



You are not alone

Suggestions for Employees Experiencing Domestic/Intimate Partner Violence

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We have all experienced tension in our relationships. However, most relationships are not abusive. Domestic/intimate partner violence is not a disagreement or spat. It is a pattern of violence and abuse that occurs in intimate partner relationships. It is based on power and control. It is often about fear and intimidation.

Ask yourself...

"Am I afraid of my partner?"

No one deserves to be abused. The abuse is not your fault. If you have experienced abuse in your relationship, there are people who can help you. You can choose to make the decisions that are right for you. It takes a lot of courage and strength to face these issues. Help is available.

What can you do?

- Learn more about the abuse you are experiencing: talk to your local domestic/intimate partner violence agency, do research online, talk to your friends and family about what they have observed
- Talk with someone you trust about making a personal safety plan – a safety plan is made up of actions you can take to protect you and your loved ones
- Talk to your supervisor who can assist in developing a workplace safety plan
- Talk to your neighbours about your situation and ask them to call police if they are concerned
- Know where your personal documents are (e.g. birth certificate, Social Security card, passport, citizenship papers, health cards for you and your children)
- Determine who you can call and where you can go if you need to leave quickly (consider having extra car keys, money and an emergency bag set aside)
- Talk with someone you trust because you do not need to be alone in this
- Call a community agency, services office for individuals who have experienced domestic/intimate partner violence or police to find out what steps might increase your safety

Note: You can call a community agency or helpline and not give your name, whereas calls to police are not confidential

- Consider finding a counsellor with expertise in domestic/intimate partner violence
- Seek legal advice about your situation
- Consider joining a group for people in or leaving an abusive relationship
- Learn more about healthy relationships
- Explore the option of getting a restraining order
- For security reasons, consider providing your employer with a picture of the perpetrator and a copy of your protective order, if you have one
- Work with your employer to respond to telephone, fax, email and mail harassment
- Make sure your employer has your current emergency contact information
- Consider removing your name and number from workplace directories
- Review the safety of your parking arrangements – consider an escort to your car and park near the building entrance, if possible
- Trust your instincts. If you feel afraid, ask for help to increase your safety
- If you are in immediate danger, call 911 right away

Source:

1. Cambridge Public Health Department. How to Respond to Employees Facing Domestic Violence: A Workplace Handbook for Managers, Supervisors, and Co-Workers. 2009.