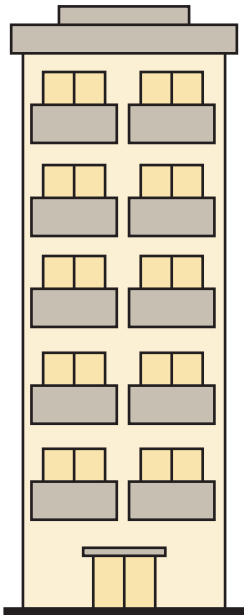# Awareness of Domestic Violence in the Workplace

THE STUDY 8429 Canadian men and women completed an online survey.
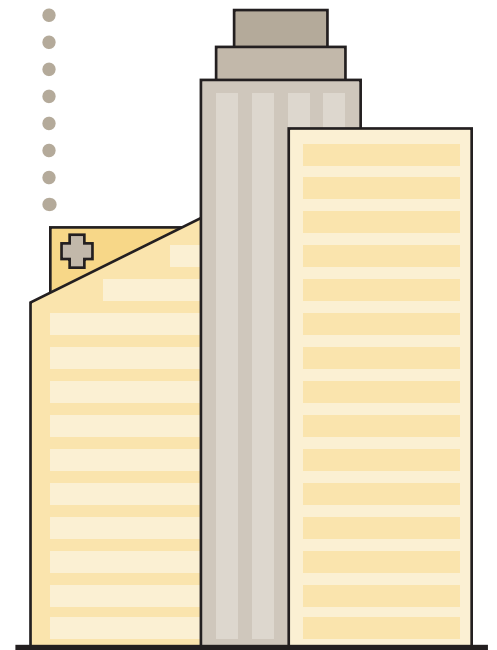
nearly
40%

believed they had recognized a domestic victim and/or perpetrator in the workplace.

Recognizing victims was more common than recognizing perpetrators.

"[A] safety plan was developed to ensure other staff are aware of the potential for violence related to the worker's situation." ~study respondent

Who recognized domestic violence at work?

- Domestic violence victims were more likely than non-victims to report recognizing victims and perpetrators in the workplace.

- Women were more likely to report awareness of domestic violence victimization.

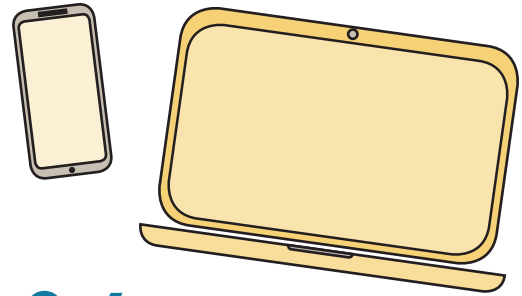- Men were more likely to report awareness of domestic violence perpetration.

dv@worknet
generating knowledge on the impacts of domestic violence in the workplace

For more information about workplace training & resources, visit: **www.makeitourbusiness.ca**

For more information on this study, see: MacGregor, J. C. D., Wathen, C. N., & MacQuarrie, B. J. (2016). Domestic violence in the Canadian workplace: Are co-workers aware? *Safety and Health at Work, 7*(3), 244-250.

50%

of those recognizing a victim thought the domestic violence affected their coworker's ability to work

38%

of those recognizing a perpetrator thought the abusive behaviour affected their coworker's ability to work

"I know that everyone in the school was shown the picture of the abuser that our co-worker was leaving, in case he would show up at work. I know that she had support from our employer and our union - but things were kept private." ~study respondent

PRACTICE & POLICY IMPLICATIONS

- Training and education is critical!
  - All employees should receive basic training about recognizing victimization and perpetration warning signs, and how to respond appropriately.
  - Leaders should receive additional training on organizational preparation and response to both victims and perpetrators.
- Workplace policies and guidelines should be developed that address victims as well as perpetrators, and focus, where possible, on prevention, including consequences for perpetrators.

For more documents in this series, visit:
www.DVatWorkNet.org

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