



## DOMESTIC VIOLENCE AT WORK NL: CLOSING IN ON THE COST

### WHAT WE DON'T KNOW...IS HURTING US

**What we do know** is that Newfoundland and Labrador has among the highest levels of Domestic Violence (DV) in Canada. **What we don't know** is the impact of that violence on workplaces in our province.

To understand more, the St. John's Status of Women Council has partnered with the Centre for Research & Education on Violence Against Women and Children at the University of Western Ontario to launch a critically important survey on the impact of DV on workers and workplaces in Newfoundland and Labrador.

To ensure that our provincial economy can prosper, safe workplaces are essential. Domestic Violence costs the Canadian economy a staggering \$7.4 billion annually. The good news is that Canadian and international research has shown that positive change can happen when the right types of policies, training and other supports are put in place.

### WE CAN MAKE A DIFFERENCE

Domestic Violence in our communities and workplaces is both a social and economic challenge for all of us. In just 30 minutes, by completing this survey, you can contribute to creating workplace practices that help support victims of DV and their co-workers.

### WHO CAN TAKE THE SURVEY?

**The survey is anonymous, and participation is voluntary.** All workers in Newfoundland and Labrador over the age of 15 are invited to fill it out.

We are working hard to ensure participation from all regions of Newfoundland and Labrador, all genders, Indigenous people, and people with different perspectives and experiences. Your voice is important, whether or not you have personally experienced or witnessed violence.

In appreciation of your time spent completing the survey, you have the option to enter to win one of three \$250 VISA gift cards.



Fill out the survey at:  
[sjwomenscentre.ca/dvatworknl/](http://sjwomenscentre.ca/dvatworknl/)



Talk to your co-workers,  
friends, and family and  
encourage them to take part.



Share the survey link  
on social media with  
#DVatWorkNL.

## CANADA WIDE STATISTICS

- A Justice Canada study estimated that businesses lose approximately \$78 million annually due to DV, but the real costs are much higher.
- Approximately every six days, a woman in Canada is killed by her intimate partner. Indigenous women are killed at six times the rate of non-Indigenous women.
- In any given night in Canada, 3,491 women and their 2,724 children sleep in shelters because it isn't safe at home.

## POWER IN NUMBERS

The nationwide survey launched by the Canadian Labour Congress (CLC) and the University of Western Ontario in 2014 provided solid data to help us understand national DV trends. This information illustrated that DV is a systemic barrier to women's economic security. This has severe implications for our province's labour force and presents a tremendous cost to our economy.

The CLC's initiative was inspired by ground breaking surveys used to gather data in Australia. The Australian findings identified the prevalence and impact of DV on the workplace and resulted in vital new legislation. It mandated domestic/family violence workplace benefits, including dedicated paid leave and flexible work arrangements.

A growing number of provinces in Canada are implementing DV Leave legislation and policies to make workplaces safer. New Brunswick has most recently implemented DV Leave.

## RESULTS FROM THE CLC's PAN-CANADIAN SURVEY (2014):

- Over 80 per cent of survivors reported that DV negatively affected their working lives.
- Over half (53.5 per cent) of those reporting DV experiences indicated that at least one type of abusive act occurred at or near the workplace. Of these, the most common were abusive phone calls or text messages (40.6 per cent) and stalking or harassment near the workplace.
- 53 per cent of survivors felt their job performance was negatively impacted.
- 75 per cent had difficulty concentrating on their work.
- 19 per cent reported causing or nearly causing workplace accidents due to their violent relationship.
- 40 per cent of those who reported experiencing Domestic Violence, said DV made it difficult for them to get to work.

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