

Bill 168, Workplace Violence & Harassment, and Domestic Violence

Under Bill 168, Violence and Harassment in the Workplace, of the Occupational Health and Safety Act, “Employers who are aware, or ought reasonably to be aware, that domestic violence may occur in the workplace must take every precaution reasonable in the circumstances to protect a worker at risk of physical injury.”

A recent Canadian study of more than 8,400 individuals found:

- 33% of participants reported experiencing domestic violence in the workplace
- Of those, 82% said that the violence negatively affected their work performance
- Canadian employers lose \$77.9 million annually due to the direct and indirect impacts of domestic violence

Domestic Violence is considered to be the fastest growing type of workplace violence in Canada. Not only does Domestic Violence affect the victim, it can impact the entire workplace, through absenteeism, lowered productivity, and safety concerns for the victim and his/her coworkers.

Our expert staff provides a basis of understanding about domestic violence, why it occurs, strategies to utilize when responding to disclosures, and how to intervene in a safe and effective manner. Our trainings are various, interactive, and can be customized to meet the needs of the audience, running anywhere from 60 minutes to a full day. We endeavor to tailor each presentation to include relevant community resources to the trainees including those within their workplace.

We help organizations be proactive to ensure that effective initiatives addressing domestic violence in the workplace are implemented. Supervisor, management, and co-worker support for victims of domestic violence is crucial.