DAY13·MONDAY, DECEMBER 7, 2026

13 VIOLENCE DOESN'T STOP ATTHE WORKPLACE DOOR.

Violence at home can affect safety at work. Work places can play a meaningful role in supporting employees experiencing abuse.

UNDERSTANDING THE TOPIC

Aworkplace isoften a place where a person causing harm knows where to find someone. Abuse can also affect concentration, attendance and job security. Coworkers may be the first to notice changes.

Clear processes mean an employee's support doesn't depend on one manager's instincts. Respond with care, explain any limits on confidentiality, and involve the employee in decisions about safety at work wherever possible.

Coworkers can help by checking in privately, respecting the person's choices and avoiding gossip.

IT MAY APPEAR AS

- Repeated unwanted calls, messages or visits.
- Threats involving the workplace.
- Interference with getting to work or staying there.
- Harassment by a partner or former partner.

ONE PRACTICAL ACTION

KNOW YOUR WORKPLACE'S PLAN.

Find your organization's policy on domestic or family violence, or ask HR whether one exists. Learn who to contact and what support is available before anyone needs it.

KEY TAKEAWAY — **A supportive workplace needs a plan.**

LEARN MORE

Centre for Research & Education on Violence Against Women & Children (Western University) — Workplace solutions
learningtoendabuse.ca/training_and_certificate/workplace_solutions

Make It Our Business
makeitourbusiness.ca

This sheet is general information, not legal advice. Workplace rights and obligations vary; check your policies and applicable law.

NEED SUPPORT?

You don't have to work out next steps alone.
Women's Habitat 24-hour crisis line: 416-252-5829
Assaulted Women's Helpline (24/7): 1-866-863-0511 · #SAFE (#7233) on a Bell, Rogers, Fido or Telus mobile
In immediate danger, call 911.