2-26-2016 12:00 AM

Factors Associated with Disclosure of Domestic Violence at the Workplace

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A thesis submitted in partial fulfillment of the requirements for the Master of Arts degree in Education

Abstract

Workplaces have been increasingly recognized as an important venue for supporting and building safety for domestic violence victims. It is important to understand factors that are associated with disclosure of domestic violence at the workplace. This study utilized data from a pan-Canadian online survey on domestic violence and the workplace as the basis for an analysis of sociodemographic variables and situational variables that may be associated with the likelihood that a victim discloses domestic violence at their workplace. Results revealed that over 40% of victims disclosed in the workplace, with varying disclosure rates according to sociodemographic characteristics and the experience of workplace interference tactics that spilled over into the workplace. Implications for addressing domestic violence in the workplace are discussed.

Key words: domestic violence, workplace violence, workplace interference, workplace supports, organizational policy

Acknowledgements

The completion of this thesis would not have been possible without the support of many people. First, and foremost, I would like to thank my supervisor, Dr. Peter Jaffe, for his wisdom, support, and humor throughout this process. Peter, you have been a wonderful mentor and I am forever grateful for the opportunities you have given me.

I am indebted to Dr. Jennifer MacGregor for her guidance throughout this project. Jen, I am immensely thankful for the time you took to answer questions and provide feedback; I know that I would not have been successful without your immense knowledge and detailed feedback. Additionally, this project would not have been possible without the hard work and dedication of Barb MacQuarrie and Dr. Nadine Wathen. Peter, Jen, Barb and Nadine: the passion you all have for your work has been a reminder to love what you do.

Finally, I would like express how immensely appreciative I am for the love and support of my friends and family. Without your words of encouragement and comedic relief, I would never have been able to complete this project. A very heartfelt thank you goes to my mother and father for their practical support, extraordinary patience and unwavering belief in my ability. You have lovingly walked along side me in this journey. A special mention goes to my mother, who has been always been a source of inspiration throughout my academic and clinical achievements. Thank you all from the bottom of my heart.

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Introduction

Domestic violence is a significant societal issue with widespread impact. Many individuals in abusive relationships experience shame, and fear the stigma associated with domestic violence, which can lead to isolation and secrecy for a victim (Murray, Crowe & Brinkley, 2015). Along with the potential psychological and physical impacts to the victim, there is a growing awareness that domestic violence can also have major consequences for their ability to engage effectively in the workplace (Swanberg, Logan & Macke, 2005). For many victims, employment is not only crucial for ensuring financial independence, it is also a significant source of esteem and social connection (Hahn & Postmus, 2014; Swanberg, Macke & Logan, 2006). The workplace can be a logical intersection for building safety in a victim's life because one typically spends a significant part of the day in the workplace. However, the stigma attached to domestic violence may impede victims from disclosing at their workplace and seeking the necessary supports to address the risks (Swanberg & Logan, 2007). As well, workplaces may misinterpret a victim's behavior, assuming that negative work-related consequences (e.g., tardiness, reduced productivity) of domestic violence are 'caused' by the victim without recognizing the complicated dynamics at play in abusive relationships (Swanberg et al., 2005). Despite efforts to raise public awareness through bystander messaging that encourages recognizing and responding to abusive dynamics in relationships, the belief that domestic violence is a private matter remains embedded in many workplaces (Swanberg & Logan, 2007).

This study focused on the spillover of domestic violence in the workplace, specifically factors that facilitate disclosure, a process that can increase workplace safety

for victims and improve access to support services (Beecham, 2014; Swanberg et al., 2006). This study utilized data from a pan-Canadian survey on domestic violence and the workplace as the basis for an analysis of sociodemographic variables and situational variables that may be associated with the likelihood that a victim discloses domestic violence at their workplace. The sociodemographic variables that were examined included gender, age, sexual orientation, Aboriginal identity, and disability status. The situational variables that were examined included work disruption tactics and on-the-job harassment tactics utilized by the abuser, as well as the severity of the abuse and the extent to which it spilled over into the workplace.

Literature Review

Domestic Violence

Domestic violence is "the abuse, assault, or systematic control of someone by an intimate partner" (Cunningham & Baker, 2007). Domestic violence constitutes a wide range of controlling behaviours, from specific incidents to prolonged patterns of emotional, physical, sexual, and economic abuse (Jaffe, Johnston, Crooks & Bala, 2008). Domestic violence is a widespread issue that impacts many individuals, but those in marginalized social positions experience domestic violence at higher rates (Barrett & St. Pierre, 2013; Sinha, 2013; Walker, 2015). Due to culturally embedded restrictions on their social and economic participation, specific demographic groups are more vulnerable than others. Specifically, the rates of victimization differ in terms of gender, age, sexual orientation, Aboriginal identity and disability status. The following section explores the relationships among domestic violence and the aforementioned sociodemographic

characteristics, and examines the role of violence severity in the context of domestic violence.

Domestic Violence and Sociodemographic Characteristics

Gender

Domestic violence is often regarded as gender-based violence as men's violence against female partners or former partners is more widespread and has more serious consequences than women's violence against male partners (Hilton et al., 2010). Globally, approximately 30% of all women who have been in a relationship have experienced physical and/or sexual violence by an intimate partner (World Health Organization, 2013). It was estimated that approximately 7% of women in relationships in Canada were affected by domestic violence in 2011 alone (Statistics Canada, 2013). It is also believed that much of the data collected on incidents of domestic violence are likely underestimates (Gracia, 2004). Men are more commonly the perpetrators of domestic violence, with more than 80% of victims of police-reported spousal violence being women (Statistics Canada, 2015a). It is recognized that women are more likely to experience serious injury within their intimate relationships than men (Hamberger & Larsen, 2015). While both men and women experience and perpetrate violence, women are more likely to experience serious injury and death as a result of domestic violence (Johnson, 2008; Sinha, 2013; Statistics Canada, 2015a). A review article of literature on gender differences in the perpetration, motivation, and impact of intimate partner violence in clinical samples showed that women in clinical samples are more highly victimized, more injured, and more fearful of their partners than men (Hamberger &

Larsen, 2015). Moreover, women are almost five times more likely than men to be killed by an intimate partner (Statistics Canada, 2015a).

Additionally, individuals who do not fit into the gender binary, for example transgender individuals, experience domestic violence at much higher rates (Walker, 2015). The vulnerability to domestic violence victimization amongst transgender people is intensified during their reassignment and change in identity (Roch & Morton, 2010).

Age

While domestic violence impacts individuals across the lifespan, certain age demographics are at a higher risk of being victimized. According to Statistics Canada (2015), the rates of domestic violence victimization are considerably higher for women and men in their twenties and thirties compared to other age groups. Moreover, the rate of police-reported intimate partner violence is highest for women ages 20 to 24, at 1,127 per 100,000 women, with the rate being six times higher for women of that age group compared to men of the same age group (Statistics Canada, 2015a). The rate of police-reported intimate partner violence decreased with age, but remained two to three times higher for women than men across all age categories (Statistics Canada, 2015a).

Sexual Orientation

There has been increasing awareness that domestic violence impacts individuals in gay, lesbian and bisexual relationships (Frankland & Brown, 2014). Rates of domestic violence in same-sex relationships are comparable to rates within heterosexual relationships (Frankland & Brown, 2014; McLennen, 2005; Murray & Mobley, 2009). Research from a Canadian survey using nationally representative data indicated that

approximately 36% of individuals in same-sex relationships have experienced some form of domestic violence (Barrett & St. Pierre, 2013). Moreover, in the same study, a significantly higher proportion of bisexual individuals experienced any form of domestic violence as compared to the proportion of gay or lesbian individuals reporting such violence (Barrett & St. Pierre, 2013).

Aboriginal Identity

Aboriginal identity is an important demographic characteristic to examine when looking at experiences of violence because of the social and economic marginalization Aboriginal individuals face compared to the non-Aboriginal population (Brownridge, 2008). It has been found that Aboriginal women are more likely to be victimized compared to the rest of the female population (Brownridge, 2008; Sinha, 2013). In the 2009 Canadian General Social Survey, the rate of self-reported spousal violence amongst Aboriginal women was about two and a half times higher than the rate for non-Aboriginal women (Statistics Canada as cited by Sinha, 2013). As well, 59% of Aboriginal female spousal violence victims reported more severe violence (i.e., physical injury) compared to 41% of non-Aboriginal female victims (Sinha, 2013). A review of statistical trends found that between 2001 and 2011, approximately 8% of all murdered women aged 15 and older were Aboriginal, which is double their representation in the Canadian population (Sinha, 2013).

Disability Status

Individuals with physical and mental impairments face social isolation and they are at a greater risk for experiencing domestic violence in part due to their increased

vulnerabilities. Evidence indicates that women with disabilities are significantly more likely to experience domestic violence than women without disabilities (Barrett, O'Day, Roches & Carlson, 2009; Casteel, Martin, Smith, Gurka & Kupper, 2008; Hahn, McCormick, Silverman, Robinson & Koenen, 2014). While few studies have examined the association between disability status and victimization among men, it was found that men with mental health impairments were at a higher risk for domestic violence than those without mental health impairments (Hahn et al., 2014). In a study examining the prevalence of domestic violence amongst individuals with severe mental illness, it was found these individuals were at substantially increased risk of domestic and sexual violence compared to the general population (Khalifeh et al., 2014).

Role of Severity of Violence

There are certain factors that place a victim at increased risk if one examines the dynamics of an abusive relationship. Researchers have come to the understanding that there are a number of interrelated risk factors, which increase the likelihood that a violent relationship will become lethal. The following have been identified as antecedents to domestic homicides: prior history of domestic violence, estrangement or the process of separation between individuals, obsessive and possessive behaviour portrayed by the abuser (i.e., stalking), threats to commit intimate-partner homicide and/or suicide, prior agency involvement (particularly with the police), the issuance of protective or restraining orders against one of the parties, abuser depression, victim's level of perceived fear, and a prior criminal history of violent behaviour on the part of the abuser (Campbell et al., 2003; Stith & McMonigle, 2009; Websdale, 1999). The presence of one

or more of these factors endanger a victim's safety; however, the victim's level of risk can be determined and appropriate safety-planning can be implemented.

Disclosure Among Victims of Domestic Violence

It is clear that domestic violence is a serious problem affecting different groups to varying degrees. The impact of domestic violence on an individual's physical health and well-being can be devastating and many victims require support to cope with the effects of the abusive relationship. Not surprisingly researchers have contributed to the domestic violence literature by examining the nature of disclosure and help-seeking amongst victims of domestic violence. Domestic violence is often regarded as a private issue, one that remains in the confines of the home and places the onus on the victim to deal with the abuse (O'Leary-Kelly, Lean, Reeves, & Randel, 2008). However, domestic violence is increasingly recognized as an issue that transverses the boundaries of the relationship and impacts both the victim and the perpetrator outside of the relationship. The effects of domestic violence are pervasive, with the negative impact extending beyond the victim and their family (Swanberg & Macke, 2006).

Recognizing the broader sociocultural context in which domestic violence occurs, it is important to understand the processes of help-seeking among survivors of intimate partner violence in a theoretical framework. Although there are various theoretical underpinnings that can explain the nature of disclosing domestic violence to support systems, the work of Liang, Goodman, Tummala-Narra and Weintraub (2005) presents a model whereby seeking help is conceptualized as a process made up of three stages: defining the problem, deciding to seek help, and selecting a source of support. Drawing from cognitive theory, it is recognized that each stage informs the other in an ongoing

feedback loop for the victim. The decision to disclose domestic violence and seek help is regarded as multilayered and influenced by a range of individual, interpersonal, and sociocultural factors. These factors can include individual trauma histories, coercion and intimidation by an abusive partner, cultural and religious group identification, access to economic resources, perceptions of and exposure to mainstream formal supports, access to informal supports, and general beliefs about help- seeking (Liang et al., 2005).

Many victims actively engage in multiple help-seeking strategies and access various resources to address their victimization experiences (Barrett & St. Pierre, 2011). These resources include both informal (i.e., family, friends, and/or co-workers) and formal supports (i.e., police, battered women's services, healthcare professionals, etc.). Reports of victims disclosing to either formal or informal supports generally range from about 30% to 80%, with rates differing among types of support and demographic groups (Barrett & St. Pierre, 2011; Sinha, 2013; Sylaska & Edwards, 2014).

