

Learning & Development Session

Domestic Violence in Federally Regulated Workplaces: Creating Safe, Inclusive, and Supportive Organizations



Description

Protecting the health and safety of employees is part of the employer's 'duty of care'. This facilitated session will explore how employers can provide a safe, inclusive and supportive environment for all employees affected by domestic violence. As well as being a human rights and equality issue, there is a strong business case for employers to play their part in ending domestic violence and mitigating its effects in the workplace.

This session will explore the issue of domestic violence and how work-related support can be provided for survivors of domestic violence. Under the Workplace Harassment and Violence Prevention Regulations, federally regulated employers must identify and address risk factors and implement prevention programs on harassment and violence, including domestic violence. In addition, federally regulated workers have the right to 10 days of domestic violence leave, of which five days are paid.

The session has the following objectives to:

- Raise awareness about domestic violence and the different forms it takes and why it is a workplace issue.
- Help employers fulfil their legal responsibilities to address domestic violence when it impacts the workplace (as provided for under the Workplace Harassment and Violence Prevention Regulations and ILO Convention No.190).
- Be familiar with the Recognize-Respond-Refer model when providing work-related supports for survivors of domestic violence.
- Provide practical tools and guidance, including what can be included in workplace policies, risk assessment, training for managers and support for survivors of domestic violence.

The session will take place through expert presentation, group-based activities and interactive exercises.



Facilitator: Jane Pillinger (PhD)

Jane Pillinger (PhD) has an academic, research and teaching background in social policy and is a global expert on ending gender-based violence at work. She has given policy advice to social partners, companies, employers, governments, and European and international organizations, including the European Commission, the ILO and UN Women. Between 2016 and 2019, she was a lead expert

supporting the ILO negotiations for the ILO Violence and Harassment Convention (No.190). She is the author of five books and numerous articles on the topic, including the recent book “Stopping Gender-

Based Violence in the World of Work” (Agenda Publishing, 2022). Jane is a former Specialist Advisor to the UK House of Commons Select Committee on Employment, a former Visiting Professor in Gender Studies at the London School of Economics, and a Senior Research Fellow in the Department of Criminology and Social Policy at the Open University, UK. Jane has advised many companies and organizations across the world about the role of policies and risk assessment frameworks to end sexual harassment and address the workplace effects of domestic violence. Jane lives in France.



Who Should Attend?

This online facilitated session is designed for those responsible for responding to and addressing harassment and violence at work, including domestic violence.

Number of participants per session: 25



Duration

Approximately 3.5 hours



Virtual Platform

Platform: Zoom