

# Intimate Partner Violence & the Workplace: A Saskatchewan Study

PATHS conducted an online survey (n=437) and focus groups & interviews (n=27) with Saskatchewan workers in 2016



## Violence at Work Experienced by Respondents

Total estimated economic cost of IPV in Canada

**\$7.4 billion**

Total estimated losses to employers

**\$77.9 million**



**50%**

of SK respondents reported experiencing abuse compared to 33% in pan-Canadian study

**83%**

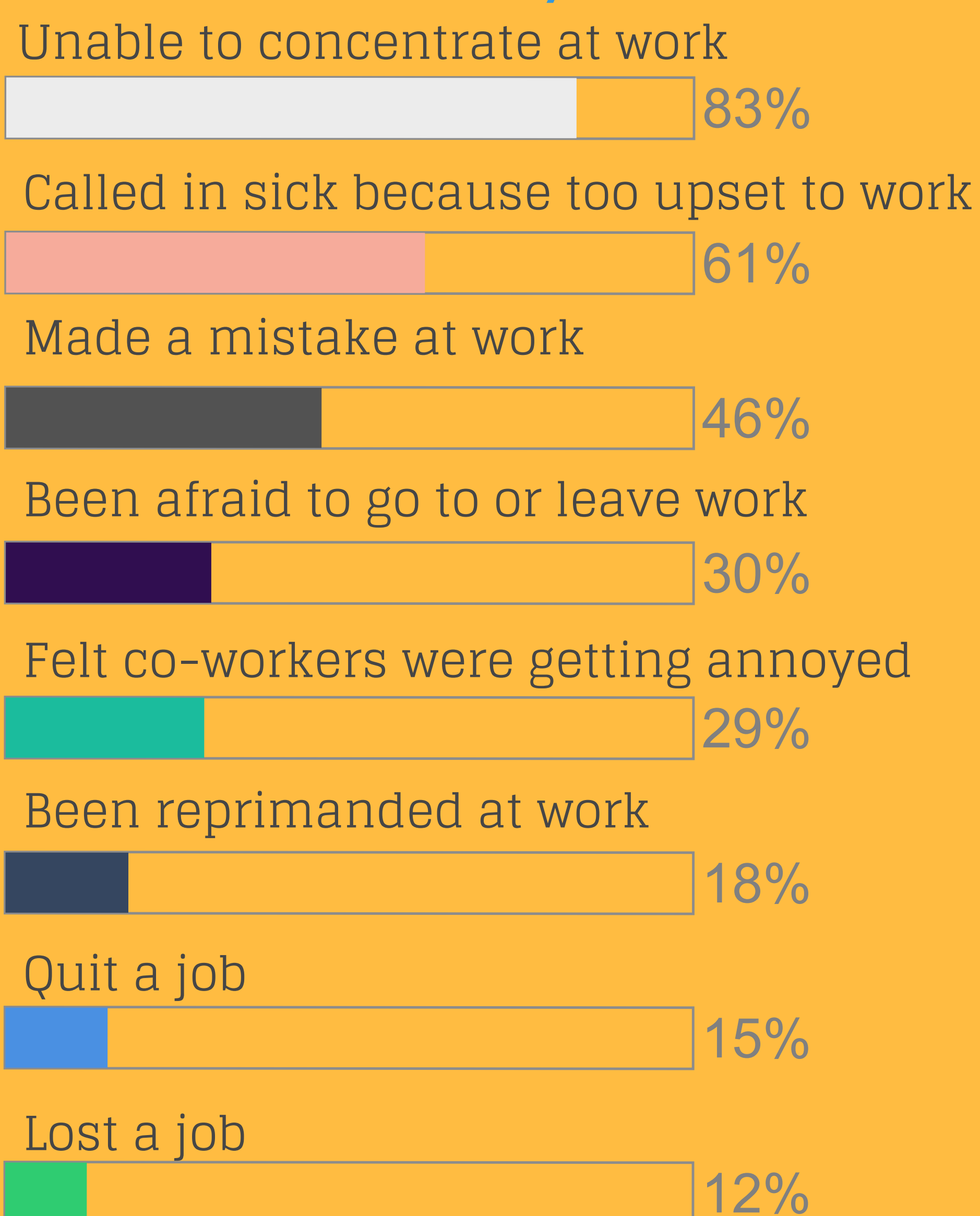
of those, said the abuse followed them to work

Repeated calls, texts, or emails from partner while at work



## Impact of IPV at work

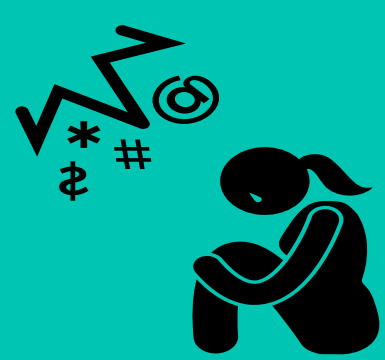
### Of those affected by IPV:



