

IMAGINE THE COURAGE

RESEARCH AND RECOMMENDATIONS
ON DOMESTIC VIOLENCE
IN WORKPLACES IN
NEWFOUNDLAND AND LABRADOR

DV@WorkNL



This work is dedicated to all the survivors, their co-workers and advocates, who are living with the reality of domestic violence in workplaces in Newfoundland and Labrador. It is also dedicated to the lives of those who have been taken from us. We work in your honour and your memory.

This research was undertaken on the traditional homeland of the Beothuk and the island of Newfoundland as the homeland of the Mi'kmaq and Beothuk. The St. John's Status of Women Council also acknowledges the Inuit of Nunatsiavut and NunatuKavut and the Innu of Nitassinan and their ancestors as the original people of Labrador. We strive for respectful relationships as we honour the diverse histories and cultures of all peoples of this province and hope that our work encourages deeper understanding regarding the endemic violence directed at Indigenous women, girls and LGBTQ2S+ people.

IMAGINE THE COURAGE is a summary of our larger research report from DV@WorkNL. If you are interested in reading the full report, you can access it online: Domestic Violence at Work; Impacts and Issues in Newfoundland and Labrador: <https://sjwomenscentre.ca/dvatworknl/> The next phase of the project will involve piloting DV@Work training modules with employers throughout the province. If you have any questions or ideas you would like to share, please do not hesitate to contact Brenda Grzetic and Jenne Nolan at 709-753-0220 or by email: brenda@sjwomenscentre.ca or jnolan@sjwomenscentre.ca

CONTENT WARNING: Sections of this report engage with the details of workplace violence and may be emotionally triggering. If you or someone you know are in need of support, please refer to our list of support agencies on page 19. If you are in immediate danger, call 911.

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DEAR READERS:

We at the St. John's Status of Women Council are so honoured to share with you a summary of our community-based research from our Domestic Violence at Work project (DV@WorkNL). The following report is a brief summary of what we learned through our online survey and in a series of focus groups throughout the province, all done in collaboration with our partner organizations who do critical work to end gender-based violence. In this report, you will read about what nearly 2000 advocates and survivors had to say about their experiences with domestic violence and its impacts on their workplaces.

Domestic violence is not a private matter. Thinking about it within the context of workplaces allows us the opportunity to shift from viewing domestic violence as a personal issue to what it really is – a societal issue which is intimately linked to our social structures and institutions. We all have a responsibility to address the conditions that keep survivors and their children trapped. There are endless valid reasons why survivors don't leave, can't enact safe exit strategies, or don't feel safe to disclose abuse.

Imagine the courage it takes to speak out. Imagine the difference it makes when employers develop their own workplace policies and follow through with supportive actions. Imagine the changes we will see when all our unions support these workplace policies, educate members and continue to demand safer workplace practices.

I want to take this opportunity to thank everyone who participated in this research, and our DV@Work staff for their passion and diligence. I also want to thank the courageous survivors who come through our doors to access Right Here, Right Now walk-in counselling, individual support and empowerment groups. You inform and guide the work of our staff in offering essential domestic violence support services. And to those survivors who are developing the courage to reach out – we are here, when you're ready and on your terms. May the voices in this report remind you that you are not alone.

Laura Winters
Executive Director
St. John's Status of Women Council/Women's Centre

We are seeing violence everywhere – and with our extended families as well. Imagine the courage it takes to speak out – when you realize how women must risk being cut off from their entire support network.

”

INTRODUCTION

DV@WorkNL is a community-based project designed to improve our knowledge about the impacts of domestic violence (DV) on workers and workplaces in Newfoundland and Labrador. This three-year project involves conducting community-based research and developing resources for survivors of domestic violence and employers throughout the province.

Given that women and other marginalized genders experience DV at a disproportionately higher rate than men, the St. John's Status of Women Council (SJSWC) set out to learn more about the DV they experience and the ways it impacts survivors' health and economic stability. Our research focused on the experiences of DV survivors and their advocates. This report includes a summary of that research as well as some key recommendations to improve workplaces across the province.

Following up on the success of work done by unions in Australia, researchers and unions in Canada began to look more closely at the dynamics of DV in workplaces. Our research builds on a survey distributed to workers across the country by the Canadian Labour Congress (CLC) in partnership with the Centre for Research and Education on Violence Against Women and Children (CREVAWC) at the University of Western Ontario. The results of their survey were released in 2014 and highlighted some key aspects of DV in Canadian workplaces. However, with 75% of the survey respondents coming from British Columbia and Ontario, the research had low participation from people in smaller

provinces. This made it especially difficult to draw any significant conclusions about workers experiences of DV in places like Newfoundland and Labrador.

With support from more than a dozen organizations working to end gender-based violence in this province, the SJSWC launched its own survey that was active online for six months. During this period, we travelled around the province and held focus groups with a total of 241 people, including front-line and union advocates. We heard from workers, including DV survivors living in transition houses, Indigenous women, migrant workers, refugee women, racialized women, LGBTQ2S+ people, women doing seasonal work and women engaged in sex work.

Costs from the impacts of domestic violence include social service operation costs (\$410.6 million), losses to employers (\$77.9 million), the negative impact on children exposed to spousal violence (\$235.2 million), and other government expenditures (\$116.3 million).

- Zhang, T., et al. An Estimation of the Economic Impact of Spousal Violence in Canada. (2012)

The hundreds of people who contributed to this research called for improvements such as increased employer responsibility, more workplace education and engaged community support. They asked that we all take more responsibility for preventing violence and in eliminating its impacts in workplaces. In so doing, we will build the healthy modern workplaces that we all deserve.

