

I need safety and support at work



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Domestic Violence is not a private matter.
We all have a role to play.

Adapted with permission from:

Western  Centre for Research & Education on
Violence Against Women & Children

How to Keep Yourself Safe and Supported when Domestic Violence follows you into the Workplace

Are you being abused by your partner or former partner? Is the abuse affecting you at work?

Are you worried about how to stay safe at work?

You have a right to be safe at work.

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What is domestic violence?

Domestic violence is a pattern of behaviour used by one person to gain power and control over another with whom they have or have had an intimate relationship.

Sometimes victims do not recognize the warning signs or realize the danger they are in. It is also common to deny that the violence is happening. People often feel ashamed at finding themselves in an abusive relationship. It is hard to admit or ask for help.

Domestic violence tends to increase over time, becoming more serious and more frequent. If you feel scared of your partner or ex-partner, reach out. A safety plan can help keep you safe.

Domestic violence can affect your work performance

Protect your job. Your employer cannot help you if they do not understand what is happening to you.

If you tell them about the abuse, they can help you get the support you need so that you can stay safe and keep your job.

Document Events:

- Make a record of how the domestic violence is affecting you at work; dates, times, details (where, what happened, what was said, any witnesses)
- Save abusive emails and text messages
- Save and print out copies of Facebook messages in case the sender deletes their account

- Half of Saskatchewan respondents reported experiencing abuse
- Over half of those reporting domestic violence experiences indicated that at least one type of abusive act occurred at or near the workplace
- More than 80% of these workers reported that domestic violence negatively affected their performance, most often due to being distracted, or feeling tired and/or unwell.
- More than a third of workers report working with a co-worker they know or believe has experienced domestic violence.

Your abusive partner or ex-partner may try to keep you away from work

- Hides or steals your car keys or transportation money
- Hides or steals your workplace identification card, badge, or uniform
- Rips or destroys your clothing
- Prevents you from getting the children ready for school on time
- Does not show up for childcare
- Physically restrains you or confines you
- Lies if the workplace calls to ask where you are, says that you are sick, out of town, or looking after a sick child

Your abusive partner or ex-partner may interfere with your work

- Stalks you at work
- Calls you at work to harass you
- Leaves voicemail messages that threaten or harass you
- Sends you electronic messages that threaten or harass you
- Is very jealous or accuses you of having an affair with a co-worker
- Shows up at your workplace to disturb or threaten you, your co-workers, your supervisor, or other people
- Threatens to harm you, your children, your pets, your friends, or themselves
- Physically hurts you
- Destroys property that belongs to you or your workplace



A safety plan can help to protect you at work

You have a duty to take reasonable care to protect yourself. Your employer can make accommodations to keep you safe and to help you feel supported.

A safety plan might include these measures:

- Obtaining a protection order
- Providing a recent photo or description of your partner or ex-partner
- Moving your work station to a less visible location
- Removing your name from all records and directories accessible to the public
- Having someone screen calls
- Changing your phone number
- Blocking your partner or ex-partner's emails
- Installing a panic button in your work area
- Getting a well-lit, priority parking spot near the building
- Having someone escort you to and from your vehicle or public transportation
- Getting a cell phone with a pre-programmed 911 security feature
- Arranging a schedule that is less predictable
- Working from home or another work site

Taking a leave of absence

Together, you and your employer can ask local experts for help. Start by asking for help from your supervisor or your union representative.

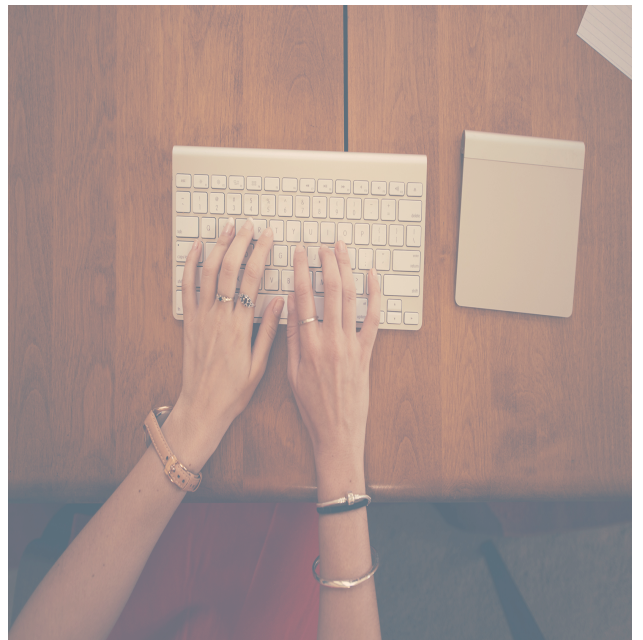


THE MOST DANGEROUS TIME is just before, during, or after a separation! Even though separating can make you safer in the long run, you need a good safety plan as you go through the separation process.

