

# Domestic Violence: Rights, Responsibilities & Response



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Each year in North America, over one million women and men become victims of violence at the hands of an intimate—a husband/wife, ex-husband/wife or former romantic interest. Some estimates are even higher. Women are about six times more likely to experience violence committed by an intimate partner than men are. And it can occur in the workplace, where potential victims are particularly vulnerable. No longer can employers, unions or co-workers ignore what was once considered a “personal matter,” outside the purview of the workplace. The human and economic costs attributed to domestic abuse are staggering, estimated to be in the millions of dollars, in both Canada and the United States. In response, judges, arbitrators and legislators have now turned their attention to the role that employers play in protecting their employees from domestic threats while at work.

Whether or not you have a legislative requirement, each of us should be familiar with the issues and the steps that each of us can take to protect those with whom we work, as would be the case with any occupational health and safety issue.

**In this webinar, participants can expect to learn more about:**

- The evolution of domestic abuse as an occupational health and safety issue;
- How to identify and respond to domestic threats; and
- Tips on how to support victims.

We'll also examine the types of training and educational programs that help prepare all employees from these all too common threats. Come and learn what to do “before” an incident happens in your workplace.

**Glenn French, MSW, RSW (C) OACCPP**

Mr. French is the President and CEO of the Canadian Initiative on Workplace Violence, based in Toronto, Canada. Within the mental health field, Mr. French has held many senior administrative and clinical positions within both the private and public sectors. Many of Canada's leading organizations interested in the safety and wellbeing of their employees have retained him.

Established in 1999, the Canadian Initiative is a consultancy that studies trends in

workplace conduct within Canada. In addition, they research and catalogue the practices, which organizations and unions are employing to reduce the risk of workplace aggression. The Canadian Initiative is committed to the sharing of this information with others who are interested in arriving at a better understanding of violence from a Canadian perspective and what we can do to prevent it. In addition, the Canadian Initiative works with employers to set policies and procedures, conduct organizational risk assessments, as well as, provide a wide range of educational programs for both employees and management.

The Canadian Initiative has been showcased on the CBC (The National), CITY TV, CTV, Global Television, within The National Post, Globe & Mail, Toronto Star and multiple print dailies across Canada, as well as wide coverage on radio and trade publications, including Public Safety Canada's Prevention Magazine.

In 2001, the Canadian Initiative partnered with the Federal Government in planning for the first North American conference on workplace violence as part of the North American Agreement on Labour Cooperation, including both United States and Mexico. Mr. French was invited to address the 9th Global Conference on Occupational Health and Safety sponsored in part by the World Health Organization held in Merida, Mexico where he tabled his most recent paper entitled "Towards a Global Standard for Workplace Conduct". He has also been an invited speaker for such organizations as the American Federation of Labour, Osgood Law School and the Canadian Human Rights Commission to name but a few.