

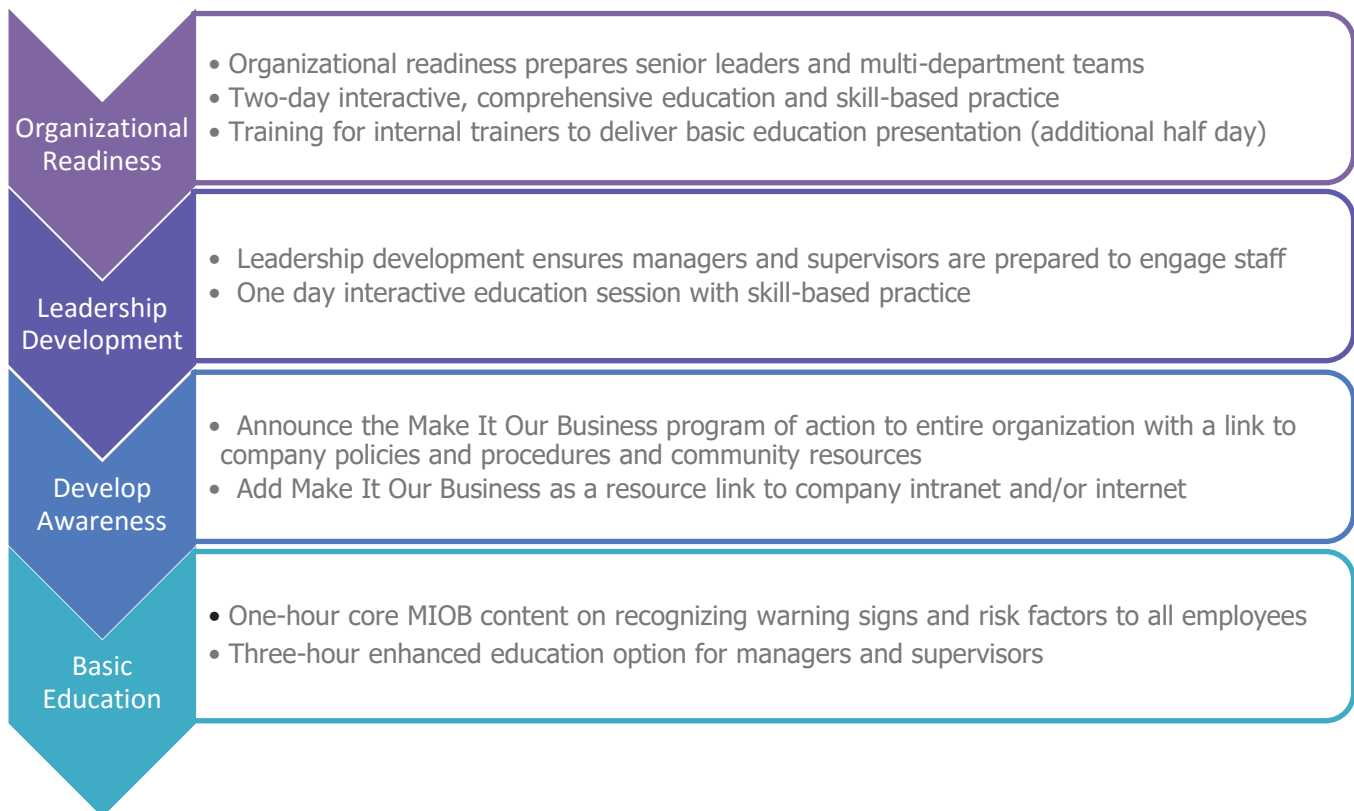
# Make It Our Business Workplace Domestic Violence Program

[www.makeitourbusiness.ca](http://www.makeitourbusiness.ca)

## A Whole Company Program Approach – Strategic and Comprehensive

Make It Our Business has designed a systematic 'whole company' approach that allows organizations of all sizes to build skill, knowledge and confidence to address domestic violence in the workplace. The program provides a comprehensive engagement pathway through four levels of awareness, education and training. The activities do not have to be completed in order; however it is recommended a workplace begins by educating and engaging senior leaders who will be better positioned to develop the implementation plan for the organization. Completing all four activity levels demonstrates a commitment to take every reasonable precaution to protect and support workers.

- **Organizational Readiness** provides the most comprehensive training support for leaders to acquire critical knowledge necessary to develop and drive a company-wide program of action
- **Leadership Development** for supervisors and managers who are responsible to protect workers
- **Develop Awareness** with all employees about company policies, procedures and where to find help
- **Basic Education** requires all employees to receive the core content in a (minimum) one hour presentation.



# Make It Our Business

## Learning Objectives

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### Three main learning objectives

1. **RECOGNIZE** the impact on victims, potential victims, co-workers and the workplace environment.
  - a) Understand the overall prevalence of domestic violence as well as the social context in which it occurs.
  - b) Identify warning signs and risk factors associated with domestic violence.
  - c) Explore the dynamics of coercive behavior including the impacts of isolation and the realities of escalation.
  - d) Reflect on personal values and perceptions
  
2. **RESPOND** effectively and **REPORT** appropriately using differential options consistent with various levels of workplace responsibility.
  - a) Define reasonable precaution as it relates to instances when domestic violence enters the workplace.
  - b) Demonstrate effective communication skills in order to reach out, support, ask questions and offer relevant information: See It, Name It, Check It conversations
  - b) Clarify reporting requirements and persons responsible for safety in the workplace.
  - d) Explore response to reports of domestic violence (including preliminary threat assessments and safety planning)
  - e) Reflect on organizational commitment to creating and supporting a safe workplace environment.
  
3. **REFER** victims, potential victims, abusers and co-workers to a network of external resources when domestic violence has been identified or is suspected.
  - a) Identify internal workplace resources, personnel and information and external community organizations useful for victims, potential victims, abusers and co-workers/ bystanders.
  - b) Explore the advantages of an inter-professional team approach to respond to domestic violence
  - c) Balance safety and confidentiality, using effective documentation and information sharing, to support victims, potential victims and co-workers and hold abusers accountable.
  - d) Reflect on value of strong internal and external professional relationships.

Training Options: per person costs for multiple organization trainings and company rates for single organizations

MIOB Activity	Training Options	Costs per person* Minimum 15	Whole company rates
Organizational Readiness	Two day training	\$400	\$4,000 maximum 30
Leadership Development	One day training	\$200	\$2,000 maximum 30
Basic Education for Supervisors	Three hour training	\$150	\$1,500 maximum 50
Basic Education for all workers	One hour training	Free	Free
* costs may change without notice / non-profit subsidies available / HST and travel costs not included			