienced, DV
- 11.8% reported having at least one co-worker who they believe is being abusive, or has previously been abusive toward a partner

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## Workplace Impact

*Among those who experienced DV...*

**38%**

reported that DV affected their ability to get to work

**53.5%**

experienced DV at or near the workplace

**81.9%**

found that DV negatively affected their work performance

**37.1%**

reported co-workers affected by their DV too

**8.5%**

lost a job due to DV

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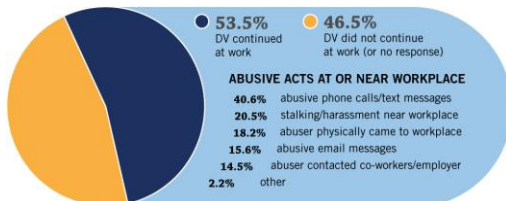
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## Workplace Impact




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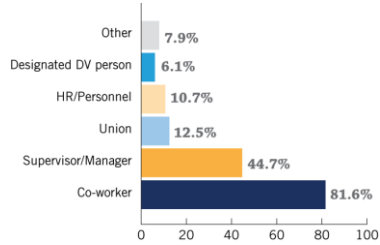
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## Workplace Support

- 43.3% of those experiencing DV discussed it with someone at work




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## Workplace Support

- 28% of all respondents received info about DV from their employer, 27.2% from their union
- 10.6% think that employers are aware when DV is affecting their workers
  - of those, 62.3% think employers act positively
- 11.3% think that union officials are aware when DV is affecting members
  - of those, 86.6% believe unions act positively

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## Workplace Support Matters




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## Beliefs About DV in the Workplace

- 91.5% of all respondents think that DV impacts the work lives of workers
- 74.4% think workplace supports such as paid leave and safety policies can reduce the impact of DV on the work lives of workers

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## Summary

- Many workers have directly experienced DV, or know of co-workers who have
- DV has significant impacts on the workplace
- Workplaces responses are mixed, but when in place, they are generally seen as positive
- People believe that supports like paid leave and DV safety policies can help

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## Next Steps – Research

- Role of Perpetrators (Katreena Scott)
- Vulnerable workers
- International partners and collaboration
- Occupational health and safety

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## Helping Abusers




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## The Work Ahead: The Gap between Theory & Practice




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## The Work Ahead: The Gap between Theory & Practice

- Training
- Access to Resources on a timely basis to help with – Risk Assessment, Safety Planning & Risk Management
- Partnerships – union, HR, health and safety, management, DV specialists
- Genuine Collaboration with all community & justice partners – appropriate sharing of information
- Innovation – we are doing it together

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### For More Information

- [www.learningtoendabuse.ca](http://www.learningtoendabuse.ca)
- [pjaffe@uwo.ca](mailto:pjaffe@uwo.ca)
- [bmacquar@uwo.ca](mailto:bmacquar@uwo.ca)

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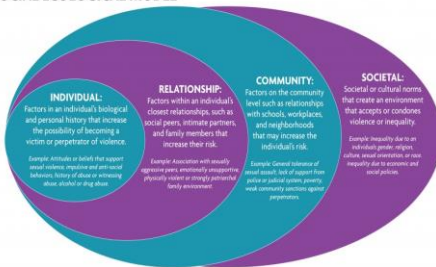
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### SOCIAL ECOLOGICAL MODEL




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