In these discussions we were continuously reminded of the different ways that personal relationships intersect with work relationships. These include 'worker to worker,' 'worker to non-employee,' and non-employee to worker'. In single industry towns, for example, where partners can often be working for the same employer, those employers need to be aware of DV behaviours that involve 'worker to worker.'

We know that when it comes to policy priorities in government and in frontline

service agencies, statistical data can be very important. Nonetheless, there is much more to understanding the impacts of DV than reporting numbers. There is an urgent need to mobilize the knowledge held by DV survivors, their co-workers and frontline workers who offer support and services. We believe that amplifying women's voices is necessary in any serious appraisal of the policies and programs that aim to reduce DV at home and at work. Policies and programs must improve women's lives and address the facts that women experiencing DV have a more disrupted work history, frequently move from job to job and often take casual and part-time jobs, all resulting in lower annual incomes.

We believe that having a good job and keeping it can be a key pathway to ensuring women's safety and wellbeing especially when leaving and being able to stay out of an abusive relationship.

Sending a high-profile and authoritative message in workplaces that domestic violence is an important problem, one which all segments of society (including employers) are prepared to take action against, supports the broader change in attitudes and expectations that will be essential for reducing domestic violence – and ending it altogether.

- Jim Stanford, Centre for Future Work at the Australia Institute

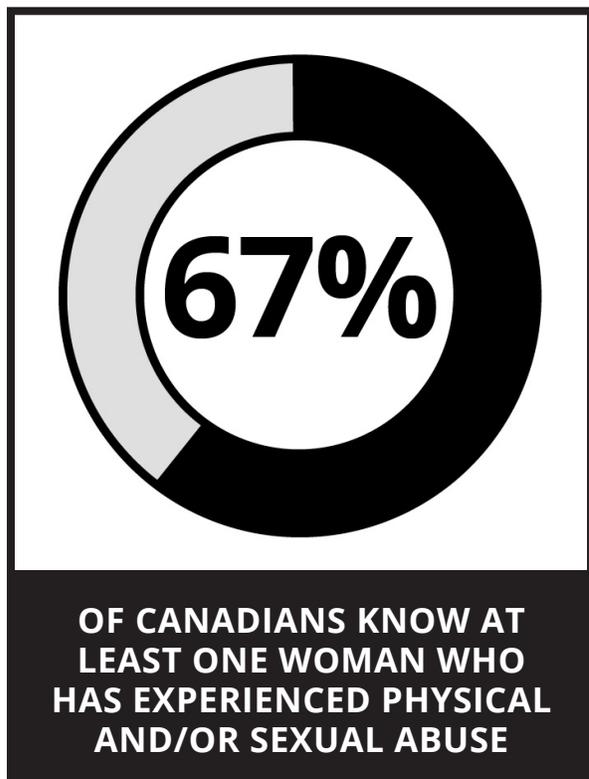
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WHAT WE KNOW ABOUT DV IN CANADA

- 34% of workers in Canada experienced DV and 80% of these said that the DV they experienced negatively affected their working lives.¹
- In 2017, one third of all police-reported violent crimes across the country named an intimate partner as the perpetrator of the crime.²
- Almost 85% of survivors of domestic violence are women.³
- One in five women in Canada will be abused by an intimate partner in her lifetime.⁴
- 67% of Canadians know at least one woman who has experienced physical and/or sexual abuse.⁵
- In 2018, 148 women and girls were killed by violence in Canada. On average, every 2.5 days one woman or girl is killed in this country - a trend that has remained consistent for four decades.⁶
- Indigenous women and girls are at the highest risk of violence and are killed at a rate six times higher than non-indigenous women.⁷
- In Canada the financial costs of DV to employers have been estimated at \$77.9 million annually.⁸

WHAT WE KNOW ABOUT DV IN NEWFOUNDLAND AND LABRADOR

- In 2016-17, NL was slightly above the Canadian average for police reported incidents of intimate partner violence. In that same year, women made up 87% of police-reported victims of sexual offences, 81% of criminal harassment victims and 65% of victims of indecent/harassing communications.⁹
- In Labrador, the rate of police-reported violence is significantly higher than on the island of Newfoundland. Levels of violence against young women and girls (16-24) are especially high - 4.6 times higher than on the island and 6.4 times higher than in Canada overall.¹⁰
- Incidents of police-reported 'same-sex' DV are high - making up 11.6% of all DV in the metropolitan area of St. John's.¹¹