Disclosure to Formal and Informal Supports

Although certain groups of people are more likely to be victimized, these groups are not necessarily more likely to seek help from formal and/or informal supports. In terms of formal supports, research has examined police-reported spousal violence. It is estimated that approximately 80% of all female victims disclose domestic violence to informal supports, whereas less than two-thirds (58%) of male victims did so (Sinha, 2013). Victims seek help from formal supports, but they are less likely to utilize these supports in comparison to informal supports. Domestic violence is often underreported to the police. According to the 2009 General Social Survey, less than one-third (30%) of female victims reported an incident of spousal violence to the police (Sinha, 2013).

Moreover, police were often contacted when the victim experienced the most severe forms of violence (Sinha, 2013). That is, the increased severity of violence heightened the likelihood of police involvement. More than half of female victims who experienced a physical or sexual assault at the hands of their partner contacted the police (Sinha, 2013). Male victims were less likely to report an incident of spousal violence to the police than female victims, but it is likely due in part to the violence being less severe for male victims (Sinha, 2013). Additionally, in a Canadian national study examining police-reported spousal violence in the context of demographic characteristics of victims and incident-specific factors, it was found that Aboriginal women were more likely than non-Aboriginal women to contact the police following a violent incident (Akers & Kaukinen, 2009).

Research on the disclosure of domestic violence amongst victims has focused on the types of resources victims seek and the barriers to help-seeking. While there has been considerable research in this area, there have been a few studies that have specifically examined sociodemographic characteristics and incident-specific factors that are associated with disclosure. In a large Canadian population-based survey, researchers examined the role of sociodemographic factors (e.g., age, immigrant status, Aboriginal identity, disability status) and violence characteristics (i.e., severity and frequency of abuse) in influencing informal and formal help-seeking amongst female victims of domestic violence (Barrett & St. Pierre, 2011). Approximately two-thirds of women reported using at least one type of formal support in response to the violence, and more than 80% reported using at least one form of informal support. The strongest independent predictor of the overall number of both formal and informal supports was the feeling that

one's life was in danger as a result of the violence. That is, women who have experienced severe forms of violence were most likely to seek help through both formal and informal sources of support. Moreover, there were significant sociodemographic variations in women's help-seeking. It was found that socially and/or economically marginalized women (i.e., Aboriginal women, women with physical and/or mental limitations, low-income women, and visible minority women) were significantly more likely to use some kinds of both the informal and formal supports examined in the study. Immigrant women and older women reported using fewer forms of informal supports than women born in Canada and younger women.

Factors Associated with Disclosure to Informal Supports

The decision to disclose domestic violence to a support system can also be dependent on the particular social and cultural factors associated with a victim's willingness and motivation to disclose present in the victim's life. In a review of the research on domestic violence disclosure to informal supports, Sylaska and Edwards (2014) found that there were differences in the rates of disclosure to family, friends, classmates and co-workers based on the victim's demographic characteristics, intrapersonal attributes and situational variables.

Firstly, in terms of demographic characteristics and the disclosure of domestic violence to informal supports, much of the research has focused on gender, race, age and socioeconomic status and to a lesser extent on sexual orientation and disability status. Many studies that examined gender and disclosure identified that female victims were more likely to disclose to a family member, friend classmate or co-worker than male victims (Sylaska & Edwards, 2014). In terms of age, the majority of the published

literature focuses on middle-aged adults. Therefore, it is not clear how age may be related to disclosure to informal supports. Additionally, though research on same-gender domestic violence is limited, there is some evidence that victims in homosexual relationships are less likely to seek help from formal sources and most likely to rely on friends for support (McClennen, Summers & Vaughn, 2002). Lastly, one study on female victims with disabilities indicated that they were less likely to seek help than abled women based on physical and structural barriers to help-seeking (Milberger et al., 2003).

The intrapersonal attributes associated with disclosure are centered around the victim's thoughts and feelings about their relationship. The most pervasive themes highlighted in the literature are the meaning attached to the violence and the victim's feelings or the fear of disclosure (Sylaska & Edwards, 2014). For example, one study found that women were more likely to disclose to an informal support if they felt as though their partner was to blame for the violence in the relationship (Edwards, Dardis & Gidycz, 2012). In their review of the literature, Sylaska and Edwards (2014) found that a desire to keep personal matters private, feelings of shame and embarrassment, and fear of the informal support's reaction were the most predominant reasons for non-disclosure amongst victims.

Lastly, the situational variables associated with disclosure amongst informal supports include the type of violence, frequency and severity of violence and if the violence occurred in the presence of others. Rates of disclosure differ depending on the type of violence experienced; for example, victims were less likely to disclose to informal supports if they had experienced sexual violence than psychological or physical (Flicker

et al., 2011;Vatnar & Bjorkly, 2008). Moreover, victims of stalking reported the highest frequency of help seeking to informal supports (Flicker et al., 2011). Victims were more likely to disclose violence if the violence was more frequent and severe (Barrett & St. Pierre, 2011; Flicker et al., 2011). Lastly, victims were most likely to disclose to an informal support if the violence occurred in the presence of others (Sylaska & Edwards, 2014).

While there has been considerable research in disclosure of domestic violence to family and friends, there has been very little research on disclosure to co-workers. Recognizing the complexities of disclosure and help-seeking amongst victims, it is important to acknowledge that building public awareness is key to enhancing opportunities for victims to seek help. Given that many victims spend a significant portion of their time at the workplace, employers can play a crucial role in supporting victims to seek help.

Domestic Violence and the Impact on the Workplace

The majority of the research on disclosure amongst victims of domestic violence has examined trends in disclosure to victim's families, close social circles and with health or social service professionals. There has been little research done on how these patterns relate to help-seeking in the Canadian workplace. It is increasingly recognized that the impact of domestic violence is not confined to the home. The workplace is the one place where a perpetrator can locate a victim, particularly following the dissolution of an abusive relationship (Johnson & Gardner, 1999; Scalora, Washington, Casady & Newell, 2003). The spillover of domestic violence into the workplace has major consequences for victimized employees and the workplaces at which they are employed (Swanberg &

Macke, 2006). It has been estimated that between 38 and 75% of victims are bothered at their workplace at some point during their relationship or following separation from their abusive partner (Swanberg et al., 2005). Domestic violence can have negative job-related consequences for workers who have experienced both lifetime and current victimization (Reeves & O-Leary-Kelly, 2007). Victims of partner violence are more likely to report lower productivity, higher absenteeism rates, more frequent tardiness, and higher job turnover rates and job losses when compared to non-victims (Swanberg et al., 2005). For some victimized employees, the process of gaining and maintaining employment for a long period can be quite difficult, which can impact their ability to reach economic independence (Swanberg & Macke, 2006).

Perpetrators can impact a victim at their place of employment through work-related interference in three major ways: work disruption tactics, on-the-job harassment tactics, and work performance issues (Galvez, Mankowski, McGlade, Ruiz, & Glass, 2011; Swanberg et al., 2005). Overall, in a study of recently employed victimized women, 85% reported experiencing at least one type of interference tactic, with 56% reporting that it occurred repeatedly (Swanberg, et al., 2006).

Firstly, work disruption tactics involve the perpetrators employing direct or indirect tactics that disrupt the victim's ability to get to work, including hindering their transportation, hiding or withholding required personal or work documents, physically restraining/injuring the victim and/or refusing or failing to provide childcare (Swanberg et al., 2005). In a qualitative study of 24 ethnically diverse battered women, the physical consequences of the abuse (e.g., bruises, cuts, ripped clothing) was a primary way that perpetrators disrupted women's employment (Moe & Bell, 2004). A study of partner

victimized women employed within the previous year of data collection indicated that many women experienced many forms of work disruption tactics including before-work interference, transportation interference, and child care interference (Swanberg, et al., 2007). The before-work interference tactics included refusal to take the victim to work, physical restraint, threatening to prevent victim from going to work, physically preventing the victim from looking for a job, and undermining their efforts to go to work. Unemployed women experienced a greater number of before-work interference tactics at their last job, compared to employed women. Swanberg, Macke & Logan (2006) found that 43% of employed battered women in their sample experienced their partner undermining their efforts to go to work or look for work.

Secondly, on-the-job harassment tactics were defined as perpetrators interfering at victim's workplaces by excessive calling or showing up, attempting to damage the victim's reputation, or forcing the victim to leave work (Wettersten et al., 2004). In a review of the literature on violence against women and employment, the rates of on-the-job harassment ranged from 8% to 75% of victims (Swanberg et al., 2005). In a study of recently employed battered women, the most prevalent form of at-work interference tactic was harassing the women on the phone with 59% of victims experiencing this tactic. The second most common tactic involved harassing the victim in person with 49% of victims experiencing this tactic.

Lastly, many victims experience work performance issues as a result of the abusive relationship. The occurrence of these interference tactics or domestic violence related injury, stress, or sleep deprivation can cause distraction at work, absenteeism, and poor work performance (Swanberg et al., 2005). These work performance issues can also

have a negative impact on organizations. Based on a survey of over 2,000 participants, Reeves and O-Leary-Kelly (2007) found that domestic violence can have negative effects on organizations resulting from the absence, tardiness and work distraction of victims. However, the impact varied by the nature of the violence.

Many employers view domestic violence as a private matter that does not fall within their domain of responsibility. Even if employers are not inclined to see a role in ensuring the safety of an employee at risk through an abusive relationship and they disengage from the safety of the victim, they cannot ignore the impact that domestic violence can have on productivity and profitability. It is estimated that Canadian employers lose $77.9 million annually as a result of intimate partner violence due to victim absences, tardiness and distraction, and the organizational costs due to the absences (Zhang, Hoddenbagh, McDonald & Scrim, 2009). Moreover, there have been domestic homicide cases in Canada where the perpetrator murdered the victim at their workplace. In a national study examining the nature of workplace homicides in the United States, 33% of women killed in American workplaces were perpetrated by intimate partners (Tiesman, Gurka, Konda, Coban & Amandus, 2012). The growing research on the impact of domestic violence in the workplace and the importance of prevention has led to legislative changes in occupational health and safety policy in two provinces in Canada.

Legislation Addressing Domestic Violence in the Workplace

Recognizing that victims often experience workplace performance problems or disruption at work, employers cannot simply terminate employment if the worker is having issues. The enactment of Bill 168 (2009) in Ontario, an amendment to the

Occupational Health and Safety Act, requires employers to protect employees who are experiencing domestic violence when they are aware, or ought to be aware that it is occurring (Ministry of Labour, 2010). It has been found that the reported incidence of domestic violence is higher in communities that lack legislation or cultural prohibitions against domestic violence (Jewkes, 2002).

Additionally, organizational policies play a role in shaping the culture of the workplace and its position on the supports provided to victims. Swanberg et al. (2007) highlighted that while larger American companies have adopted educational policies about partner violence and its work-related effects, smaller organizations may not have the infrastructure to address the issue strategically. It is evident that workplace policies are needed across organizations of all sizes in order to provide assistance to employees affected by domestic violence. Legislative changes reflect the governmental response to recognizing the key role that workplaces play in preventing tragedies. Given the spillover of domestic violence into workplaces, they are the logical intersection for building safety in a victim's life. For victims of domestic violence, the presence of social support often mitigates the experience of violence as the support can help a victim cope (Thoits, 1986). But, the choice to disclose within a workplace and seek help to address the risks is multifaceted.

Disclosure of Domestic Violence at the Workplace

The decision to disclose domestic violence to an employer is difficult for many victims due to the complex nature of the relationship between domestic violence and employment (Tolman & Wang, 2005). Some victims may remain silent about the violence due to: feeling ashamed and embarrassed and not wanting to be stigmatized; fear

of losing their job; perceiving the violence to be a personal matter; fear of the violence escalating if the partner found out or the fact that the partner may be connected to their workplace in some manner (Swanberg & Macke, 2006; Swanberg et al., 2007). However, it has been shown that women who do disclose found that workplace supports mitigated the severity of negative work-related outcomes (Leblanc, Barling & Turner, 2014). To date, the research concerning the rates of support seeking in the workplace for victims has been conducted with non-Canadian samples. Between 30% and 67% of victims disclose domestic violence to someone at their workplace (McFerran, 2011; Rayner-Thomas, 2013; Swanberg et al., 2005; Swanberg & Macke, 2006; Swanberg, Macke & Logan, 2006; TUC, 2014). The most common recipients of disclosure at work tend to be co-workers or supervisors/managers, but victims also disclose to union representatives, human resource departments, and designated domestic violence resource persons (McFerran, 2011; Rayner-Thomas, 2013; Swanberg et al., 2005; Swanberg & Macke, 2006; TUC, 2014).

