



Domestic Violence in the Workplace

Domestic Violence is defined as any form of physical, sexual, emotional, or psychological abuse, including financial control, stalking and harassment. It occurs between intimate partners of any gender who may or may not be married, common law, or living together. It can also continue after a relationship has ended. Happens across all socioeconomic classes, cultures, and faith groups.

- *A significant number of our members will experience domestic violence, 33% (1 in 3), in their lifetime.*
- **53.5%** experienced DV *at or near* their workplace.
- **81.9%** found that DV negatively affected their work performance.
- **37.1%** reported that co-workers were affected by their DV as well.
- **81.6%** will disclose they are experiencing DV to a co-worker.

Being in employed is a key pathway for women to leave a violent relationship. Financial security prevents women from becoming trapped and isolated in violent and abusive relationships. It helps them maintain their home and standard of living. Isolation is always present in abusive relationships. Abusers will discourage or forbid their partners from having relationships with friends, family, or co-workers.

Signs at work

Obvious Injuries (Bruises, black eyes, and broken bones are attributed to falls or accidents).

Clothing Inappropriate for the season (to cover injuries)

Uncharacteristic absenteeism

Change in job performance.

Request for special accommodation

Disruptive phone calls and visits

Unwillingness to go home.

What can you do?

Have a SNCit Conversation

See it (the gut feeling or sign)

Name it (Name the warning signs as a concern, to yourself, to another person. Just the facts)

Check it (Ask questions, check your assumptions – is it abuse? Check with a professional. Don't jump to conclusions)

Resources:

<https://canadianlabour.ca/domestic-violence-work/>

<https://www.alberta.ca/domestic-violence-leave>

Alberta Council of Women's Shelters: <https://acws.ca/> 1-866-331-3988

Family Violence and Online Chat: <https://www.alberta.ca/family-violence>

[24](https://www.alberta.ca/family-violence) hour distress line (780) 482-HELP (4357)