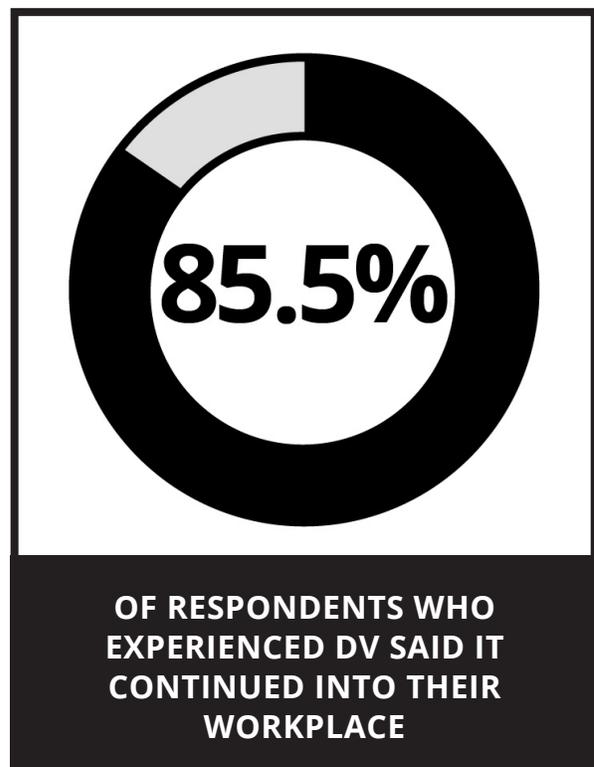


A SHARED UNDERSTANDING

In our research we defined DV as any pattern of behaviour used by one person in an intimate relationship to gain control over their current or former partner. DV includes any form of physical, sexual, verbal, cultural, spiritual, emotional or psychological abuse, including financial control, neglect, stalking and harassment. Increasingly, DV affects all types of intimate relationships, including LGBTQ2S+ relationships and can impact people of all ages and abilities, cultures and varying levels of household income. DV is taking place on social media.

Following trends in other provinces, several legislative changes were recently implemented by the Government of NL in the hopes of increasing public awareness, reducing the stigma of DV, supporting survivors of DV and ultimately eliminating DV. These changes affect all residents of the province and may impact your life or the life of someone you know:

- In 2018, Government passed an amendment to the *Residential Tenancies Act* allowing tenants experiencing DV to terminate rental agreements early without penalty.¹³
- In 2018, government amended the *Labour Standards Act* to allow survivors of DV up to ten days of leave from work each year – three paid, and seven unpaid. This allows survivors some time to seek supports such as medical attention, counselling or court appointments and/or to find new housing.¹⁴
- Effective January 2020, a new amendment to the regulations for the *Occupational Health and Safety Act* requires all employers in the province to take measures to address violence in workplaces, in all its forms, including domestic violence. This amendment is designed to make workplaces safer by improving employers responses to violence - in part by implementing more effective policies and supports for those experiencing DV.¹²



DATA: SEEING RESULTS

WHO PARTICIPATED?

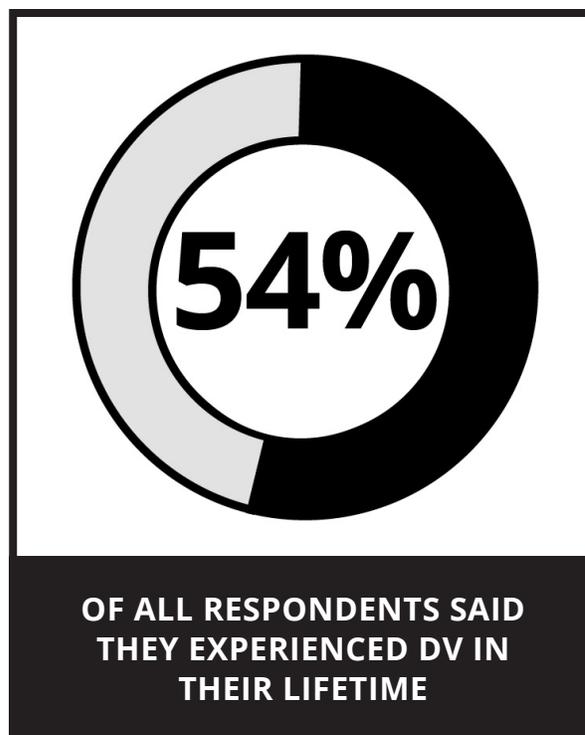
In the survey component of our research we gathered responses from 1567 people in Newfoundland and Labrador. In addition, we held a series of focus groups and individual interviews where we reached a total of 241 people. Most of our survey respondents identified as women (88.5%), 9.5% were male and 2% identified as non-binary, trans and/or Two Spirit.

Over 77% of respondents were between the ages of 25 and 54. Most were Canadian citizens and 20% were permanent residents. Overall, 85% were born in Newfoundland and Labrador while 11% were born in another Canadian province. Only 4% were born in another country. One hundred sixty respondents (10%) identified as an Indigenous person of Canada: 61% identified as First Nations, almost 20% were Inuit, 8.6% were Métis, and 10% identified as other. 7% of the respondents self-described as a person of colour or a visible minority. Survey participants also identified their sexuality. Overall, 69% identified as heterosexual, 3% as lesbian, and 6.6% as bisexual.

661 survey respondents (42%) reported having a disability. Of these, 4.4% had a physical disability, 4% had a learning disability, 19% had a mental health challenge, and over 5% reported a vision or hearing disability.

Overall, 93% of respondents were employed in Newfoundland and Labrador. In terms of the size of workplaces, about

6% of respondents worked alone, 32% of workplaces had less than 20 workers, 26% had 20-99 workers, and the rest had over 100 workers. Respondents worked in a wide range of sectors including health care and social assistance (23.8%), educational services (7.3%), construction (6.7%), public administration (6.2%) and law enforcement and justice related occupations (3.6%). The majority had permanent employment (58%) and over half were unionized employees (51%). The majority of respondents said they worked on average between 30-39 hours per week but it should be noted that over 36% worked 40-59 hours and 8% worked 60+ hours per week.



KEY THEMES

Our findings indicate higher levels of DV in NL compared to Canada as a whole.