Signs of increasing risk

Experts have identified a number of risk factors for severe injury and domestic homicide. The ten most common risk factors are:

- History of domestic violence
- Actual or pending separation
- Obsessive behaviour displayed by perpetrator
- Perpetrator depressed
- Prior threats/attempts to commit suicide
- Escalation of violence
- Victim has intuitive sense of fear
- Prior threats to kill victim
- Perpetrator unemployed
- Prior attempts to isolate victim



If these risk factors apply to you, seek expert advice from your local women's shelter or the police

Balancing your privacy and your safety

Sometimes the best way for your employer to protect you is by telling other people about your situation. If you are in danger, your safety is more important than your privacy. The law says that your employer can only share the information that will protect you and/or your coworkers from being injured. Your employer will have to ask "Who needs to know? What do they need to know so that they can help keep you safe and secure?"

What to do if your abusive partner is also a co-worker

If you and your partner/ex-partner work for the same employer, your employer can:

- Separate your work activities, possibly to different locations, shifts, etc.
- Limit access, protect your privacy
- Assess risk and do safety planning
- Consult experts

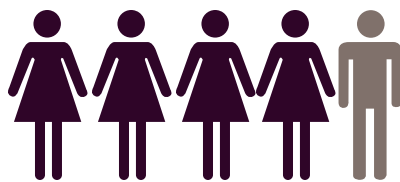
What to do if your employer is your partner who is abusing you

If your employer or supervisor is the person who is abusing you, find someone else at work that can help you.

If you feel unsafe in your workplace and have no one else to turn to, get help from a local agency or the police. If the abusive partner has been violent or has threatened or stalked you, call the police and ask to speak to the Domestic Violence Coordinator.

Men and women can be abused or abusive in their relationships. Statistics Canada tells us that women are more likely to experience serious forms of violence and abuse and more likely to be injured or killed.

According
to 2015
Statistics
Canada
data:



4 out of 5

victims of police-reported
intimate partner violence
were women

The rate of intimate partner
sexual assault was

36 x

higher among women
than men

**Every
6
Days**

a woman is
killed by her
intimate
partner

You can get help

211 Saskatchewan - free, confidential, and searchable website of human services in Saskatchewan

If you are being abused, do not ignore the situation. Domestic violence will not go away or get better on its own. Doing nothing puts you in greater danger. Getting help early can protect you from serious harm.

In Saskatchewan, contact:

Emergency Shelters

Battlefords Interval House - North Battleford
(306) 445-2742

Moose Jaw Transition House
(306) 693-6511

North East Outreach and Support Services - Melfort
(306) 752-9464

Piwapan Women's Centre - La Ronge
(306) 425-3900

Prince Albert Safe Shelter for Women
(306) 764-7233

Project Safe Haven - Yorkton
(306) 782-0676

Qu'Appelle Safe Haven Shelter - Fort Qu'Appelle
(306) 322-6881

Regina Transition House
(306) 757-2096

Saskatoon Interval House
(306) 244-0185

Shelwin House - Yorkton
(306) 783-7233

Southwest Crisis Services - Swift Current
(306) 778-3386

Waskoosis Safe Shelter - Meadow Lake
(306) 236-5570

WISH Safe House - Regina
(306) 543-0493

YWCA Isabel Johnson Shelter - Regina
(306) 525-2141

YWCA Saskatoon
(306) 244-2844

Second-Stage Housing

Adelle House - Saskatoon
(306) 668-2761

Genesis House - Swift Current
(306) 778-3692

SOFIA House - Regina
(306) 565-2537

WISH Safe House - Regina
(306) 543-0493

Counselling & Support Services

Envision Counselling & Support Centre
Estevan (306) 637-4004
Weyburn (306) 842-8821
Carlyle (306) 453-2405
Oxbow (306) 483-5555

Family Service Regina
(306) 757-6675

Family Service Saskatoon
(306) 244-0127

Hudson Bay Family and Support Centre
(306) 865-3064

North East Outreach and Support Services - Melfort
(306) 752-9464

PARTNERS Family Services - Humboldt
(306) 682-4135

SIGN - Yorkton
(306) 783-9409

Southwest Crisis Services - Swift Current
(306) 778-3386



Status of Women
Canada

Condition féminine
Canada