Though research on the types and helpfulness of workplace supports is limited, victims generally have positive experiences after they disclose to their employer (Swanberg, et al., 2005). Disclosing to an employer can provide the victim with support in the form of emotional support from colleagues, flexible working hours, changes in scheduling, time off to attend legal or medical appointments, additional safety procedures put in place to protect the victim or provide referrals to resources within the community that support those affected by domestic violence (Swanberg & Logan, 2005; Swanberg & Macke, 2006). In terms of formal supports for victims in workplaces, the availability of supports depends on the policies governing specific provinces and sectors (Swanberg,

Ojha, & Macke, 2012) and the presence of unions who have negotiated domestic violence specific entitlements for workers (Baird, McFerran & Wright, 2014).

The decision to disclose domestic violence to an employer can be beneficial to women in terms of receiving the necessary supports required to maintain employment. In fact, interviews of a sample of employed women with domestic violence orders indicated that they disclosed at the workplace to receive on-the-job support (45%), followed by issues related to: work performance (37%), interference tactics at the workplace (25%), health (15%), and safety/fear (13%) (Swanberg et al., 2006). In terms of workplace supports, Swanberg, Macke and Logan (2007) examined the relationships between workplace disclosure of partner victimization, receiving workplace support, and employment status. Women who had historically disclosed victimization to someone at work and received workplace supports were currently employed at rates that were significantly higher than women who did not disclose. The study implies that the workplace supports that were received following disclosure may have actually helped women remain employed. However, this study did not examine specific situational contexts surrounding the disclosure (e.g., presence of workplace interference tactics), the negative impacts that could result from disclosure (e.g. if the direct supervisor or co-worker was related to the perpetrator), or the interpersonal context of the disclosure (e.g., severity of the violence). Importantly, the study found that receiving workplace support for victims of domestic violence may assist women with the negative consequences that impact them at work. Thus, the increased disclosure rates may be economical for the employer and victimized employee.

Although disclosure in the workplace can be a first step to victims receiving support at work, evidence from an Australian national survey on domestic violence and the workplace suggests that the workplace supports that are received can be less than satisfactory (McFerran, 2011). Among a sample of 3,600 participants, it was reported that approximately 60% of victims who disclosed domestic violence in the workplace felt that nothing happened as a result of the disclosure. Examining the supports received for victims in the workplace in a community sample of abused and employed women, Yragui, Mankowski, Perrin and Glass (2012) identify that when the type of support wanted by the victim is congruently matched to what is received by the supervisor in the workplace, women experience greater job satisfaction and they are less likely to be reprimanded or terminated in their job. Workplace supports can range from informal (e.g., co-worker providing emotional support or a workplace culture that does not tolerate violence) to formal protective and intervention supports (e.g., schedule flexibility or employee assistance programs) (Schmidt & Barnett, 2011; Swanberg et al., 2006). The research suggests that disclosing domestic violence to an employer depends on the prevailing beliefs at the workplace about domestic violence, and the extent to which the violence spills over into their workplace and the presence of workplace supports (Swanberg et al., 2005). Although there is research that examines the nature of disclosure in the workplace and the consequences of disclosing, there has been little research completed on disclosure in the Canadian workplace.

In their review of disclosure of domestic violence to informal supports, Sylaska and Edwards (2014) conclude that the research on rates of disclosure is limited in that the majority of the research has been completed on female, white or black, heterosexual,

lower income victims, with at least one child, and a mean age of 30–39 years. More research is needed on the disclosure rates with samples that are diverse in terms of age, gender identity, sexual orientation, ethnicity and other relevant demographic factors, such as disability status. Moreover, much of the research has focused on disclosure to informal supports, which is logical given that most victims disclose to a family member, friend, classmate or co-worker. There is less research in the area of disclosing to a more formal support in the workplace (e.g., supervisor or manager, human resources personnel, union representative). The potential support that can be provided by a supervisor or manager in the workplace, such as flexible work hours or emotional support, is important to examine since such measures have been shown to have an impact on job satisfaction and long-term employment (Swanberg & Macke, 2006; Yragui et al., 2012). Many do not disclose domestic violence due to the stigma associated with domestic violence, especially in the workplace given the perceived detrimental consequences. There is a need to better understand the background factors that are connected to disclosure at the workplace, in order to determine appropriate support for victims within the workplace.

Although research on the impact of domestic violence at work has been steadily developing, most research has been conducted in the United States. However, a recent study revealed the impact of domestic violence in the Canadian workplace (Wathen, MacGregor & MacQuarrie, 2014). This study consisted of a large self-selected sample of all genders, of whom approximately one-third of the participants had experienced domestic violence at some point in their lives. The impact in the workplace was noted, and many disclosed to at least one person at their workplace. However, approximately two-thirds of victims did not disclose at the workplace.

Current Study

An area in which research is needed in the Canadian workplace is the understanding of background factors that are associated with disclosing domestic violence in the workplace. Whether a victim is forced to disclose due to the partners' violence or feels able to disclose, the impact of creating a support network at work with understanding people appears to be helpful for victims (Swanberg & Macke, 2006). Research is needed to create a clearer picture of the circumstances that surround disclosure to an employer. Moreover, it is necessary for workplaces to identify victims in order to be able to provide support and safety planning rather than being punitive or disciplining the employee.

Research in this area is not specific to the Canadian workplace culture and legislation as most of the studies have been completed on samples from the United States. Research on disclosure to informal supports has highlighted that there are demographic characteristics (e.g., gender), intrapersonal attributes (e.g., feelings of shame and embarrassment), and situational variables (e.g., severity of violence; violence occurring in the presence of others) that influence a victim's likelihood of disclosure (Sylaska and Edwards, 2014). While research on disclosure in the workplace examined situational variables like workplace interference tactics (Swanberg et al., 2006), little has focused on sociodemographic characteristics in combination with these tactics and most of the research has been conducted in the United States.

As such, it is important to determine the nuances of what would be relevant to Canadian workplaces in terms of the factors that are associated with disclosure for victims. Utilizing data from a pan-Canadian survey, this study contributes to the domestic

violence literature by providing information regarding the experiences of victims disclosing domestic violence to their employer. Recognizing the importance of a workplace culture that supports disclosure and provides assistance to victims of domestic violence, the issue calls for research to gain an understanding of the following questions:

Research Question Part I: Sociodemographic Variables and Disclosure in the Workplace

Which sociodemographic variables associated with a victim's decision to disclose domestic violence at their workplace? That is, are victims with certain sociodemographic characteristics (gender; age; sexual orientation; Aboriginal identity; disability status) more or less likely to disclose at their workplace?

Hypothesis Part I

It is hypothesized that individuals who identified as victims of domestic violence belonging to marginalized social groups will be less likely to disclose to their employer, with the exception of female victims and Aboriginal victims who will be more likely to disclose (Akers & Kaukinen, 2009). Specifically, there will be a difference in rates of disclosure based on the marginalization of the individual. Previous research has indicated that women are more likely than men to report victimization to the police (Sinha, 2013). Thus, it is hypothesized that men will be less likely to disclose at the workplace than women. Given the higher rates of victimization and increased stigma for transgender victims (Roch & Morton, 2010; Walker, 2015), it is hypothesized that transgender victims will be less likely to disclose at the workplace than men and women. While patterns related to disclosure to informal supports and age have been difficult to establish

(Sylaska & Edwards, 2014), it is hypothesized that older victims will be less likely to disclose at the workplace than middle-aged and younger victims. Victims identifying as lesbian, gay, bisexual, queer and two-spirit will be less likely to disclose at the workplace than heterosexual individuals based on previous research indicating that homosexual victims experience increased stigma and are less likely to seek help from formal supports (McClennen et al., 2002; McClennen, 2005). Given prior research indicating higher rates of help-seeking (Akers & Kaukinen, 2009; Barrett & St. Pierre), Aboriginal victims will be more likely to disclose at the workplace than non-Aboriginals. Lastly, previous research on female victims with disabilities shows that they are less likely to seek help than abled female victims (Milberger et al., 2003). It is hypothesized that victims with a disability will be less likely to disclose at the workplace than individuals without a disability.

Research Question Part II: Workplace Interference Variables and Disclosure in the Workplace

Are victims more likely to disclose if the perpetrator utilized on-the-job harassment tactics that directly impacted the victim at their workplace or work disruption tactics that impeded the victim's ability to get to work than if they did not experience either of these tactics? Does the rate of disclosure differ in terms of the number of and severity of the tactics utilized? Is a victim more likely to disclose if they experienced more severe forms of both on-the-job harassment and work disruption tactics? Is there a 'dose effect' that occurs with the likelihood of disclosure when victims experience a number of work disruption and on-the-job harassment tactics at their workplace?

Hypotheses Part II

Based on previous research examining disclosure in the workplace and workplace interference tactics, (Swanberg et al., 2006; Swanberg et al., 2005), it is predicted that victims experiencing more on-the-job harassment tactics will be more likely to disclose to their employer than those experiencing work disruption tactics. In cases where the victim experienced the workplace interference tactics, victims with a higher number (three or more) and more severe forms of tactics (i.e., physical restraint/injury) will be more likely to disclose to their employer than those who experienced a lower number and less severe forms of tactics given that the literature indicates victims disclose to formal and informal supports when the violence is severe (Barrett & St. Pierre, 2011; Sylaska & Edwards, 2014).

Method

Overview

The present study provides a descriptive examination of factors associated with disclosure of domestic violence to employers. This study utilized secondary data analysis to examine data from the first pan-Canadian survey on domestic violence and the workplace (Wathen et al., 2014) to identify the sociodemographic and workplace interference factors that are associated with the likelihood of disclosure to an employer. Due to the correlational nature of this study, inferences in respect to causality will not be made.

Participants

For this study, participants were obtained using a self-selecting sample. Participation in the study was voluntary and participants were informed that their information would be stored anonymously. Participants were recruited via the extensive networks of the Canadian Labour Congress (CLC) during a six-month period from December 2013 to June 2014. Participants had the option of being entered into a draw for a tablet computer if they chose to provide their personal information. Their personal information was not attached to their survey responses. The participants were informed that their participation was anonymous and that their information collected would be kept confidential. Individuals of all genders were invited to participate if they were at least 15 years of age or older. The participants were not required to have had direct experience with domestic violence.

Survey

The survey was developed by researchers from the Centre for Research on Violence Against Women and Children (CREVAWC) and the Faculty of Information and Media Studies at Western University in collaboration with the Canadian Labour Congress (CLC; Wathen et al., 2014). The design of this survey was based on a national Australian survey on domestic violence in the workplace (McFerran, 2011). The adaptation of the survey involved input from the developers of the Australian survey, along with extensive consultation with the Women's Committee of the CLC, the project Steering Committee and Working Group (consisting of researchers), experts in specific areas (such as health and legal services), and antiviolence advocates. The survey was prepared in English and pilot tested by: members of the research team; members of the general public; and a

survivor of domestic violence. It was then translated into French and reviewed by French-speakers. The survey was prepared for completion, in both languages, on the Fluid Surveys Web survey platform (fluidsurveys.com).

The survey was distributed through national media at a launch hosted by the CLC. The survey was promoted through the use of e-mail circulated by the CLC to union officials for distribution through member lists. Recruitment was also conducted by the CLC and its affiliates via posters and bookmarks handed out at events and provided to affiliates for national, regional, and local distribution. All materials used the slogan "Can work be safe when home isn't?," noted the CLC-Western University partnership, and provided the Web URL and a QR code to access the survey. As well, the survey was promoted on the CREVAWC website and it was embedded in emails from CREVAWC and the CLC. Ethical approval to administer the survey was obtained through the Non-Medical Research Ethics Board at Western University by the developers of the survey in 2013 (approval #104156). A copy of the permission letter from the principal investigator to access the data, along with the ethical approval, can be found in Appendix A.

Upon clicking the link to the survey, participants were able to access the survey and complete it on a computer or a mobile device. Participants were provided with a letter of information that outlined the purpose of the study and required to indicate informed consent. Participants were informed that they about possible risks and benefits of the survey. The participants were advised that the survey would take between 10 to 30 minutes and that the survey had to be completed in one session. Lastly, information about supportive domestic violence resources was provided to participants.

The final survey consisted of 64 questions, although the number of questions each

participant answered varied depending on their responses (e.g., participants with no domestic violence experience were routed past questions on personal domestic violence). The questions collected information on demographics, the workplace structure, experience of domestic violence, impact of domestic violence on work, support for domestic violence in the workplace, legal responses to domestic violence, general resources for domestic violence in the workplace, home life, health and well-being and attitudes on domestic violence in the workplace. The majority of the self-report questions were scored on a Likert-type scale. Participants were given the option of providing detailed written answers to some questions in order to obtain a deeper sense of their experience.

The data collected for the survey and utilized in this study were stored electronically on the Western University secured network server at CREVAWC on password-protected computers. A copy of the entire survey can be found in Appendix B.