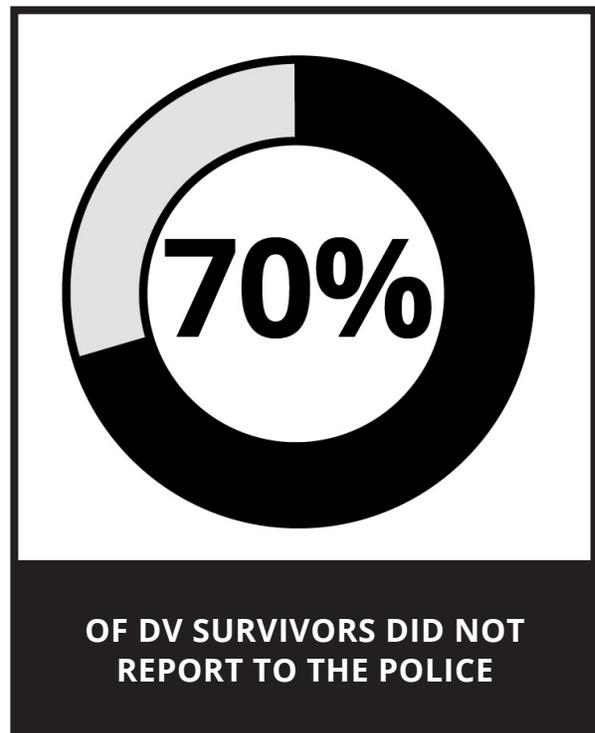
Overall, 54% of survey respondents said they were DV survivors. This suggests that more people in NL are experiencing DV than the 34% reported for Canada as a whole (CLC 2014 Survey). Of our respondents, we found that 55% of women, 31% of men, 60% of Indigenous people and 67% of LGBTQ2S+ people said they experienced DV in their lifetime.

Our survey also found that only 30% of DV survivors reported the DV to the police, confirming that police-reported data represents only a small portion of the DV that occurs in our communities. This finding is in line with other research across Canada that questions the weight given to police-reported data both in framing the public's perception of DV and informing policy and program decision-making processes.

DV is a critical safety issue at work.

Most (85%) of the survey respondents who experienced DV at home said it continued into their workplace, with the majority saying they received abusive phone calls and/or text messages. 93% of these survivors said that the DV negatively affected their work performance mainly due to distractions, feeling unwell and fatigue. 47% of survivors said they had to take time off work due to DV – mostly due to physical injury, physical restraint and/or because of withheld transportation.

Overall, 42% of survivors said they confided in someone in their workplaces, most often a co-worker. Both survivors and advocates talked about the need for better responses to DV by employers. Survivors described being marginalized or stigmatized for causing workplace disruptions. Some were fired. The issue of confidentiality was a key factor in reporting DV to supervisors and managers. Over 65% of respondents said their employers are not aware of or prepared to deal with situations where DV is impacting workers. Among unionized workers, 44% said that union officials are not aware of DV situations in their workplaces.



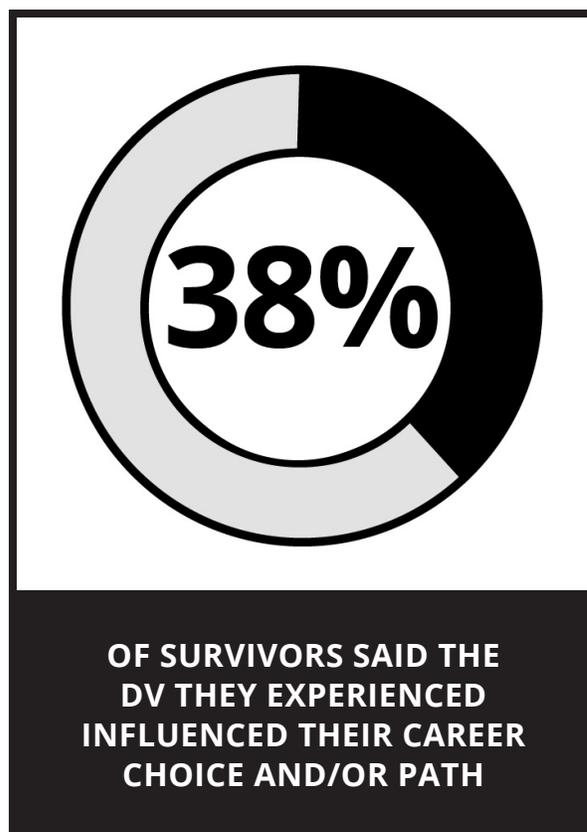
DV is a systemic barrier to women's economic security.

Over 36% of respondents experiencing DV said they stayed in an abusive relationship due to financial reasons and 57% said the DV caused them financial stress. We found that DV also can impact a survivor's education and/or occupation; 38% said their career choice or path was influenced by the DV they experienced.

In our focus groups, survivors described the drastic changes to their lives and living conditions caused by the turmoil of DV. 47% said they had to move homes. Some described losing access to a family vehicle, and without transportation, they struggled to keep their jobs and/or access crucial supports. Some quit their jobs or were fired. Others described taking additional hours of paid work due to financial pressures, taking additional shifts and/or extended shifts and working evenings and weekends. This additional workload often made it difficult to access community and emergency services. These results point to the ways that DV creates economic instability and forces people into precarious work.

In our review of other Canadian studies, we found wider concerns about the impact of our boom and bust resource economy for women's economic security. We often see increased incidents of DV and deeper inequalities in this type of economy.

Informal reports from Newfoundland and Labrador, Saskatchewan and Alberta all link economic downturns with increasing levels of DV. Like other resource-based economies, we also see a link to larger gender wage gaps. The gender wage gap in NL (based on 2016 tax filer data) is the second largest in the country; for every dollar a man earned, a woman earned, on average, 63 cents.¹⁵



DV has a range of complex social and health impacts.

In our survey, we found a strong link between people who experienced DV and those likely to have a health concern and/or a disability. In general, we found that people with poor health experienced more DV than people with better health. This was especially true of people experiencing poor mental health. These survivors experienced more DV than people with better mental health.

