

Workplace Disclosure and Supports for Domestic Violence



THE STUDY 2831 Canadian men and women with lifetime domestic violence exposure completed an online survey.

43% discussed domestic violence at work.
Men were less likely than women to disclose.

“I was extremely nervous about sharing my situation... understanding that it may have a negative impact on how my supervisor viewed me and my work. However, that was unfounded and so far they have been very helpful and understanding and have also respected my privacy and been careful not to intrude.” ~study respondent

Why didn't people discuss domestic violence at work?

Usually because they:

- felt embarrassed or ashamed
- wanted privacy or felt the domestic violence was not others' business

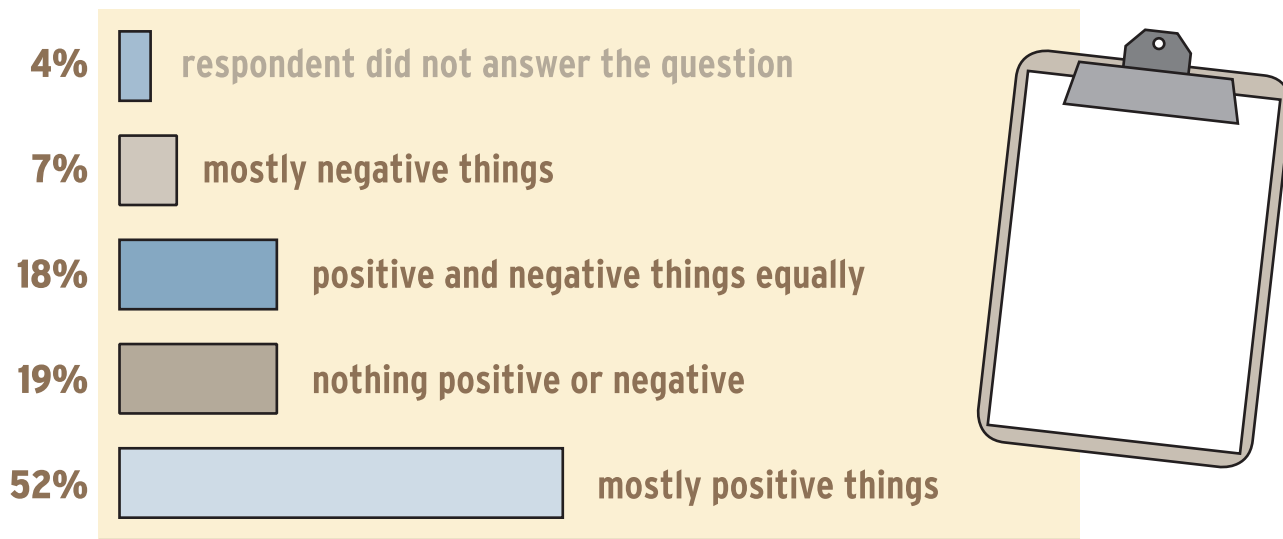
82%

who disclosed spoke to a co-worker



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

Overall, what happened at work as a result of disclosure?



“[Disclosure] harmed my relationship with coworkers... some didn’t know what to say, some saw it as a weakness, some saw it as my fault. Some were angry with him but didn’t know what they could do. So it left them frustrated.” -study respondent

PRACTICE & POLICY IMPLICATIONS

Training and education is critical!

- All employees should receive basic training about recognizing warning signs, and responding positively, including safety planning.
- Leaders should receive additional training on organizational preparation and response.

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