



## Make It Our Business



Domestic violence used to be a “mind your own business” issue.

**But times have changed.**

# And employer requirements have changed.

Introducing **Make it our business**  
a domestic violence workplace training program.



# Now, more than ever, domestic violence is a workplace issue. By law

Bill 168 amends the Occupational Health and Safety Act (OHSA) to address issues of workplace harassment and violence. Under section 32.0.4 of the Act:

If an employer is aware or ought to be aware that domestic violence likely to expose a worker to physical injury may occur in the workplace, the employer must take every reasonable precaution to protect the worker.



# How can employers be aware of potential workplace domestic violence?

## Recognize the Warning Signs!

Pay attention to signs of control and coercion.

Non physical forms of power and control can escalate slowly or suddenly to physical violence.

Risk is variable –it is difficult to predict when a situation will escalate to physical violence.



# Concern is no longer enough

Because tens of thousands of incidents of domestic violence are being reported each year in Ontario – and an estimated tens of thousands more aren't.

Because some 90,000 to 100,000 women and children seek safety in shelters each year.

Because your employees say they care.

Because your employees are personally affected.

Because the all-pervasive nature of this issue now represents significant economic costs to your business

**And because it's the law.**



# Domestic violence is a business issue

While the new law means that you have to pay attention, the business reasons for acting are equally compelling:

- Reduced productivity
- Emotional stress
- Increased absenteeism
- Loss of concentration
- High turnover and increased training costs
- Comprised safety of employees



# Domestic violence is a business issue

- Negative impact on co-workers in terms of atmosphere and morale

It all adds up to an estimated \$1.5 billion in economic costs

**But the costs go way deeper than business.**



# Domestic violence is an emotional issue that permeates all aspects of a woman's life

- She feels at a loss every day: loss of independence, self-esteem, and sense of self.
- Fear follows her everywhere: fear for her children, and of losing them.
- Worst of all, she doesn't know how to make it stop.
- An abused woman takes these feelings everywhere, and they impact her in everything she does.

With women accounting for 60% of the workforce and growing, domestic violence has a direct impact on your business.

**It's not just here business anymore. It's everyone's.**



# Increasingly, employers are taking action against domestic violence

1. Train employees, managers and supervisors to recognize warning signs
2. Establish a policy to guide workplace intervention in situations of domestic violence
3. Build internal workplace capacity to address domestic violence
4. Work with local domestic violence experts



# In today's Ontario, it's no longer a question of if, but a question of how

That's where the Make it our business campaign can help. Workplace training is also available with Neighbours, Friends and Families@Work campaign



Make it our business is a campaign to provide employers with information, tools and training to recognize and respond to domestic violence risk factors, and meet the terms of the new legislation outlined in Bill 168

The campaign is presented by the Centre for Research and Education on Violence Against Women and Children. It is funded by the Ontario government through the Ontario Women's Directorate.



# Make it our business helps in five key ways:

**Level 1:** We provide information to staff through email and communications materials, and to management to mitigate risk and launch the program. We provide e-mail templates directing employees to the NFF website and free brochures

**Level 2:** We host free training workshops for your employees and managers facilitated by a specialist.

**Level 3:** We offer a free — train the trainer program, a 2 day program that builds capacity in the workplace to address domestic violence, including training workshops, human resource supports and organizational change.



## Make it our business helps in five key ways (continued)

**Level 4:** We offer an optional free facilitation coaching workshop to develop facilitation skills and content knowledge appropriate for delivery of the one-hour workshop.

**Level 5:** We offer consulting services to help you develop a customized workplace program. We conduct comprehensive workplace audits to assess needs, threats and risks, and work with you to develop policies and protocols specific to your workplace.



# It starts by getting in touch

The Make it our business Campaign provides free resources for addressing domestic violence. The Neighbours, Friends and Families Campaign provides free training for the workplace. We can be your partners in meeting the specific needs of your workplace and help you comply with the law. We have the tools and the resources. And we know the law.

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# Sources:

Because tens of thousands of incidents of domestic violence are being reported each year in Ontario—and an estimated tens of thousands more aren't (Family Violence in Canada –A Statistical Profile 2008: Stats Canada).

Because some 90,000 to 100,000 women and children seek safety in shelters each year (The War on Women by Brian Vallee)

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- (Measuring violence against women: Statistical trends 2006.2006. Ottawa, ON: Statistics Canada)

It all adds up to an estimated \$1.5 billion in economic costs (The War on Women–Brian Vallee)

With women accounting for 60% of the workforce and growing, domestic violence has a direct impact on your business (Women in Canada –Fifth Edition: Stats Canada).