We also found that women who work alone (childcare, homecare, personal care providers, domestic workers, sex workers and women working in small businesses) are especially vulnerable. These DV survivors need specific supports and more outreach to reduce isolation, including immediate access to affordable transportation.

In our focus groups, immigrant women talked about how their unstable immigration status influenced their ability to seek and access supports. Seasonal and migrant workers along with refugees (often working multiple

jobs and/or looking for paid work) spoke of the need for culturally-relevant, trauma-informed services that address DV and the racism and Islamophobia that can be prevalent in their workplaces.

Other concerns related to the challenges of living in rural communities where Women's Centers support survivors with housing and/or access to transportation to communities with shelters. While women are generally able to rely on their informal networks, concerns were raised about overall safety. Many communities lack police support and community services to assist with relocation. Some survivors have daily close proximity to perpetrators and others have the same employer as the perpetrator.

Representatives from Indigenous women's groups talked about the important DV resources they have developed for their communities. Indigenous-led workshops are a necessity as we seek opportunities for healing and move forward with developing crucial anti-racist workplace policies.

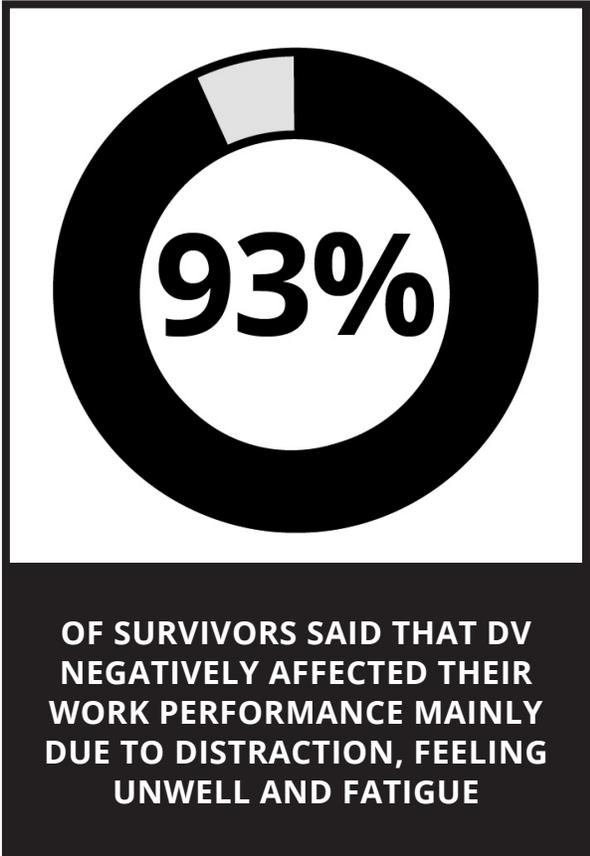
She did everything she could to let those around her know that she needed help. She told managers. She asked for cameras to be installed. She sent emails about the general safety of the building, pointing out that you couldn't see who was approaching the building at the main entrance. None of this worked! One day, her ex-partner pulled up in front of the clinic and her co-worker had no idea he was coming in with a gun.

”

RECOMMENDATIONS

SAFE WORKPLACES

In our focus groups, we learned about how survivors and front-line advocates are affected by a general lack of public awareness about DV. This can be a barrier to implementing better policies and practices to keep workplaces safe. We all must learn more about the complex dynamics of DV and avoid victim blaming.



To ensure healthy workplaces, we need to learn how to recognize and address the impacts of DV. This challenges us to develop workplace strategies that include education and teamwork. Together we must learn to recognize the signs of DV,

assess the risk(s), and work to respond with safe and appropriate actions. We cannot stress enough the importance of improved supports for co-workers who are likely the first to know and a critical part of a survivor’s informal network. Often, referrals and supports from agencies and other wrap around services are required for friends and family members as well.

Positive change can happen when the right types of policies, training and other supports are put in place. Our research suggests that on-the-ground supports for employers, workers and for those impacted by DV are crucial. Legislation is not enough!

The realities of isolation and lack of transportation often keep people from being able to access emergency services. This delay may be misinterpreted as condoning or being complicit in the incident, when survivors attempt to access justice, medical or other protective services.

- Paula Sheppard Thibeau (Executive Director, Corner Brook Status of Women Council and Co-Chair, Provincial Action Network on the Status of Women)

WORKPLACE DV CHECKLIST

- Eliminate obvious safety risks such as poor lighting. Address 'line of sight' issues for those entering public buildings and install security cameras.
- Develop policies for a 'check-in buddy system', and worker relocation and/or transfers. Include a DV leave policy as part of your paid leave policy. Include provisions for a pay advance option and transportation to and from work where needed. Develop a policy regarding the use of social media during work hours.
- Improve opportunities for workplace education to eliminate the stigma that surrounds DV. Address the normalization of racism(s), Islamophobia, homophobia and transphobia that increase the likelihood of other types of violence. Victim blaming is common when survivors reach out for help. For example, assuming a person should 'just leave' the abuser can be dangerous. The greatest risk of violence and homicide occurs when survivors attempt to leave. Workplaces make survivors easy to locate and easy to target.
- Include survivors as you develop workplace DV policies but be aware that a 'one-size-fits-all' approach to DV situations does not work. Safety plans can be very different depending on a given worker's level of risk and readiness.
- Designate an on-site DV@Work trained advocate who will prioritize trauma-informed care and ensure confidentiality.
- Facilitate ongoing discussions to inform workers about legislative changes such as the amendment to the *Labour Standards Act* to provide paid and unpaid leave for survivors of DV, the change to the *Residential Tenancies Act* to allow for early termination of rental agreements, and the change to the *Occupational Health and Safety Act* that requires employers to address DV in their workplaces.
- Provide mental health supports and/or counselling referrals for survivors, co-workers and perpetrators.