Measures

Domestic Violence Status. Participants responded 'yes' or 'no' to three main questions regarding their personal experience: 1) whether they were currently experiencing domestic violence, 2) (if 'no' to current domestic violence) whether they had experienced domestic violence in the past 12 months (i.e., recent, but not current domestic violence), and 3) whether they had experienced domestic violence more than 12 months ago. Those responding 'yes' to at least one domestic violence status question were included in the analysis. These items can be found in Section Three of the survey (questions 16 through 17).

Sociodemographic Characteristics. Participants responded to closed-ended demographic questions including their: sex/gender, age, sexual orientation, Aboriginal identity, and disability status (physical, learning, mental health challenge, Vision Loss, Hard of Hearing, Culturally Deaf, Other, or Without). For the purposes of this analysis, the age categories of participants were divided into three groups: 15-24 years, 25-54 years, and 55 and older. Sexual orientation was categorized as either heterosexual or non-heterosexual (lesbian, gay, bisexual, two-spirit, queer, or other [LGBTQ]). Aboriginal identity was categorized as First Nations, Metis, or Inuit (FNMI) or non-FNMI. Lastly, disability status was coded into two categories: those who endorsed one or more of the disabilities; and those who endorsed the item 'Without'. These characteristics were items from Section One of the survey (questions one through nine).

Workplace Interference Tactics: Work Disruption. Participants were asked if the domestic violence disrupted their ability to get to work. Following this, participants were asked to check off all work disruption tactics they experienced including: Car keys or transportation money hidden, stolen or withheld; Work clothing or other required items hidden, stolen or withheld; Physical injury; Physical restraint; Required personal or work documents hidden, stolen or withheld; Refusal or failure to care for children; Other, please specify. Participants who checked off at least one tactic were included in the analyses. These items can be found in Section Four of the survey (question 18).

Workplace Interference Tactics: On-the-Job Harassment. Participants were asked if they experienced domestic violence in the workplace. They were asked to check off all

on-the-job harassment techniques they experienced including: Abusive phone calls or text messages; Abusive email messages; Abusive person physically came to the workplace; Abusive person stalked or harassed you near the workplace; Abusive person contacted co-workers/employer about you; Other, please specify; and No personal experience of domestic violence in/near the workplace. Participants who checked off at least one tactic were included in the analyses. These items can be found in Section Four of the survey (question 20).

Severe Forms of Workplace Interference Tactics. Participants were not asked a direct question about the level of severity of the violence they experienced. For the purposes of this study, a variable was created to capture the severity of the abuse related to the workplace. Participants who endorsed any of the following items from question 20 'Abusive person physically came to the workplace', 'Abusive person stalked or harassed you near the workplace', along with any of the items from question 18 'Physical injury' and 'Physical restraint' were coded as experiencing *severe forms of workplace interference tactics.* Participants who did not endorse any of the items were coded as experiencing workplace interference tactics that were *not severe.*

Number of Workplace Interference Tactics. A variable was created as a means to count the frequency of both the work disruption tactics and the on-the-job harassment tactics. For work disruption tactics, participants experienced a number between zero and eight tactics. For on-the-job interference tactics, participants experienced a number between zero and six tactics.

Workplace Disclosure of Domestic Violence. Participants were asked a number of questions related to disclosure of DV in the workplace. First, they were asked to respond to the question, 'Did you discuss the domestic violence with anybody at work?' Those who had discussed the DV at work were asked to further specify, 'With whom did you discuss the violence?' and were able to choose multiple disclosure recipients from the following list: co-worker, union, supervisor or manager, human resources/personnel department, designated person to handle situations of domestic violence, and other. These items can be found in Section Five of the survey (question 25 and 26).

Participants who responded 'no' were then asked to 'please indicate why you did not discuss the domestic violence with anyone at work' and were able to choose multiple responses from the following list: Fear of job loss; Fear your job or work environment would suffer in other ways; Felt embarrassed or ashamed; Wanted privacy/none of their business; Abuse not serious/important enough; Denial that domestic violence was happening; Fear of being judged; Didn't know anyone/no one around to tell; Didn't trust anyone/don't like co-workers; Abusive person or his/her family/friends work at your workplace; Afraid/threatened not to tell by abusive person; Didn't want to get others involved; Other, please specify. They were also asked, in an open-ended format, to 'Please add your comments about your decision to not discuss the domestic violence at work'. These items can be found in Section Five of the survey (question 25).

Data Analysis

Descriptive statistics were reported in respect to the demographic characteristics and the reasons for non-disclosure to their employer. Chi-square analyses were conducted to examine if there were differences in the frequencies of workplace disclosure according

to gender, age, sexual orientation, Aboriginal identity and disability status. Chi-square analyses were conducted to examine the differences in the frequency of disclosure for victims who experienced on-the-job harassment versus victims who did not experience on-the-job harassment. Logistic regression analysis was conducted to determine the strength of the relationship between significant sociodemographic characteristics and workplace interference tactics related to disclosure.

Results

Sample Characteristics

The sample in this study was based on a large-scale survey on domestic violence and the workplace, which involved responses from 8429 individuals across Canada (Wathen, MacGregor, & MacQuarrie, 2014). This study focused on disclosure rates in the workplace, which involved one third of the sample who reported experiencing domestic violence in their lifetime (33.6%, n = 2831). Of the 2831 participants, 87.7% (n = 2483) were women, 10.6% (n = 300) were men, and 0.8% (n = 24) identified as transgender or 'other' (0.8%, n = 24 did not answer the question). Due to the small sample size, participants identifying as transgender (n = 24) were omitted from the analyses.
The majority of the sample (93.5%, n = 2631) was employed at the time of the survey. See Table 1 for a description of the demographic characteristics. These descriptive statistics have been published in an earlier study, see Wathen, MacGregor and MacQuarrie (2015).

Domestic Violence Status

Of the total sample (N = 8429), 33.6% (n = 2831) reported experiencing domestic violence at some point in their life. Further, 6.5% (n = 547) reported that they were currently experiencing domestic violence, 3.3% (n = 277) reported that they experienced domestic violence in the past 12 months, and 31.5% (n = 2654) reported experiencing domestic violence more than 12 months ago.

Sociodemographic Characteristics and Lifetime Prevalence of Domestic Violence

Chi-square tests of independence were utilized to examine if gender, age, sexual orientation, Aboriginal identity and disability status were associated with experiencing or not experiencing domestic violence. Table 1 provides an overview of these analyses. A significant association was found between gender and domestic violence, $\chi^2(1) = 249.78$, $p < .001$. This finding indicates that women experienced domestic violence at a significantly higher rate than men.

A significant association was found between age category and domestic violence, $\chi^2\ (2) = 8.61$, $p = .013$. This finding indicates that individuals aged 25-54 experienced domestic violence at a significantly higher rate than individuals aged 15-24 and 55 & over.

A significant association was found between sexual orientation and domestic violence, $\chi^2\ (1) = 20.15$, $p < .001$, such that LGBTQ individuals experienced domestic violence at a significantly higher rate than heterosexual individuals.

A significant association was found between Aboriginal identity and domestic violence, $\chi^2\ (1) = 68.82$, $p < .001$. This finding indicates that individuals identifying as

FNMI experienced domestic violence at a significantly higher rate than non-FNMI individuals.

A significant association was found between disability status and domestic violence, χ^2 (1) = 148.24, $p < .001$. This finding indicates that individuals with one or more disabilities experienced domestic violence at a significantly higher rate than individuals who did not identify any disabilities.

Table 1

Sociodemographic Characteristics of Participants and Prevalence of Domestic Violence

	***n* (%)**	**Experienced DV in Lifetime, *n* (%)**	**Never Experienced DV *n* (%)**	**χ^2 (df)**
Gender				
Female	6608 (78.4)	2483 (37.6)	4125 (62.4)	249.78***(1)
Male	1723 (20.4)	300 (17.4)	1423 (82.6)	
Total [a]	8331	2783	5548	
Age category				
15-24	228 (2.7)	56 (24.6)	172 (75.4)	
25-54	6147 (72.9)	2084 (33.9)	4063 (66.1)	8.61*(2)
55+	2010 (23.8)	673 (33.5)	1337 (66.5)	
Total [b]	8385	2813	5572	
Sexual orientation				
LGBTQ	761 (9.0)	312 (41.0)	449 (59.0)	20.15***(1)
Heterosexual	7261(86.1)	2390 (32.9)	4871 (67.1)	
Total [c]	8022	2702	5320	
Aboriginal identity[1]				
FNMI	396 (4.7)	209 (52.8)	187 (47.2)	68.82***(1)
Non-FNMI	7928 (94.1)	2585 (32.6)	5343 (67.4)	
Total [d]	8324	2794	5530	
Disability status[2]				
One or more disabilities	1573 (18.7)	734 (46.7)	839 (53.3)	148.24***(1)
No disabilities	6856 (81.3)	2097 (30.6)	4759 (69.4)	
Total	8429	2831	5598	

Note. *$p < 0.05$; ** $p < 0.01$;*** $p < 0.001$

[a] The *n*s vary due to missing cases based on participants non-response to the question. $n = 8331$ due to excluding the 'transgender' or 'other' categories from the analyses due to small sample size.

[b] Missing cases $n = 44$.

[c] Missing cases $n = 407$.

[d] Missing cases $n = 105$.

[1]Aboriginal identity indicates that a participant reported identifying as First Nations, Metis or Inuit.

[2]Disability status includes any one of the following: physical disability ($n = 378$), mental health challenge ($n = 686$), vision disability ($n = 167$), culturally deaf ($n = 11$), hard of hearing ($n = 252$), learning disability ($n = 233$) or other disability ($n = 220$) not listed.

Portions of this table were published in Wathen, MacGregor & MacQuarrie (2015). Reproduced with permission from the authors.

Disclosure of Domestic Violence at the Workplace

Overall, 43.2% *(n* = 1222) of victims reported having discussed the domestic violence with someone at their workplace (52.3%, *n* = 1482 had not, 4.5%, *n* = 127 did not respond). Victims disclosed most often to their co-workers (81.6%, *n* = 997), followed by supervisor/manager (44.7%, *n* = 546), union (12.5%, *n* = 153), HR/Personnel department (10.7%, *n* = 131), a designated person who handles domestic violence situations (6.1%, *n* = 75) and 'other' (7.9%, *n* = 96). For the victims who did not disclose, the most common reason was due to feeling embarrassed or ashamed. Table 2 provides an overview of the reasons why victims did not disclose.

Table 2

Reasons for Non-Disclosure of Domestic Violence at the Workplace

Reason	*n* (%) *n* = 1482
Felt embarrassed or ashamed	867 (58.5)
Wanted privacy/none of their business	796 (53.7)
Didn't want to get others involved	649 (43.8)
Fear of being judged	641 (43.3)
Denial that domestic violence was happening	313 (21.1)
Abuse not serious/important enough	311 (21.0)
Fear your job or work environment would suffer in other ways (e.g., difficult interactions with co-workers, managers, etc.)	264 (17.8)
Fear of job loss	134 (9.0)
Didn't know anyone/no one around to tell	127 (8.6)
Other	117 (7.9)
Afraid/threatened not to tell by abusive person	88 (5.9)
Abusive person or his/her family/friends work at your workplace	67 (4.5)

Note. [a] Participants could report as many tactics as they experienced. A similar table was published in MacGregor, Wathen, Olszowy, Saxton, & MacQuarrie (in press). Reproduced with permission from the authors.

Sociodemographic Characteristics and Disclosure at the Workplace

Chi-square tests of independence were utilized to examine if gender, age, sexual orientation, Aboriginal identity and disability status was associated with disclosing domestic violence at the workplace. Sexual orientation and disability status were not found to have a significant association with disclosing domestic violence at the workplace. See Table 3 for a summary of the chi-square analyses.

A significant association was found between gender and disclosure of domestic violence at the workplace, χ^2 (1) = 4.90, p <.05, such that female victims disclosed domestic violence at the workplace at a significantly higher rate than male victims.

The participants included for the chi-square test of independence for age category and disclosure at the workplace were those who reported currently experiencing or having experienced domestic violence within the past 12 months (n = 821). Due to the sampling methods, these participants were selected in order to determine if the victim, at their current age at the time of sampling, disclosed to their employer. This allowed for a more accurate analysis of how age may be associated with the likelihood of a victim disclosing at their workplace. A significant association was found between age category and disclosure of domestic violence at the workplace, χ^2 (2) = 7.74, p <.05. This finding indicates that victims aged 25-54 disclosed domestic violence at the workplace at a significantly higher rate than victims aged 15-24 and 55 & over.

