



Make It Our Business

Make It Our Business Workplace Program

Learning Outcomes

Domestic violence is not a private matter. Recognizing, responding referring and reporting to appropriate resources are key components of professional development for all members of any workplace environment. Make It Our Business provides comprehensive multi-level training that assists workers, supervisors and employers to carry out their varying roles and responsibilities necessary to create a workplace culture that takes domestic violence seriously. Neighbours, Friends and Families @ Work is designed to offer all employees key information and resources as well as directions for further self-directed study. Leadership and Sustainability Education offer enhanced opportunities for learning with practical application and problem-solving. Sustainability Education includes a train-the-trainer component.

This chart helps you to identify at a glance, both the learning outcomes and the level of engagement each option offers.

- Information ✓
- Detailed Information ✓✓
- Introductory Skill Development ✓✓✓
- Intensive Skill Development ✓✓✓✓

Make It Our Business Workplace Education Program Learning Outcomes	Basic Education 1 hour	Basic Education for Managers 3 hours	Leadership Development 1 day	Organizational Readiness 2 day
1. RECOGNIZE domestic violence and its impact on victims, potential victims, co-workers and the workplace environment.				
a) Understand the overall prevalence of domestic violence as well as the social context in which it occurs.	✓	✓	✓✓	✓✓
b) Define reasonable precaution as it relates to instances when domestic violence enters the workplace.	✓	✓✓	✓✓✓	✓✓✓✓
c) Identify warning signs and risk factors associated with domestic violence.	✓	✓✓	✓✓✓	✓✓✓✓
d) Explore the dynamics of coercive behavior including the impacts of isolation and the realities of escalation.	✓	✓✓	✓✓✓	✓✓✓✓
e) Self-reflect on personal values and perceptions	✓	✓✓	✓✓✓	✓✓✓✓

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2. RESPOND effectively and REPORT appropriately using differential options consistent with various levels of workplace responsibility.				
a) Demonstrate effective communication skills in order to reach out, support, ask questions and offer relevant information: See It, Name It, Check It conversations	✓	✓✓	✓✓✓	✓✓✓✓
b) Identify various safety planning options and protocols, as well as possible unintended consequences for victims and potential victims of domestic violence	✓	✓✓	✓✓✓	✓✓✓✓
c) Acquaint oneself with workplace policies and procedures for reporting possible domestic violence risk, threat or hazard.	✓	✓✓	✓✓	✓✓✓✓
d) Identify a variety of possible internal responses and security measures to increase safety when domestic violence is identified in the workplace.		✓	✓✓✓	✓✓✓✓
e) Clarify reporting requirements and persons responsible for safety in the workplace, as well as a variety of external community options available to victims, potential victims, abusers and co-workers.	✓	✓✓	✓✓	✓✓✓✓
f) Explore response to reports of domestic violence (including preliminary threat assessments and safety planning)		✓	✓✓✓	✓✓✓✓
g) Self-reflect on organizational commitment to creating and supporting a safe workplace environment.		✓	✓✓✓	✓✓✓✓
3. REFER victims, potential victims, abusers and co-workers to a network of external resources when domestic violence has been identified or is suspected.				
a) Identify internal workplace resources, personnel and information and external community organizations useful for victims, potential victims, abusers and co-workers/ bystanders.	✓	✓✓	✓✓✓	✓✓✓✓
b) Explore the advantages of an inter-professional team approach to respond to domestic violence		✓	✓✓	✓✓✓✓
c) Balance safety and confidentiality, using effective documentation and information sharing, to support victims, potential victims and co-workers and hold abusers accountable.		✓	✓✓	✓✓✓✓
d) Self-reflect on strengthened internal and external professional relationships.		✓	✓✓	✓✓✓✓

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www.makeitourbusiness.com

The views expressed in this campaign are those of The Centre for Research & Education on Violence against Women & Children, Faculty of Education, The University of Western Ontario. They do not necessarily reflect the views of the Government of Ontario.

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