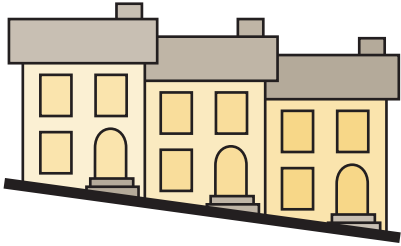


# The Impact of Domestic Violence on Workers and Workplaces



About **1/3** of Canadian workers experience domestic violence at some point.

*“...we bring to work everything that happens at home. We can’t compartmentalize or mentally separate these different aspects of our lives...” -study respondent*

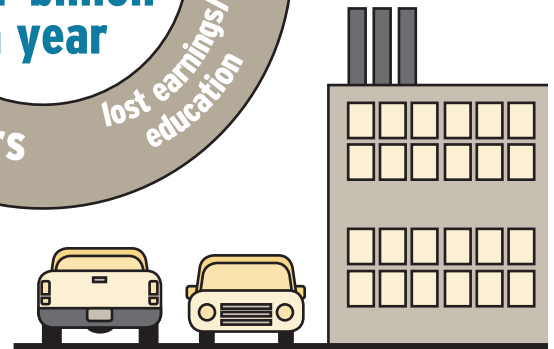
In nearly

**54%**

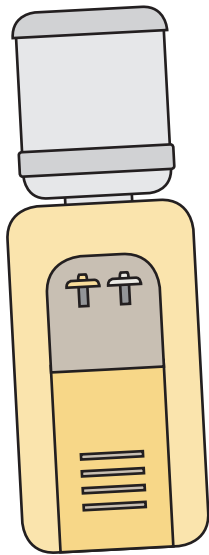
of cases, domestic violence continues at or near work.

## Domestic violence victims and perpetrators report negative impacts on:

- absenteeism
- concentration at work
- work performance



**71%** of employers report having a situation where they needed to protect a domestic violence victim, yet few offer domestic violence training for employees.



About **40%** of victims and perpetrators disclose domestic violence at work. Most disclose to co-workers.

*“...the workplace is a logical place to provide support, help, and resources for victims of violence.” -study respondent*

## PRACTICE & POLICY IMPLICATIONS

- Employers and employees need basic training so that they can recognize the warning signs of domestic violence victimization and perpetration and respond safely and appropriately.
- Additional research is needed to evaluate current strategies that address domestic violence in the workplace (training, leave provisions) and develop and test new approaches (e.g., Occupational Health and Safety legislation), including cost effectiveness.
- Some provincial Occupational Health & Safety legislation is silent on responsibilities related to domestic violence, but if domestic violence occurs at work, the employer is liable.
- Domestic violence-specific legislation is important - the main reason that organizations create a domestic violence policy and associated procedures is to comply with workplace legislation.

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