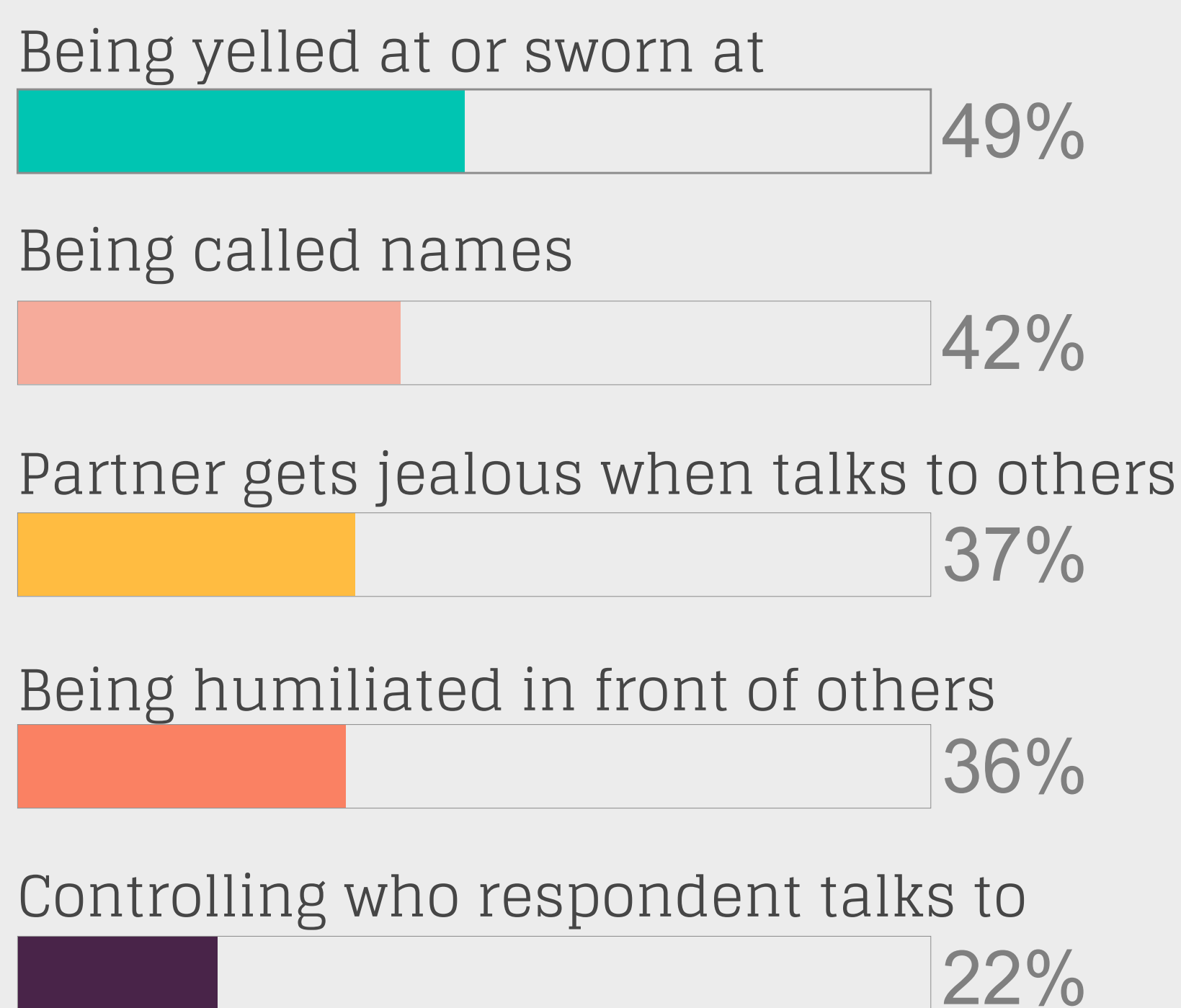
I was taking a lot of leave. Not once was I ever asked, 'Hey are you okay?' I never had any kind of support for that. Nobody asked me directly, 'Is there something else going on? Can we help you with it?' None of that. I was burning through sick leave and taking leave without pay. Nobody even addressed it.



