

Domestic Violence Workplace Programs and Resources for Ontario

The Centre for Research and Education on Violence against Women and Children is offering training for workplaces on Domestic Violence.



The Bill 168 amendments to Ontario's Occupational Health and Safety Act came into effect on June 15, 2010. The Workplace Violence and Harassment Amendments include a requirement that, under the law, employers must "take reasonable precautions to protect employees from domestic violence in the workplace". The Ontario Government has sponsored two linked initiatives to support employers and the workplace to meet the domestic violence requirements through education, training and the development of policies and procedures.

Launched in 2006, Neighbours, Friends and Families (NFF) is a public education campaign designed to raise awareness of the warning signs of domestic violence so that those who are close to the people at risk can take appropriate action. Campaign materials focus on woman abuse as the most lethal form of domestic violence. The NFF Workplace Champion Program provides comprehensive education and training for all levels of an organization. NFF is also the public education campaign of the Ontario Government's Domestic Violence Action Plan.

In 2010 Make it Our Business (MIOB) was specifically created for workplaces and provides important resources and information for employers to develop the necessary policies and procedures that will allow them to deal with domestic violence situations.

Neighbours, Friends and Families

Education and Training *Onsite and Online Resources*
www.neighboursfriendsandfamilies.ca

Workplace Champion Program

Organizations can implement one or more of the three levels of Involvement

Level 1 – Provide Information

The employer introduces NFF to all employees as an organizational resource with a link to the website and brochures available on site.

Level 2 – Increase Understanding

All employees receive a one-hour educational session about woman abuse/domestic violence with instruction on how to recognize warning signs and take appropriate action.

Level 3 – Lasting Organizational Change

Three training options:

- Select and/or senior organizational leaders receive 2 days of comprehensive training to build organizational capacity to develop policies/procedures and respond to specific situations.
- Train the Trainer - 2 day training to prepare in-house trainers to deliver Level 2 training to colleagues.
- 1 day intervention training

Organizations are recognized with a Certificate of Achievement by CREVAWC for completion of any level of the NFF Workplace Champion Program

All online resources can be ordered free of charge and/or are downloadable.

Training is currently being offered at no charge.

Make it Our Business

Policy and Procedure Development *Online Resources*
www.makeitourbusiness.com

Two brochures:

- Responding to Domestic Violence: Help for employers
- How to Keep Yourself Safe and Supported when Domestic Violence follows you into the Workplace

Audit Tools to undertake a self-assessment

How prepared is the organization to deal with immediate or crisis situations?

Suggested guidelines:

- Disclosure and confidentiality
- Developing an inter-professional response team
- How to communicate with employees
- Security measures
- Conducting a threat/risk assessment
- Role of police and community experts/services
- The role of unions

All online resources are downloadable.