A significant association was found between Aboriginal identity and disclosure of domestic violence at the workplace, χ^2 (1) = 5.33, p <.05. This finding indicates that victims identifying as FNMI disclosed domestic violence at the workplace at a significantly higher rate than non-FNMI individuals.

Table 3

Sociodemographic Characteristics and Disclosure of Domestic Violence at Workplace

	Disclosed DV at Workplace, *n* (%)	**Did Not Disclose DV at Workplace, *n* (%)**	**χ^2 (df)**
Gender			
Women	1099 (46.1)	1286 (53.9)	
Men	107 (39.1)	167 (60.9)	4.90* (1)
Total[a]	1206	1453	
Age Category[1]			
15-24	4 (23.5)	13 (76.5)	
25-54	349 (56.2)	272 (43.8)	7.74*(2)
55+	66 (51.6)	62 (48.4)	
Total[b]	419	347	
Sexual orientation			
LGBTQ	131 (44.6)	163 (55.4)	
Heterosexual	1036 (45.2)	1257 (54.8)	0.04 (1)
Total[c]	1167	1420	
Aboriginal identity			
FNMI	102 (53.4)	89 (46.6)	
Non-FNMI	1110 (44.8)	1369 (55.2)	5.33*(1)
Total[d]	1212	1458	
Disability status			
One or more disabilities	307 (44.4)	385 (55.6)	0.26 (1)
No disabilities	915 (45.5)	1097 (54.5)	
Total[e]	1222	1482	

Note. *$p < 0.05$

[1]Age category included only the victims who were currently experiencing/experienced domestic violence in the past 12 months.

[a] $n = 2659$; missing cases, $n = 124$.

[b] $n = 766$; missing cases $n = 55$.

[c] $n = 2587$; missing cases $n = 244$.

[d] $n = 2670$; missing cases $n = 161$.

[e] $n = 2704$; missing cases $n = 127$.

Work Disruption and Disclosure at the Workplace

Rates of Occurrence of Work Disruption Tactics

Among participants who experienced domestic violence at some point in their life, 38.0% ($n = 1077$) had their ability to get to work disrupted by the domestic violence

and/or abuser (58.0%, *n* = 1641 did not, and 4.0%, *n* = 113 did not respond). A summary of the rates of occurrence of these tactics can be found in Table 4.

Table 4

Rates of Occurrence of Work Disruption Tactics

Work Disruption Tactic	*n* (%)[a] *n*=1077
Physical injury	518 (18.3)
Car keys or transportation money hidden, stolen or withheld	400 (14.1)
Refusal or failure to care for children	377 (13.3)
Physical restraint	369 (13.0)
Work clothing or other required items hidden, stolen or withheld	149 (5.3)
Required personal or work documents hidden, stolen or withheld	146 (5.2)
Other[b]	268 (9.5)

Note. [a] Participants could report as many tactics as they experienced.
[b] Reponses included psychological/mental stress, sleep deprivation, following/stalking.

Sociodemographic Characteristics and Work Disruption Tactics

Chi-square tests of independence were utilized to examine if gender, age, sexual orientation, Aboriginal identity and disability status was associated with the ability to get to work being disrupted or not disrupted. Age category was not found to have a significant association with experiencing work disruption tactics. See Table 5 for a summary of the chi-square analyses.

A significant association was found between gender and experiencing work disruption tactics, χ^2 (1) = 6.50, p <.05. This finding indicates that female victims experienced work disruption tactics at a significantly higher rate than male victims.

A significant association was found between sexual orientation and experiencing work disruption tactics, χ^2 (1) = 14.57, p < .001. This finding indicates that LGBTQ

individuals experienced work disruption at a significantly higher rate than heterosexual individuals.

A significant association was found between Aboriginal identity and experiencing work disruption tactics, χ^2 (1) = 9.06, p <.01. This finding indicates that victims identifying as FNMI disclosed domestic violence at the workplace at a significantly higher rate than non-FNMI individuals.

A significant association was found between disability status and experiencing work disruption tactics, χ^2 (1) = 22.86, p < .001. This finding indicates that individuals with one or more disabilities experienced work disruption tactics at a significantly higher rate than individuals who did not identify any disabilities.

The participants included for the chi-square test of independence for age category and work disruption tactics at the workplace were those who reported currently experiencing or experienced domestic violence within the past 12 months (n = 772). Due to the sampling methods, these participants were selected in order to determine if the victim, at their current age at the time of sampling, experienced work disruption tactics. This allowed for a more accurate analysis of how age may be associated with the likelihood of a victim experiencing work disruption tactics. No significant association was found between age category and disclosure of domestic violence at the workplace, χ^2 (2) = 5.72, p =.06.

Table 5

Sociodemographic Characteristics of Victims and Presence of Work Disruption Tactics

	Disrupted, *n* (%)	**Not Disrupted, *n* (%)**	**χ^2 (df)**
Gender			
Women	966 (40.3)	1433 (59.7)	
Men	90 (32.4)	188 (67.6)	6.50* (1)
Total[a]	1056	1621	
Age Category[1]			
15-24	10 (55.6)	8 (44.4)	
25-54	276 (44.0)	351 (56.0)	5.72(2)
55+	43 (33.9)	84 (66.1)	
Total[b]	329	443	
Sexual orientation			
LGBTQ	148 (49.7)	150 (50.3)	
Heterosexual	880 (38.2)	1425 (61.8)	14.57*** (1)
Total[c]	1028	1575	
Aboriginal identity			
FNMI	97 (49.7)	98 (50.3)	
Non-FNMI	966 (38.8)	1524 (61.2)	9.06**(1)
Total[d]	1063	1622	
Disability status			
One or more disabilities	329 (47.3)	367 (52.7)	22.86***(1)
No disabilities	748 (37.0)	1274 (63.0)	
Total[e]	1077	1641	

Note. *$p < 0.05$; ** $p < 0.01$; ***$p < 0.001$.

[a]n = 2677, missing cases n = 106.

[1]Age category included only the victims who were currently experiencing/experienced domestic violence in the past 12 months.

[b]*n* = 772, missing cases *n* = 49.

[c]*n* = 2603, missing cases *n* = 228.

[d]*n*= 2685, missing cases *n* = 146.

[e]*n* = 2718, missing cases *n* = 113.

Work Disruption Tactics and Disclosure at the Workplace

A chi-square test of independence was performed to determine if experiencing any work disruption tactic was associated with disclosing domestic violence at the workplace. A significant association was found between experiencing at least one work

disruption tactic and disclosure, χ^2 (1) = 68.29, $p < .001$. This finding indicates that individuals who experienced any work disruption tactic disclosed the domestic violence at the workplace at a significantly higher rate than those who did not experience a work disruption tactic. Table 6 includes a summary of this analysis.

Table 6

Ability to Get to Work Disrupted and Disclosure of Domestic Violence at the Workplace

	Disclosed DV at Workplace, *n* (%) $n = 1213$[a]	**Did Not Disclose DV at Workplace, *n* (%)** $n = 1468$[a]	**Total**	**χ^2 (1)**
Disrupted	587 (55.0)	480 (45.0)	1067 (39.8)	
Not Disrupted	626 (38.8)	988 (61.2)	1614 (60.2)	68.29*

Note. *$p < 0.001$.

[a] $n = 2681$; missing cases $n = 150$.

Of the participants who reported that the domestic violence impacted their ability to get to work, many experienced more than one work disruption tactic by their abusive partner. Approximately 65% ($n = 1835$) of victims did not experience any work disruption tactics. Of the participants who experienced at least one tactic ($n = 1077$), 30% ($n = 322$) experienced one tactic, 24% ($n = 260$) experienced two tactics, 19.7% ($n = 170$) experienced three tactics, 10.8% ($n = 108$) experienced four tactics, 8.0% ($n = 80$) experienced five tactics, and 2.4% ($n = 34$) experienced six or more tactics (7.6%, $n = 82$ did not respond). Figure 1 indicates the occurrence of work disruption tactics for those who experienced at least one tactic.

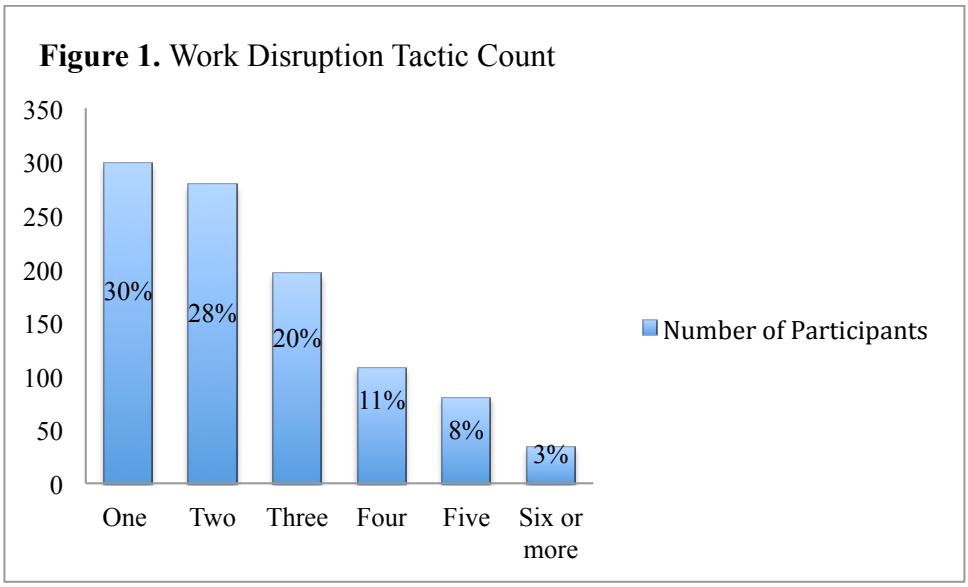

Figure 1. Work Disruption Tactic Count. Number of participants who experienced at least one work disruption tactic, $n = 996$.

Work Disruption Tactics Count and Disclosure at the Workplace

A chi-square test of independence was conducted to determine if experiencing varying counts of work disruption tactics (no tactics; 1-2 tactics and 3 or more tactics) was associated with disclosing domestic violence at the workplace. A significant association was found between experiencing any work disruption tactic and disclosure, $\chi^2(2) = 77.43$, $p < .001$. This finding indicates that individuals who experienced both 1-2 and 3 or more work disruption tactics disclosed the domestic violence at the workplace at significantly higher rates than those who did not experience any work disruption tactics. Table 7 provides an overview of this analysis.

Table 7

Work Disruption Tactics Count and Disclosure of Domestic Violence at the Workplace

	Disclosed DV at Workplace, ***n* (%)**[a] *n* = 1222	**Did Not Disclose DV at Workplace,** ***n* (%)**[a] *n* = 1482	**Total** ***n* (%)**	**χ^2 (2)**
No tactics	665 (54.4)	1049 (70.8)	1714 (63.4)	
1-2 tactics	321 (26.3)	255 (17.2)	576 (21.3)	77.43*
3+ tactics	236 (19.3)	178 (12.0)	414 (15.3)	

Note. *p < .001; [a] *n* = 2704; missing cases *n* = 127.

t-test Comparison of Work Disruption Tactic Count and Disclosure

Overall, victims who had their ability to get to work disrupted experienced an average of 2.30 tactics (*SD* = 1.52).

An independent samples *t*-test was conducted to determine if the number of work disruption tactics experienced by victims differentiated those who disclosed at the workplace (*n* = 1222) and those that did not disclose at the workplace (*n* = 1482).

Consistent with the chi-square analyses, *t*-test revealed that those who disclosed reported significantly more work disruption tactics (*M* = 1.17, *SD* = 1.60) than those who did not disclose (*M* = 0.71, *SD* = 1.35), *t* (2702) = -8.09, *p* < .001.

Gender and Work Disruption Tactic Count

An independent samples *t*-test was conducted to determine if the number of work disruption tactics experienced by victims was differentiated between women (*n* = 2483) and men (*n* = 300).

The *t*-test revealed that women reported significantly more work disruption tactics ($M = 0.91$, $SD = 1.48$) than men ($M = 0.63$, $SD = 1.25$), $t\ (2781) = -3.14$, $p < .01$.

Severe Forms of Work Disruption Tactics and Disclosure at the Workplace

To capture the severe forms of the work disruption tactics, victims who experienced physical injury, physical restraint and following/stalking were determined to be a severe form of work disruption ($n = 628$). A chi-square test of independence was conducted to determine if experiencing a severe work disruption tactic was associated with disclosing domestic violence at the workplace. No significant association was found between experiencing a severe work disruption tactic and disclosing domestic violence at the workplace, $\chi^2\ (1) = 1.23$, $p = .268$.

