



**dv@worknet**

generating knowledge on the impacts of domestic violence in the workplace

**Impact on Workplace Performance & Productivity**

*“Overcome by sadness, feeling helpless, and under a lot of stress. Losing focus on what I was doing. Choking back tears. Insomnia. Hard to concentrate.”*

*“Yelling and arguing with workers and not explaining a job correctly.”*

*“Stress, court, programs cutting into work time three hours per week to help with courts and my life. A lot to take in.”*

*“Anxiety/ depression resulted from conflicts and I was unable to focus/ concentrate on my work. When I did work, much of my work was sub-standard.”*

*“Taking time off and things not being done because of it. Missing events that I had organized and had big roles in because they took place days after the incident.”*

**Impact on Workplace Safety**

*“I spent a night in jail, and got out in the morning, went to work, and due to lack of sleep and stress, I got into a car accident with a work vehicle.”*

*“I thought I burned my hand on hot material few times. Knocked over skid part on forklift. Could have caused death.”*

*“I was working on a roof of a house [...] and I was missing a co-worker saying something and almost fell off [the] roof.”*

**Impact of DV Perpetration in the Workplace: Interim Results**

*Who Took Part?:*

*Our Participants & Participating Agencies*

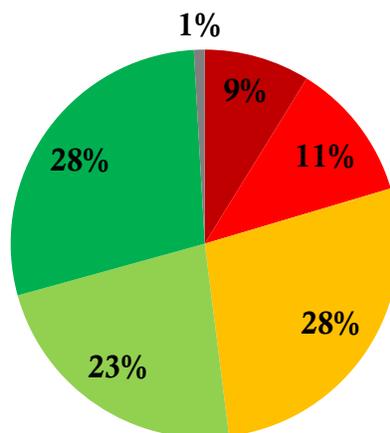
For this survey, participants were recruited from Partner Assault Response (PAR) programs between June of 2015 and August of 2016 across the six Ministry identified service regions: central, central west, east, north, Toronto, and west. As of August 2016, 17 of Ontario’s PAR programs partnered with us to complete this research. A total of 385 PAR-program participants have taken part in our study so far, with 352 of these participants meeting study criteria. Study questions tap into the lost work productivity and time due to domestic violence (DV), examine the degree to which DV perpetration occurs in the workplace, explore workplace response to DV perpetration issues, and give overall insight into the impact of DV perpetration on the workplace.

*What We Found?:*

*A Summary of Interim Findings*

**FIG. 1:**  
**Frequency of Negative Workplace Impact**

Very Often    Often  
Sometimes    Rarely  
Never    No Response



- Close to half of respondents reported that DV issues sometimes, often, or very often negatively affected their job performance (48.0%) (Fig. 1).
- About one-tenth (10.8%) reported that they caused or almost caused a work accident as a result of being distracted or preoccupied by DV issues.
- 71.6% of respondents reported being in contact with their partner during work hours to continue a conflict, emotionally abuse them, and/or monitor their whereabouts. Of these participants, as many as a quarter used workplace time to drop by their home or workplace (Fig. 2).

## Impact on Workplace Safety (cont.)

*"I forgot that I was assigned 6 patients on day shift, so I missed one of them when it came to administering medication. The incident caused me to be reprimanded and questioned by my manager."*

*"I have slipped and [fallen] and nearly caught my foot in the blade."*

## Workplace Climate & Response

*"It is very difficult to remain focused, to stay driven, to want to do well in the workplace, feeling as if everyone around you is discussing your matter."*

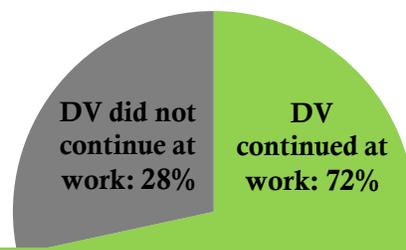
*"Bias. Some people think less of me now, and that hurts, even though I am a good person."*

*"I wish I could have felt I could talk to my boss about my feelings prior to the incident."*

## Opinions on Workplace Involvement

*"Employers need just as much information about domestic violence because it is tough getting a job if the employer thinks you're a violent person."*

*"A big realization is that domestic violence is a big issue. I believe that it is embarrassing to talk about, much more so talking about it at work. I feel like I'm looked at as less of a person because people at work can sense my distress. Also, I feel criminal record checks shouldn't be allowed due to the bias that a domestic charge brings in terms of employment."*



Of the 72% who continued DV at work  
 89% engaged in **Conflict**  
 37% engaged in **Emotional Abuse**  
 37% engaged in **Monitoring**

**FIG. 2:**  
**DV in the Workplace**

97%	16%	31%
92%	14%	23%
89%	28%	30%
<b>of which</b>		
through messages	at their partner's home	at their partner's work

- One-quarter (25.9%) of respondents reported losing their job as a direct or indirect (e.g., too many missed days, poor productivity) result of DV issues. Several commented that DV issues have made it more difficult to seek new work.
- Around one-third of respondents indicated that DV issues led to difficulties getting to and staying at work and similar proportions reported taking time off as a result of DV. These impacts were independent of any DV charge, and were occurring before and after any identified DV incident.
- Less than one-half (41.5%) of respondents had talked about their DV issues with someone at work, with co-workers the most likely to be aware.
- Between 40% and 50% of respondents reported that the climate of their workplaces was closed, unsupportive, and unfair when it came to dealing with DV issues.
- Respondents were divided on their opinions of whether or not workplaces should be more involved, with 42.9% wishing for more involvement, 29.0% unsure, and 22.2% feeling that workplaces should not be more involved.

## What's Next?: Discussion & Next Steps

The results outlined in this interim report are based on the data we currently have and we are aiming to have our final results compiled in a comprehensive summary report by May 2017. Our goal is to obtain a sample that is representative of men enrolled in PAR programs across the province before ending data collection. Upon finalizing our dataset and disseminating our findings, our next step is to look at the development of training and policy resources for workplaces to prevent and respond to DV perpetration.

## DV@Work Training Network

For more information about the larger project that this is part of, you may visit the website at <http://www.learningtoendabuse.ca/impact-domestic-violence-workers-and-workplace>.