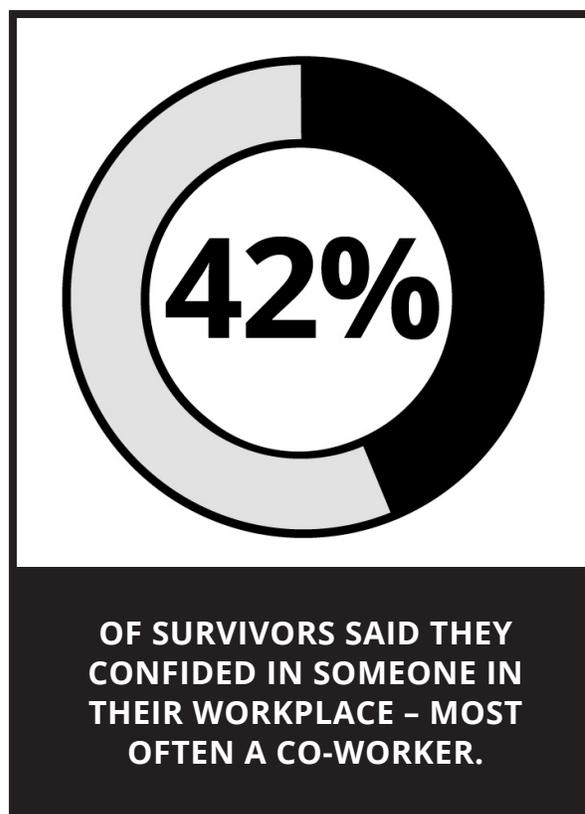
TAKING ACTION

In this section we identify some broader recommendations that YOU can advocate for in your workplaces and in your communities. There are some additional resources included at the end of this report such as the “Power and Control Wheel” and “Homicide Timeline” that you may find helpful.

The key recommendations from our research include the following:

- Long-term and engaged counselling supports for DV survivors and perpetrators are necessary.
- Improved trauma-informed mental health services are required. Special attention needs to be given to co-workers and service providers who report high levels of vicarious/secondary trauma.
- Flexible childcare supports are crucial to women’s economic stability. Childcare is needed 24/7 in transition houses.
- The chronic underfunding of women’s organizations is in itself a pervasive form of violence. Increased funding for women’s organizations across the province is urgently recommended.
- Affordable and timely supports and protections within the court system to eliminate the ‘double victimization’ of survivors, are long overdue.

- Treating sex workers as criminals destabilizes their lives and puts their family’s safety at risk. Decriminalization of sex work needs to be made an urgent priority.
- DV education needs to be offered in schools. This requires partnering with organizations already doing anti-violence and anti-racist work.
- More effective public education campaigns are urgently needed to challenge the normalization of violence in our workplaces and communities.



IMAGINE THE COURAGE

Domestic violence is complex and pervasive, and by necessity, our research tried to keep its focus on the relationship between intimate partner violence and the ways it impacts workers and their workplaces. Women and other marginalized genders are disproportionately the targets of violence in their homes and in their workplaces. Their economic vulnerability can keep them trapped in abusive relationships.

Our DV@WorkNL research found that a much greater percentage of women experienced DV than was found in the CLC's Canadian survey. Our survey respondents and focus group participants described how experiences of DV impacts their economic well being. It plays a role in steering women into specific 'careers.' It results in more precarious work patterns, overwork, and can prevent women from advancing within their occupations. We are greatly concerned that DV is shaping our labour market in ways that disadvantage and discriminate against women and other marginalized groups.

We all must be aware that certain demographic groups are dealing with even higher levels of violence. This is especially true of Indigenous women. To a large extent, the important work of Indigenous women, who have been leaders in developing DV resources for their communities, has gone unrecognized. For too long their agency and expertise have been ignored and their organizations underfunded.

We hope that our ongoing work at the St. John's Status of Women Council has added to the impact of this research by improving the participation of women who are so often left out of decisions that impact crucial areas of their own lives.

We are grateful to have had the opportunity to conduct this research from a community perspective and the courage to do it based on feminist principles. We hope it will heighten the awareness of the deep and lasting impacts of DV in Newfoundland and Labrador. We also hope it can help expand the work of frontline service agencies, the police, and policy makers.

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Traditional ceremonies and Indigenous culture can support healing and help survivors find their purpose and self worth. In our work with the Empowering Indigenous Women for Stronger Communities, we are seeing positive results from this specific type of healing.

- Candace Simon, Project Coordinator - Empowering Indigenous Women for Stronger Communities

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- ¹² Occupational Health and Safety Regulations – Amended January, 2019. (2012). Service NL, Government of NL.
- ¹³ assembly.nl.ca/HouseBusiness/Bills/ga48session3/bill1815.htm
- ¹⁴ https://assembly.nl.ca/Legislation/sr/statutes/l02.htm#43_33
- ¹⁵ Statistics Canada. Table 11-10-0007-01. Tax Filers and Dependants with Income by Source of Income. (Accessed 2019). Women's average income from wages, salaries and commissions (full and part-time) was \$35,020 in NL (\$38,490 in Canada) compared to men's average income of \$55,250 in NL (\$55,240 in Canada). For every dollar a man earned in NL, a woman earned 63 cents. In Canada, women earned 70 cents on average for every dollar a man earned in 2016.