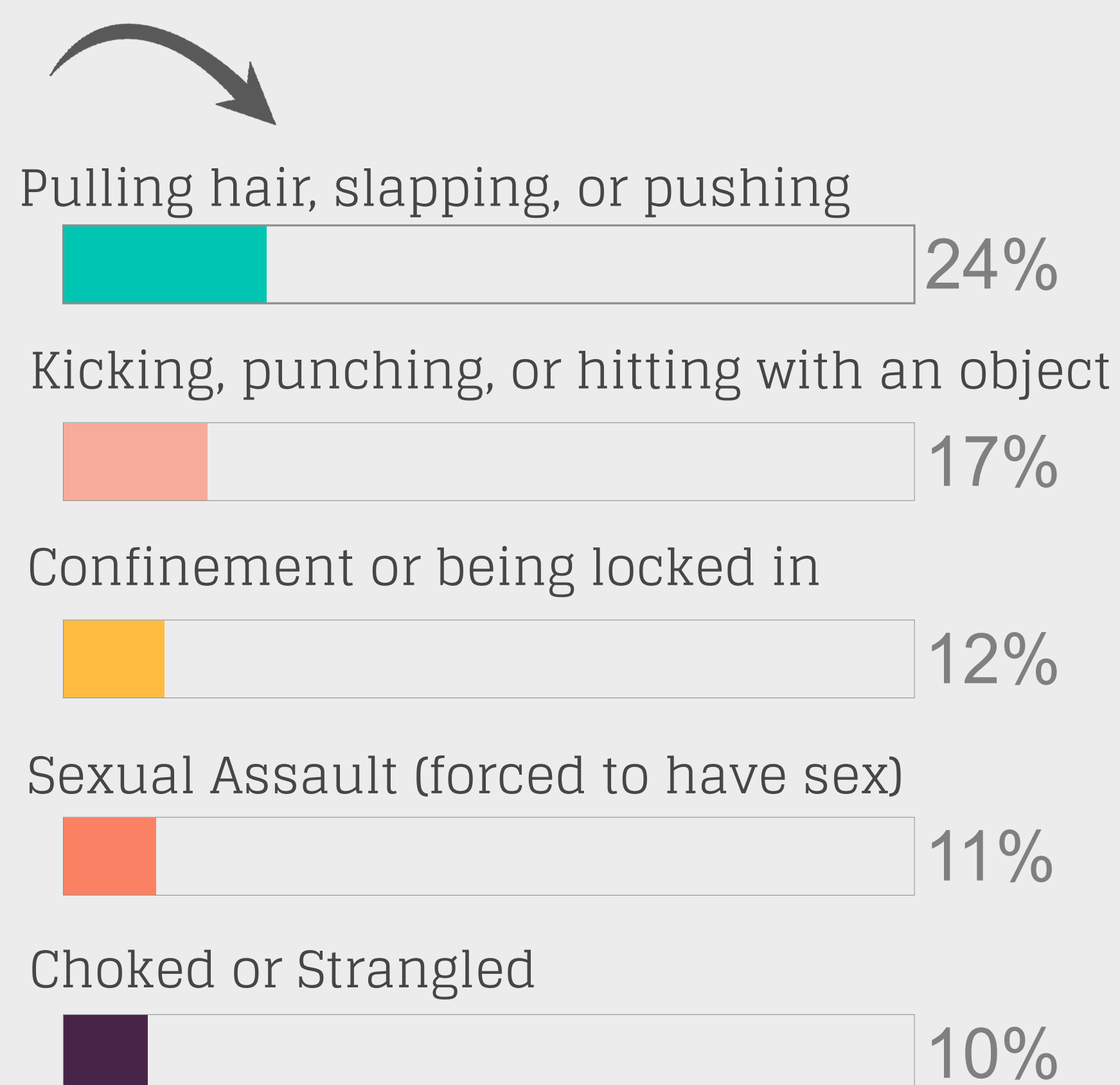
## Emotional and Psychological Abuse Experienced by Respondents



## Physical Violence Experienced by Respondents



While some of these behaviours (yelling, for example) may seem less serious, they are part of a more serious pattern of emotional and psychological abuse (such as humiliation, mocking, and being controlled and prevented from seeing family and friends) that can lead to physical violence.



## Proposed Changes



- Legislation to protect workers experiencing IPV from job loss
- Workplace obligation to support workers
- Workplace Policies on IPV
- Leaves for workers experiencing IPV
- Workplace accommodations
- Workplace services and supports
- Training in workplaces (to increase awareness of the impact of IPV and provide coworkers and managers with information on how to respond)
- Offering interventions and safety plans on an individualized, case-by-case basis



PATHS offers the Make it Our Business training program, which provides education and training to assist employers and employees in recognizing and responding to Domestic Violence in the workplace.

For more information please visit:  
[pathssk.org/ipv-workplace](http://pathssk.org/ipv-workplace)

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