

MORE THAN A FOOTNOTE



Domestic violence doesn't stop when a woman leaves for work – the costs of domestic violence to the workplace is conservatively estimated to be \$85,000 per 100 employees or \$77.9 million annually to employers in Canada!

Sexual assault, domestic violence, dating violence and/or stalking may be the cause or exacerbate mental or physical disabilities.

Women with disabilities may be more vulnerable to abuse and the abuse may compound the impact of her disability.

WHAT NEEDS TO CHANGE?

- Violence, including domestic violence may result in injuries or illnesses caused by or exacerbated by **violence that result in disabilities**. We must ensure this is addressed at the bargaining table, in policy, in legal proceedings and through increased awareness.
- We need to ensure regular, ongoing training for all Workers, but particularly women on their **rights and protections**, so that Representatives, colleagues and Supervisors can respond effectively, efficiently, and safely to employees who are survivors with disabilities.
- All work environments need to provide information and regular, ongoing training to all Workers regarding domestic violence including how to respond if one Worker believes a co-worker is being victimized. **Training should emphasize safety issues, and cross reference workplace violence policies** and any other policies related to Workers.

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