RECOMMENDED RESOURCES

Femicide Observatory. <http://femicideincanada.ca/about/trends>

Final Report on the National Inquiry into Missing and Murdered Indigenous Women and Girls. (2019). <https://www.mmiwg-ffada.ca/final-report/>

Government of Newfoundland and Labrador, Violence Prevention Initiative – Defining Violence and Abuse. <https://www.gov.nl.ca/vpi/about/defining-violence-and-abuse/>

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For a listing of Mental Health Services and Resources throughout the Province please go to: <https://www.bridgethegap.ca/adult/>

SUPPORT SERVICES

Domestic Violence Help Line 1-888-709-7090

Violence Prevention Regional Coordinating Committees:

<https://violencepreventionae.ca/about-us/regional-coordinating-committees/>

Carbonear Area

O'Shaughnessy House: 709-596-8709
Toll-Free: 1-888-596-8709
Communities Against Violence (CAV):
709-596-0726

Clarenville

Violence Prevention Avalon East:
709-757-0137

Corner Brook Area

Corner Brook Status of Women Council:
709-639-8522
Willow House: 709-634-4198 Toll Free:
1-866-634-4198
Violence Prevention West: 709-634-6606

Gander Area

Gander Women's Center: 709-256-4395
Cara Transition House: 709-256-7707
Toll Free: 1-877-800-2272
Roads to End Violence: 709-651-2250

Grand Falls-Windsor Area

Status of Women Central: 709-489-8919
Violence Prevention South and Central
(VPSC): 709-489-8828

Happy Valley-Goose Bay

Mokami Status of Women Council:
709-896-3484
Libra House: 709-896-3014
Toll Free: 1-877-896-3014
Violence Prevention Labrador (Goose Bay):
709-899-3231

Hopedale

Selma Onalik Safe House: 709-933-3420

Lab City-Wabush

Labrador West Status of Women Council:
709-944-6562
Hope Haven: 709-944-7124
Toll Free: 1-888-332-0000
Hope Haven Crisis Line: 709-944-2200

Marystown Area

Grace Sparkes House: 709-279-3562
Toll Free: 1-877-774-4957
Burin Peninsula Voice Against Violence:
709-279-4030

Nain

Nain Safe House: 709-922-1229

Natuashish

Natuashish Safe House/Women Shelter:
709-478-2390

Port aux Basques Area

Gateway Women Centre/Status of
Women Council: 709-695-7505

Port Saunders Area

NorPen Status of Women Council:
709-861-4842

Rigolet

Kirkina House: 709-947-3334

Sheshatshiu

Nukum Munik Shelter: 709-497-8868

St. Anthony

Violence Prevention Northern Peninsula:
709-454-3351

St. John's Area

St. John's Status of Women Council/
Women's Centre: 709-753-0220
Iris Kirby House: 753-1492
Toll Free: 1-877-753-1492
Violence Prevention Avalon East:
709-466-4676