On-the-Job Harassment Tactics and Disclosure at the Workplace

Rates of Occurrence of On-the-Job Harassment Tactics

Among participants who experienced domestic violence at some point in their life, 53.5% ($n = 1515$) reported that the domestic violence continued at or near the workplace (46.5%, $n = 1316$ did not). Table 8 outlines the experiences of the on-the-job harassment tactics.

Table 8

Rates of Occurrence of On-the-Job Harassment Tactics

On-the-Job Harassment Tactic	n (%)[a] *n* = 1515
Abusive phone calls or text messages	1149 (40.6)
Abusive person stalked or harassed you near the workplace	580 (20.5)
Abusive person physically came to the workplace	515 (18.2)
Abusive e-mail messages	443 (15.6)
Abusive person contacted co-workers/employer about you	411 (14.5)
Other[b]	61 (2.2)

Note. [a]Participants could report more than one tactic. A similar table was originally published by Wathen, MacGregor & MacQuarrie (2014). Permission to reproduce this table has been granted by the authors.
[b]Responses included tactics such as work-related threats made by abuser, work-related violence though not at workplace, victim and abuser at same workplace.

Sociodemographic Characteristics and On-the-Job Harassment Tactics

Chi-square tests of independence were utilized to examine if gender, age, sexual orientation, Aboriginal identity and disability status was associated with the domestic violence continuing at or near the workplace. Gender, age category, Aboriginal identity and disability status were not found to have a significant association with experiencing on-the-job harassment tactics. See Table 9 for a summary of the chi-square analyses.

A significant association was found between sexual orientation and experiencing on-the-job harassment tactics, χ^2 (1) = 11.26, $p < .01$. This finding indicates that LGBTQ individuals experienced on-the-job harassment tactics at a significantly higher rate than heterosexual individuals.

The participants selected for the chi-square test of independence for age category and on-the-job harassment tactics at the workplace were those who reported currently experiencing or experienced domestic violence within the past 12 months (n = 772). Due to the sampling methods, these participants were selected in order to determine if the

victim, at their current age at the time of sampling, experienced work disruption tactics. This allowed for a more accurate analysis of how age may be associated with the likelihood of experiencing on-the-job harassment tactics. No significant association was found between age category and on-the-job harassment tactics of domestic violence at the workplace, χ^2 (2) = 0.36, p =.87.

Table 9

Sociodemographic Characteristics of Victims and Presence of On-the-Job Harassment Tactics

	Continued at Work, *n* (%)	**Did Not Continue at Work, *n* (%)**	**χ^2 (df)**
Gender			
Women	1343 (54.1)	1140 (45.9)	
Men	145 (48.3)	155 (51.7)	3.56 (1)
Total[a]	1488	1295	
Age Category[1]			
15-24	10 (55.6)	8 (44.4)	
25-54	391 (59.5)	266 (40.5)	0.36 (2)
55+	80 (57.1)	60 (57.4)	
Total[b]	481	334	
Sexual orientation			
LGBTQ	195 (62.6)	117 (37.5)	
Heterosexual	1253 (52.4)	1137 (47.6)	11.26* (1)
Total[c]	1448	1254	
Aboriginal identity			
FNMI	121 (57.9)	88 (42.1)	
Non-FNMI	1372 (44.8)	1213 (46.9)	1.81(1)
Total[d]	1493	1301	
Disability status			
One or more disabilities	407 (55.4)	327 (44.6)	1.49 (1)
No disabilities	1108 (52.8)	989 (47.2)	
Total[e]	1515	1482	

Note. . *$p < 0.01$.

[1]Age category included only the victims who were currently experiencing/experienced domestic violence in the past 12 months.

[a]$n = 2783$.

[b]$n = 815$, missing cases $n = 6$.

[c]$n = 2702$, missing cases $n = 129$.

[d]$n = 2794$, missing cases $n = 37$.

[e] n = 2831.

On-the-Job Harassment Tactics and Disclosure at the Workplace

A chi-square test of independence was performed to determine if experiencing on-the-job harassment tactics was associated with disclosing domestic violence at the

workplace. A significant association was found between experiencing any work disruption tactic and disclosure, χ^2 (1) = 68.29, $p < .001$. This finding indicates that individuals who experienced any on-the-job harassment tactic disclosed the domestic violence at the workplace at a significantly higher rate than individuals who did not experience on-the-job harassment tactics. Table 10 provides a summary of the chi-square analysis.

Table 10

On-the-Job Harassment and Disclosure of Domestic Violence at the Workplace

	Disclosed DV at Workplace, *n* (%)[a] *n* = 1222	**Did Not Disclose DV at Workplace, *n* (%)[a]** *n* = 1482	**Total *n* (%)**	**χ^2 (1)**
Continued at Work	839 (68.7)	662 (44.7)	1501(55.5)	
Did Not Continue at Work	383(31.3)	820 (55.3)	1203 (44.5)	156.06*

*$p < 0.001$; [a]$n = 2704$, missing cases $n = 127$.

On-the-Job Harassment Tactic Count and Disclosure at the Workplace

Of the participants who reported that the domestic violence spilled over into the workplace, many experienced more than one on-the-job harassment tactic by their abusive partner. 46.5% ($n = 1316$) indicated that they did not experience any on-the-job harassment tactics. Of the participants who experienced more than one tactic, 40.1% ($n = 607$) experienced one tactic, 29.4% ($n = 446$) experienced two tactics, 17.6% ($n = 266$)

experienced three tactics, 8.1% (n = 123) experienced four tactics, 4.8% (n = 73) experienced five or more tactics. Figure 2 presents a depiction of the tactics count.

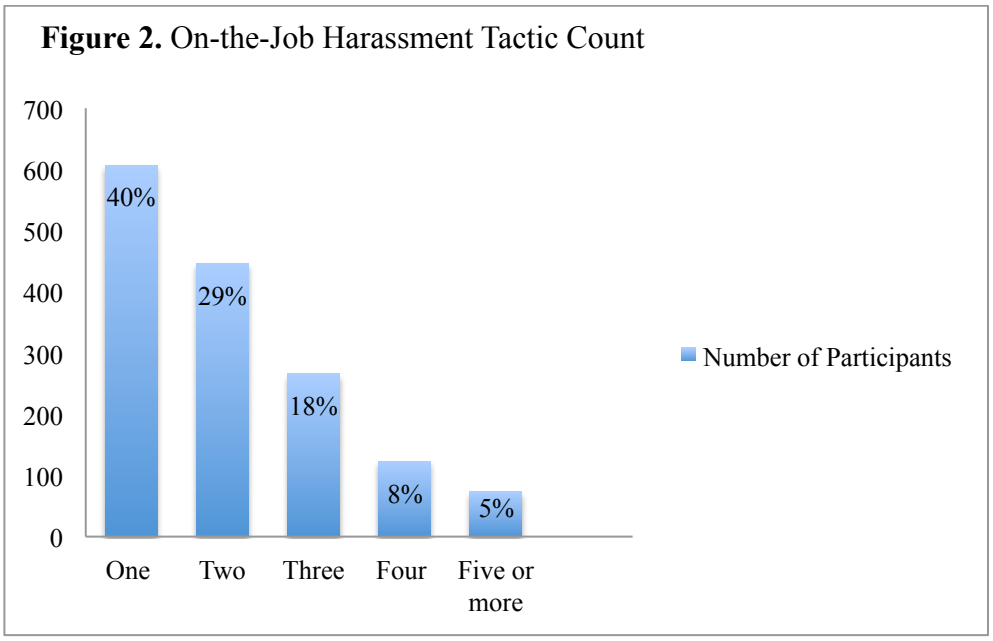

Figure 2. On-the-Job Harassment Tactic Count. Number of participants who experienced more than one on-the-job harassment tactic, n = 1515.

On-the-Job Harassment Tactics Count and Disclosure at the Workplace

A chi-square test of independence was conducted to determine if experiencing varying counts of on-the-job harassment tactics (no tactics; 1-2 tactics and 3 or more tactics) was associated with disclosing domestic violence at the workplace.

A significant association was found between experiencing any on-the-job harassment tactic and disclosure, χ^2 (2) = 184.29, p < .001. This finding indicates that individuals who experienced 1-2 tactics, and 3 or more tactics, disclosed the domestic violence at the workplace at a significantly higher rate than those who did not experience any on-the-job harassment tactics. Table 11 provides an overview of this analysis.

Table 11

On-the-Job Harassment Tactics Count and Disclosure of Domestic Violence at the Workplace

	Disclosed DV at Workplace, ***n*** **(%)**[a] *n* = 1222	**Did Not Disclose DV at Workplace,** ***n*** **(%)**[a] *n* = 1482	**Total** ***n*** **(%)**	**χ^2 (2)**
No tactics	383 (31.3)	820 (55.3)	1203 (44.5)	
1-2 tactics	537 (43.9)	508 (34.3)	1045 (38.6)	184.29*
3+ tactics	302 (24.7)	154 (10.4)	456 (16.9)	

Note. *p < .001; [a] *n* = 2704; missing cases *n* = 127.

t-test Comparison of On-the-Job Harassment Count and Disclosure

Overall, the victims who experienced the continuation of domestic violence at the workplace experienced an average of 2.09 tactics (*SD* = 1.16). An independent samples *t*-test was conducted to determine if the number of on-the-job harassment tactics experienced differentiated those who disclosed at the workplace (*n* = 1222) and those that did not disclose at the workplace (*n* = 1482).

Consistent with the chi-square analyses, the *t*-test revealed that those who disclosed reported significantly more on-the-job harassment tactics (*M* = 1.56, *SD* = 1.46) than those who did not disclose (*M* = 0.82, *SD* = 1.15), *t* (2702) = -14.72, *p* < .001.

Gender and On-the-Job Harassment Tactic Count

An independent samples *t*-test was conducted to determine if the number of on-the-job harassment tactics experienced by victims was differentiated between women (*n* =

2483) and men (n = 300). The t-test revealed that women reported significantly more on-the-job harassment tactics (M = 1.14, SD = 1.36) than men (M = 0.94, SD = 1.22), t (2781) = -2.34, $p < .05$.

Severe Forms of On-the-Job Harassment Tactics and Disclosure at the Workplace

To capture the severe forms of the on-the-job harassment tactics, victims who experienced stalking or harassment near the workplace or the abusive person physically coming to the workplace were determined to have experienced a severe form of on-the-job harassment (n = 775).

A chi-square test of independence was conducted to determine if experiencing a severe on-the-job harassment tactic was associated with disclosing domestic violence at the workplace. A significant association was found between experiencing a severe work disruption tactic and disclosing domestic violence at the workplace, χ^2 (1) = 102.1, $p <$ .001. This finding indicates that individuals experiencing severe forms of on-the-job harassment tactics disclosed the domestic violence at the workplace at a significantly higher rate than those who did not experience severe forms of these tactics. Table 12 includes a summary of this analysis.

Table 12

Severe Forms of On-the-Job Harassment Tactics and Disclosure of Domestic Violence at the Workplace

	Disclosed DV at Workplace, ***n*** **(%)** *n* = 1222	**Did Not Disclose DV at Workplace,** ***n*** **(%)** *n* = 1482	**Total** ***n*** **(%)**	**χ^2 (1)**
Severe	465 (60.5)	303 (39.5)	768 (28.4)	
Not Severe	757 (39.1)	1179 (60.9)	1936 (71.6)	102.10*

Note. *p < .001 ; **n* = 2704, missing cases *n* = 127.

Logistic Regression Predicting Likelihood of Disclosure at the Workplace

A binary logistic regression analysis was used to determine if disclosure to the workplace can be predicted based on gender, and Aboriginal identity, work disruption tactics and on-the-job harassment tactics. Only those factors that were significantly associated with disclosure at the workplace were entered as predictors for the regression analysis using the enter method. Though age category was significant, it was not included in this analysis due to the initial analysis being only for victims currently experiencing/experienced domestic violence in past 12 months while all other analyses were for the experiencing domestic violence in their lifetime.

A test of the full model against a constant only model was statistically significant, indicating that the predictors as a set of variables, reliably distinguished between those that disclosed at the workplace and those that did not, χ^2 (4) = 191.31, $p < .001$. A goodness-of-fit model was evidenced by non-statistically significant results on the Hosmer-Lemeshow test, χ^2 (5) = 9.22, $p = .101$. The model explained 9.4% (Nagelkerke

R^2) of the variance in disclosure at the workplace and correctly classified 62.0% of the cases. Results suggested that of the four predictors in the model, only experiencing work disruption tactics (Wald = 20.65, df = 1, $p < .001$ and on-the-job harassment tactics (Wald = 116.87, df = 1, $p < .001$) significantly predicted disclosure at the workplace. The odds ratio for on-the-job harassment tactics suggests that as experiences of on-the-job harassment tactics increased, victims were two and a half times more likely to disclose at the workplace, whereas victims experiencing work disruption tactics are only one and a half times more likely to disclose at the workplace. Table 13 presents the results for the model including the regression coefficients, Wald statistics, odds ratio and 95% confidence intervals for the odds ratios.