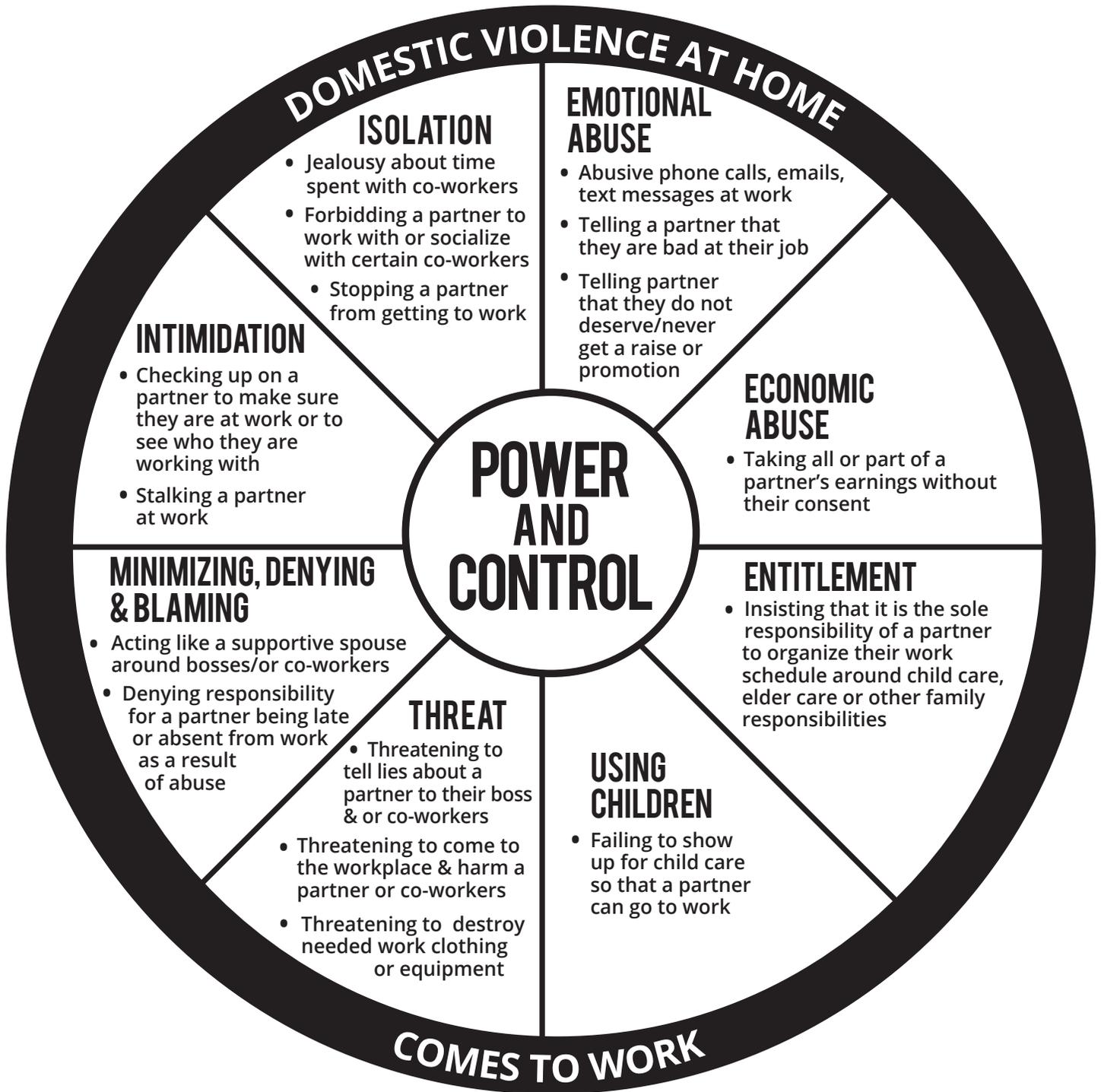
Stephenville Area

Bay St. George Status of Women:
709-643-4444
Newfoundland Aboriginal Women's
Network (NAWN): 709-643-4563
Violence Prevention South West:
709-643-1022
Community Action Committee:
709-643-5399

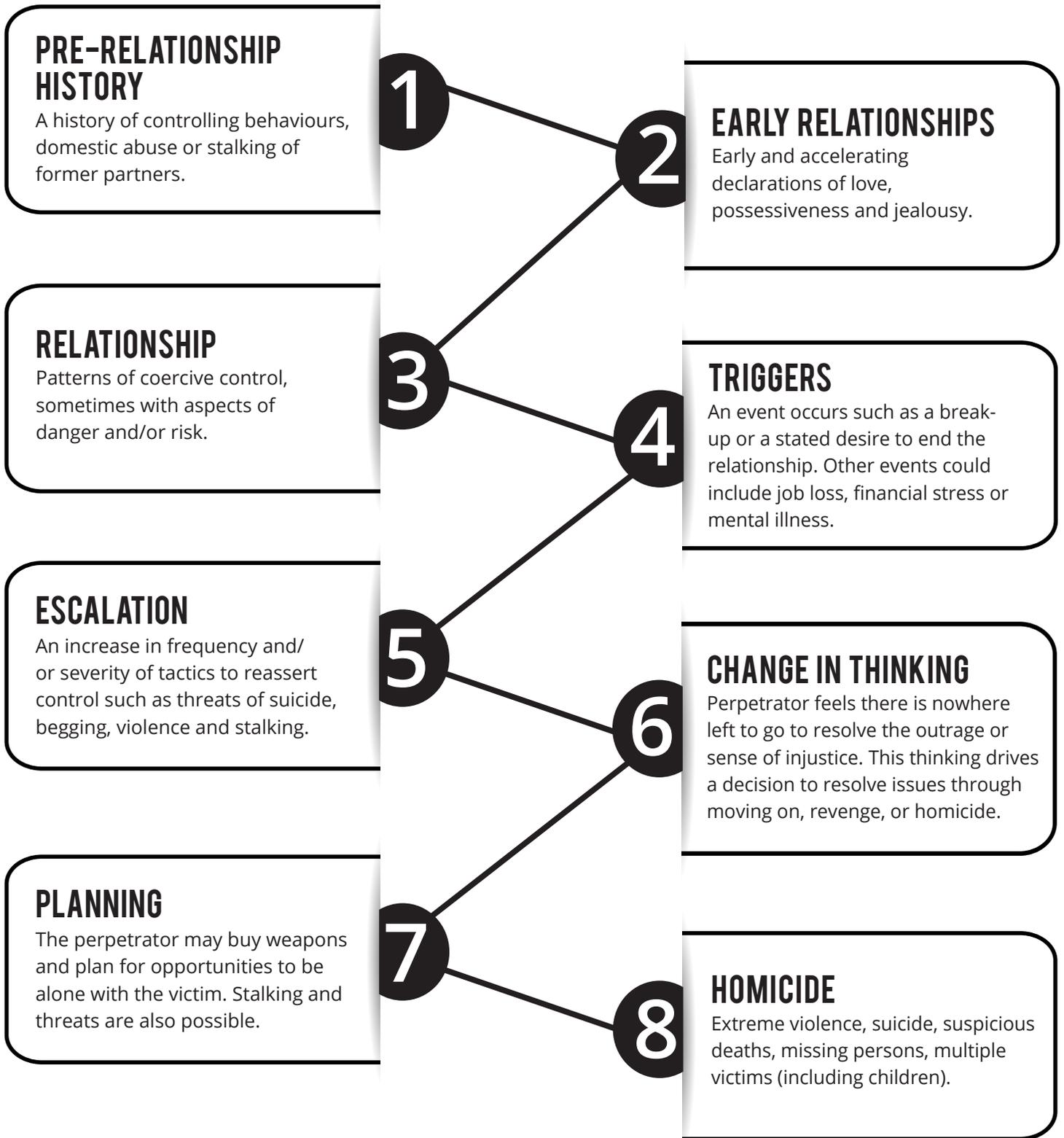
For a listing of Mental Health Services:

<https://www.bridgethegapp.ca/adult/service-directory/>

POWER AND CONTROL WHEEL



HOMICIDE *TIMELINE*



Used with Permission: Dr. Jane Monckton Smith, School of Natural and Social Science, University of Gloucestershire, UK

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