Table 13

Logistic Regression Model Predicting Likelihood of Disclosure at the Workplace based on Sociodemographic Characteristics and Workplace Interference Variables

Predictors	*B*	SE	Wald Chi-Square	*df*	Odds Ratio (Exp*B)*	95% CI for Odds Ratio
Gender	.23	.14	2.76	1	1.25	[.96, 1.64]
Aboriginal identity	.26	.16	2.78	1	1.30	[.96, 1.77]
Work Disruption	.39*	.086	20.65	1	1.48	[1.25, 1.75]
On-the-Job Harassment	.92*	.085	116.87	1	2.52	[2.13, 2.98]

Note. *$p < .001$.

Discussion

The purpose of this study was to investigate the association of sociodemographic characteristics and workplace interference tactics with victims' disclosure of domestic violence in the workplace using a large, pan-Canadian data set. Research on the impact of domestic violence in the Canadian workplace is limited, and even less is known about victims' rates of disclosure in Canadian workplaces. The sample of 2831 victims from a pan-Canadian survey revealed differences in disclosure patterns among victims at the workplace, suggesting implications for organizational policies and broader employment practices. The following discussion summarizes the findings of this analysis and highlights the implications as they relate to addressing domestic violence in the workplace.

Overall, there were four major findings. First, and not surprisingly, the results indicate that the prevalence of domestic violence within marginalized social groups was higher than for individuals in dominant groups. Second, in terms of disclosure at the workplace, over 40% of all victims indicated that they discussed their experiences of domestic violence with someone at their workplace. Women disclosed at the workplace at a significantly higher rate when compared to men. Victims identifying as Aboriginal (FNMI) disclosed at a significantly higher rate than non-FNMI individuals. Further, victims aged 25-54 disclosed at a significantly higher rate than victims aged 15-24 and 55 and over. Third, when the tactics were examined separately, individuals experiencing work disruption tactics and on-the-job harassment tactics disclosed at a higher rate than individuals who did not experience these tactics. Lastly, when all significant sociodemographic characteristics and situational variables were examined in a model,

only the workplace interference tactics were significantly associated with increased rates of disclosure.

Rates of Domestic Violence Among Sociodemographic Characteristics

In the sample drawn, the lifetime prevalence of domestic violence was significantly higher for individuals in marginalized groups compared to individuals belonging to dominant groups. Further, the rate was higher for women than men in the sample, which is consistent with previous research citing that women are most commonly the victims of police-reported spousal violence (Sinha, 2013; Statistics Canada, 2015a). In terms of age, the incidence of domestic violence was significantly higher for individuals aged 25-54 years than for younger or older individuals. While Statistics Canada reports that individuals aged 20-24 years in intimate partner relationships experience the highest rates of police-reported violence, the age discrepancy with this study could be attributed to the sample being drawn from the workforce and not police data (Statistics Canada, 2015a). In this study, 70% of the total sample was in the 25-54 age category. It could be that this age category is representative of the employment rates of the workforce (Statistics Canada, 2015b).

Individuals identifying as LGBTQ experienced domestic violence at a significantly higher rate than individuals identifying as heterosexual. Similar to previous research, Barrett and St. Pierre (2013) found that 36% of individuals in same-sex relationships experienced some form of domestic violence, which is slightly lower than the 41% found in the current study.

In terms of Aboriginal identity, First Nations, Metis or Inuit (FNMI) individuals experienced domestic violence at a significantly higher rate than non-FNMI individuals, with over half reporting they experienced domestic violence at some point in their lives. This finding is consistent with previous research that suggests the rate of victimization for Aboriginal women is significantly higher than for non-Aboriginal women, although this study did not differentiate between the Aboriginal men and women (Sinha, 2013).

Lastly, individuals with one or more disabilities reported experiencing domestic violence at significantly higher rates than individuals without disabilities. This finding supports prior research (Barrett et al., 2009; Casteel et al., 2008; Hahn et al., 2014) findings that individuals with physical and mental impairments are at a greater risk of intimate partner violence victimization.

Disclosure at the Workplace

Over 40% of all victims disclosed domestic violence to someone in the workplace, which is consistent with the disclosure rates (between 30% and 67%) of other similar national surveys (McFerran, 2011; Rayner-Thomas, 2013; Swanberg et al., 2005; Swanberg & Macke, 2006; Swanberg, et al., 2006; TUC, 2014). The most common disclosure rates were between 40% and 50% among these studies, which is reflective of the rate found in the present study. This study revealed that the most common recipients of the disclosure were co-workers, followed by managers/supervisors, which is also consistent with previous findings (McFerran, 2011; Swanberg et al., 2006).

Significant Sociodemographic Factors Associated with Disclosure at the Workplace

Gender, age category and Aboriginal identity revealed significant differences in the occurrence of victim disclosure at the workplace. Symmetry existed for gender in

that women experienced domestic violence at significantly higher rates than men, along with disclosing at significantly higher rates than men. As hypothesized, male victims were less likely to disclose, which is consistent with the literature that highlights male victims as less likely to seek help (Ard & Makadon, 2011; Tsui, Cheng, & Leung, 2010). The majority of research on domestic violence disclosure at the workplace has examined women's experiences, as women are more likely to be victimized; however, this study provides some insight into the experiences of male victims' disclosure at the workplace.

In terms of age category, victims aged 25-54 years disclosed at a significantly higher rate than victims aged 15-24 years and 55 years and over. Patterns of disclosure in relation to age have been difficult to establish because the majority of the published literature has focused on middle-age adults. It was hypothesized that older victims would be less likely to disclose than middle age and younger victims, which was only partially confirmed.

As hypothesized, FNMI victims discussed the domestic violence at work at higher rates than non-FNMI victims. This is consistent with research on police-reported spousal violence and help-seeking for Aboriginal populations which has shown that FNMI victims are more likely to disclose to police and seek help from informal and formal supports compared to non-FNMI victims (Akers & Kaukinen, 2009; Barrett & St. Pierre, 2011). Generally speaking, Aboriginal individuals experience lower rates of employment compared to non-Aboriginals (Statistics Canada, 2012). One may speculate that Aboriginal victims are more likely to disclose at the workplace if they feel their employment is threatened. As well, given the higher population rates of domestic violence in Aboriginal populations (Sinha, 2013), it could be that there may be more

assumptions about abuse being present in their relationships. Without knowing the full circumstances surrounding disclosure, one may speculate that FNMI victims may be asked about being victimized or encouraged to disclose at the workplace because of an assumption made that they would more likely to be in a violent relationship. It may be easier to see violence in the landscape of an Aboriginal person's life because of the apparent social and economic marginalization. As well, there is a possibility that the recent focus on the particular vulnerabilities of Aboriginal women in Canada has increased awareness of the higher rates of victimization.

Work Disruption Tactics and Disclosure

While previous research has not examined the specific association between work disruption tactics and disclosure at the workplace, it has identified that recently unemployed victimized women experienced work disruption tactics at significantly higher rates than employed victimized women (Swanberg et al., 2007).

In this study, almost 40% of victims had their ability to get to work disrupted through tactics such as physical injury, transportation related interference or child-care interference tactics. These rates are similar to prior research on the prevalence rates of work disruption tactics (Swanberg et al., 2006). The most common tactic was physical injury, which is somewhat consistent with previous qualitative research indicating that physical consequences of the abuse (e.g., bruises, ripped clothing) were a primary way that abusers disrupted women's employment (Moe & Bell, 2004). As hypothesized, victims who experienced at least one work disruption tactic disclosed at significantly higher rates than victims who did not experience work disruption. Given that the most common tactic reported was physical injury, this finding may suggest that victims are

more likely to feel they must disclose abuse when physical injuries are visible to co-workers.

In terms of sociodemographic characteristics and experiencing work disruption tactics, individuals identifying as LGBTQ, FNMI and having a disability had their ability to get to work disrupted at a significantly higher rate compared to individuals identifying as heterosexual, non-FNMI and no disability, respectively. Prior research has not focused on these groups and their experiences of work disruption tactics.

Moreover, subsequent analyses revealed that the greater the number of work disruption tactics experienced, the more likely a victim was to disclose at the workplace. It is understandable that a victim who experienced numerous attempts of interference with their employment may be more likely to talk about the violence in an attempt to explain circumstances that may be out of their control. Even though these tactics occurred outside of the workplace, the more a perpetrator interferes with the victim's ability to get to work, it is possible that there is a greater likelihood the victim may fear consequences at work, including shame and embarrassment or dismissal. This may motivate the victim to disclose the ways in which the abuse has impacted their work. A larger percentage of victims do not disclose, but the experience of work disruption seems to create a situation in which the likelihood of disclosure is higher. When a tactic impedes a victim getting to work, thus possibly creating a negative perception about a victim at the workplace, victims may not feel that they have much choice but to disclose. Additionally, there were no significant findings for victims who experienced severe forms of work disruption tactics. This could indicate that severity of the work disruption tactics is not a factor per se associated with disclosure as much as the overall experience of work disruption.

On-the-Job Harassment and Disclosure

Over half of the victims reported that the domestic violence continued while they were at work, or near the workplace. The most common tactic was abusive phone calls or text messages (41%), which is consistent with previous research (Swanberg et al., 2005; Swanberg et al., 2006). In general, the presence of on-the-job harassment tactics was associated with a higher likelihood that a victim disclosed their abusive relationship at the workplace. These findings on the prevalence of on-the-job harassment tactics fits into the range of prevalence rates of on-the-job harassment tactics reported in previous research (Swanberg et al., 2005).

In terms of sociodemographic characteristics and the experience of on-the-job harassment, of the group examined only LGBTQ individuals experienced these at a significantly higher rate than individuals identifying as heterosexual. Previous research has not examined significant differences amongst sociodemographic characteristics when it comes to experiencing on-the-job harassment.

The findings on severe forms of on-the-job harassment and disclosure indicate that when a perpetrator utilized tactics such as stalking or harassment near the workplace, and/or the perpetrator shows up at the workplace, victims disclosed at significantly higher rates than victims who did not experience these tactics. This finding is consistent with prior research on help-seeking outside of the workplace and police-reported spousal violence that indicates that the severity of the violence increases a victim's likelihood of disclosing and seeking subsequent help (Barrett & St. Pierre, 2011; Sinha, 2013; Sylaska & Edwards, 2014). The experience of having an abusive partner stalk or harass them near the workplace, or show up at the workplace, may have created a situation in which a

victim was pressured to have to explain the presence of their partner to their co-workers. As well, the experience of stalking may have increased the victim's feelings of fear and therefore the motivation to seek help.

Additionally, the greater the number of on-the-job harassment tactics a victim experienced, the more likely they were to disclose at work. That is, the more the domestic violence crossed the boundary into a victim's workplace, the more likely they were to talk about the violence with their co-workers, supervisors or managers, and others in the workplace. Previous research has highlighted that the number of violent instances a victim experiences impacts the likelihood of seeking help (Barrett & St. Pierre, 2011). It would seem that the dose effect impacted the likelihood of disclosing to an employer, in that those who experienced more harassment at the job could have been more likely to feel the need to address the noticeable signs of abuse with someone at work.

Overall, the experience of having the domestic violence continue at the workplace was more common than the victims having their ability to get to work disrupted. In a model that considered gender, Aboriginal identity, work disruption tactics and on-the-job harassment tactics, the strongest predictor of disclosing at the workplace was the presence of on-the-job harassment tactics. Victims were two and a half times more likely to disclose at the workplace if the domestic violence continued at the workplace in some form, compared to victims who did not experience these tactics. The more a victim experienced both types of workplace interference tactics, the more likely they were to talk about the abusive relationship. Even with work disruption, victims may be reluctant to disclose, but when the perpetrator shows up at the workplace or incessantly phones the victim during work hours, the control is gone for the victim and the violence occurs in the

presence of others. The exposure created by a perpetrator interfering at the workplace seemed to have an impact on the victim's likelihood to talk to their employer about the domestic violence, which is consistent with literature indicating that the occurrence of violence in front of others increases the likelihood of disclosure (Sylaska & Edwards, 2014). Disclosure is a multifaceted issue; this study sought to begin to peel back the layers of what it means for a victim to decide to discuss the dynamics of their relationship at the workplace.

Importance of Intersectionality

This study brings to light the importance of utilizing intersectionality as a key framework to understand the complex lives of victims and to include the breadth of lived experiences amongst individuals. The social location of a victim brings layers of challenges and strengths – inequities can never be boiled down to a single factor. Instead, social problems are the intersection of varying social locations, power relations, and experiences (Hankivsky, 2014). With respect to domestic violence, intersectionality is an important framework to utilize in order to address the complex interactions between identity, oppression, and violence (Learning Network, 2015). Examining intersectionality can help to "alter how social problems are experienced, identified, and grasped to include the breadth of lived experiences" (Hankivsky, 2014).

Individuals exist within multiple identities, and workplaces can challenge the oppressive systems that exist within our society by providing support to all. This study sought to understand some of the background factors that were associated with disclosure by treating the sociodemographic characteristics as separate from each other and did not integrate intersectionality into the process. While this study looked at single

sociodemographic factors that made it more difficult to disclose, the study did not address the intersection of these categories. A focus on intersectionality aims to expose the different vulnerabilities that occur as a result of a combination of various identities (Symington, 2004). Future research in the area of disclosure at the workplace should focus on what points of intersection, complexity, dynamic processes, and the structures that outline access to privileges and opportunities (Hankivsky, 2014; Symington, 2004).

Implications

This study's findings on disclosure highlight the importance of ensuring training and the development of policies to facilitate domestic violence disclosures in the workplace. The examination of factors associated with disclosure can provide a foundation for developing appropriate and effective workplace domestic violence interventions. Given that previous research has identified that supervisor support may help victims deal with the negative consequences of domestic violence (Perrin, Yragui, Hanson, & Glass, 2011) and that mostly positive outcomes occurred after disclosing at the workplace (MacGregor et al., in press), employers play a critical role in creating safe communities through their supportive response to victims. Workplaces must understand the complex lives of their employees when creating and implementing workplace policies as a means to ensure safety at the workplace.

Although on-the-job harassment tactics may force some victims to disclose, over 40% of the victims who experienced these tactics did not disclose. Of those who did not disclose, many cited stigma-related concerns and work environment barriers as the reasons for not disclosing. These factors point to the importance of employers making it clear to employees that it is safe to disclose, and that their disclosure will be taken

seriously. Given that work is the one place where a perpetrator can locate a victim, particularly after they have separated, it is critical that employers understand the need to take measures to ensure appropriate safety planning for at-risk employees (Johnson & Gardner, 1999; Scalora et al., 2003). The workplace is an important venue for building safety in a victim's life.

Workplaces must recognize their role in creating a disclosure friendly environment that supports and engages in safety planning with victims. Educational efforts designed to inform workplaces about the signs, symptoms and consequences of domestic violence must be made available to workplaces. Existing programs like *Make It Our Business* (http://www.makeitourbusiness.com) in Ontario serve to provide resources and training to help employers and other workplace stakeholders meet their obligations under the provincial government workplace health and safety legislation. The goals for workplaces should be to raise awareness about the stigmatization that encircles domestic violence and to implement ways to address it appropriately in the workplace. By responding sensitively to disclosures of domestic violence, the employer will ultimately create a workplace climate of support and trust.

Equally beneficial to improving workplace response to domestic violence is the development of collaborative relationships between community agencies serving individuals impacted by domestic violence, research centers and employer groups, in order to support education and training efforts for workplaces of all sizes. By doing so, workplaces can enhance their ability to recognize signs of abuse, challenge stereotypes and assumptions made about domestic violence victims and perpetrators, and institute best practices in the workplace (Berger, 2015). Engaging with community agencies also

increases the employer's knowledge of the services available to employees in their community. It is simply not enough to encourage more victims to disclose at the workplace without employers being aware of the most effective and supportive ways to handle a disclosure and safety planning with the employee. Further, responding sensitively to employees impacted by domestic violence can improve productivity in the workplace thereby providing an incentive for employers to engage in meaningful intervention and prevention efforts (Berger, 2015).

Education and awareness strategies in the workplace need to be directed to not only supervisors and managers, but to all employees. In some circumstances, there is a risk that the perpetrator can endanger others within the workplace (Wathen et al., 2015). Training all employees to recognize signs of abuse, respond sensitively and appropriately to victims and perpetrators, and make referrals to community resources can greatly enhance safety in the workplace. Presently, initiatives in this area are the focus of the *Make It Our Business* campaign, which specifically educates employees in how to identify signs of abuse, respond supportively using effective communication, and referring individuals to services and professionals for help. It is crucial that employees are educated in this area so that they can be responsive to their peers who may be suffering. Additionally, safety planning must include an assessment of risk to not only the employee, but also others in the workplace. The prevalence of workplace interference tactics indicates that employers must seek to become informed about how to handle perpetrators who are utilizing these tactics. The employer can play a role in preventing further abuse by recognizing and responding to the risk factors and warning signs of danger with respect to perpetrator behavior.

Moreover, raising awareness for all employees strengthens the network of support to the employee experiencing abuse. The finding that co-workers were the most common recipients of disclosure suggests that they can play a role in encouraging disclosure to the supervisor or manager. There are limits to the support co-workers can provide. However, ensuring supervisors and managers are aware of the abuse can open the door to more tangible supports, such as paid leave or flexible work hours. Support, whether tangible or emotional, can serve to ameliorate the harmful effects of the isolation and stress so often experienced in an abusive relationship. Thus, it is important that workplaces cultivate environments whereby the stigma is lessened and employees feel able to move forward with a disclosure to receive assistance on the job. Further, given there is no legal requirement for workplaces to provide tangible supports to their employees impacted by domestic violence, it is apparent that future advocacy is needed in this area.

Limitations

This study has several limitations that must be considered when interpreting its findings. Firstly, the non-randomized, self-selected sampling method limits the generalizability of the results. The original sample and sub-sample is over-representative of certain regions of Canada (i.e., Ontario and British Columbia) and under-representative of other areas, namely French-speaking Quebec and Atlantic provinces. As well, most participants were employed and unionized due to the nature of the recruitment strategy. The education and health sector were overrepresented in the sample, which may have influenced the findings as these workplaces may have been more supportive of victims. Nevertheless, the current and lifetime domestic violence prevalence rates in the study are consistent with previous national rates (Rodgers, 1994; Statistics Canada,

2015a).

Secondly, due to the self-selecting nature of the sampling methods, there were considerably more women who participated in the survey than men. This could be due to the nature of the topic, along with the fact that women experience higher victimization rates compared to men (Statistics Canada, 2015a). It could be that men who completed the survey were more likely to have had personal experiences with domestic violence. However, it is unclear how, and to what extent, the issues of self-selection and non-representativeness impacted the results.

Thirdly, the study utilized a cross-sectional design, thus limiting inferences of causality. Although the current study examined factors associated with disclosure, it is important to note that these factors are correlates of disclosure and are not necessarily causative factors. Though work disruption and on-the-job harassment emerged as significant predictors of the likelihood of disclosure, we cannot infer that a causal relationship exists between these variables.

Fourthly, while the current study reports noteworthy findings from a large-scale survey in regards to disclosure, the results should be interpreted with caution, as the organizational and specific situational contexts that may have led to victims' disclosure were not considered. While the model indicated that workplace interference tactics were associated with disclosure, these factors predicted very little of the variance in disclosure with the model. It is clear that there is much occurring in regards to disclosure that this study did not take into account. For example, other studies have implied that seeking support from supervisors often depends on victims' stage of change in the abusive relationship (Perrin et al., 2011) and that the match between wanted and received

supports from supervisors predicts victim satisfaction (Yragui et al., 2012). This study was unable to address the full context surrounding a victim's decision to disclose at their workplace or get detailed accounts of the reasons for, and circumstances surrounding, disclosure. While the current study sought to examine some factors associated with disclosure, the specific nature of disclosure was not addressed.

Along a similar vein, this study did not measure the extent to which the supports available for victims (e.g., employee assistance programs) at the workplace encouraged or impeded disclosure to employers. Seemingly, a victim may feel less compelled to talk about the abuse with their employer if there is nothing available to help them or if they feel insecure in their job. This study also did not consider other factors having an impact on disclosure, such as whether or not the victim was a part of a union (which may enhance feelings of job security) or the victim's job status (i.e., full-time or part-time).

Finally, the current study did not explicitly examine the nature of the abuse, including the frequency of the various interference tactics or the severity of the abuse. While a proxy for severity was created, the survey was not able to obtain a sense of how much danger the victims perceived themselves to be in. Gathering more information about the frequency and severity of the abuse and its impact on the victim's work could allow for the assessment of risk and consequently more in-depth safety planning at the workplace. With the knowledge of risk, workplaces can safety plan accordingly and possibly prevent future tragedy.

Future Research

This study provides numerous ideas for future research. While disclosure is considered/assumed to positively impact most victims, research examining the negative consequences of disclosure needs to be pursued. One cannot assume that disclosure at the workplace is beneficial for everyone. It could be that victims chose not to disclose and involve the workplace as they perceived the workplace as not being supportive and could have sought help from other sources. Therefore, understanding the negative consequences of disclosing at the workplace will help in examining this issue further. Research expanding on the impact of domestic violence disclosure in the workplace should include victim and employer perceptions of the unintended consequences related to disclosure. Future research could focus on whether or not victims who did disclose felt there were hidden consequences to the disclosure. For example, while there are positive aspects to disclosure, such as getting help and emotional support, there are negative consequences to disclosure, such as exposing the abusive dynamics to others and possibly heightening the risk of violence at home. Additionally, disclosing at the workplace may impact negatively impact the perception of the employee, and the employee may not be ready to handle to emotional consequences of disclosure, i.e. the shame guilt, expectation they will leave relationship and consequences for parenting. It would be valuable to understand if the disclosure negatively impacted career development. As well, it would be helpful to understand the experience of victims who returned to the relationship. This would allow for greater understanding in the unintended consequences of encouraging victims to disclose to their employers.

There is much that remains to be understood about workplace supports for both victims and perpetrators of domestic violence. Research is needed to determine the

effectiveness of current workplace policies and supports in improving the well-being and employment outcomes of victims. Evaluation of a model workplace domestic violence prevention policy is much needed. Furthermore, it is important to determine the types of policies that are most effective in: the prevention of domestic violence entering into the workplace; minimizing negative consequences when it does spillover into the workplace; and creating disclosure-safe workplaces for all victims. While awareness of the issue is increasing, there is a dearth of research examining the effectiveness of various workplace programs (including employee assistance programs) and policies for improving outcomes for domestic violence victims. Knowledge of what is effective for supporting victims is necessary.

Seeking help is a part of a complex cognitive process that is impacted by the individual, interpersonal, and sociocultural factors of victims (Liang et al., 2005). Further research could focus on linking the factors that are associated with the decision-making process to seek help (e.g., defining the problem, deciding to seek help, and selecting a source of support) to workplace disclosure.

While this study focused on the experiences of victims, the work lives of perpetrators are interrupted by domestic violence as well (Reckitt & Fortman, 2004). More research is needed on workplace supports available for, and sought by, perpetrators of domestic violence. It is important to acknowledge that addressing domestic violence perpetrators is a complex issue, based on many factors, and workplaces may be reluctant to offer support to perpetrators. It is imperative that research be conducted to understand the most effective ways to address the behavior of perpetrators in the workplace.

Lastly, the small sample of transgender participants impeded the inclusion in the analyses of disclosure in the workplace, which is unfortunate given the very high rates of domestic violence reported by this subgroup (Wathen et al., 2015). Future research is needed on the experiences of gender-diverse individuals as they may be even less likely to seek help in the workplace due to the increased amount of discrimination they face.

Conclusion

The spillover of domestic violence into the workplace has many repercussions for employers and employees. The present study revealed that over 40% of victims disclosed in the workplace, with different disclosure rates according to sociodemographic characteristics and the extent to which the violence spilled over into the workplace. The current study points to the importance of fostering work environments that are responsive to victims who make the decision, whether forcibly or by their own volition, to tell someone at work about their experiences of domestic violence. When the violence crosses over the boundaries into the victim's workplace, they are no longer the only person at risk for harm. Thus, it is important for employers to develop policies that implement workplace safety strategies that address risk comprehensively.

Workplaces should not be reluctant to collaborate with community agencies and workplace stakeholders in order to gain the knowledge necessary to develop the most appropriate policies and procedures. Employment can be central to one's sense of independence, esteem, identity and feelings of connectedness (Perrin et al., 2011). All of these factors could help to ameliorate the negative consequences of being in an abusive relationship. Retaining employment and obtaining support in the workplace can serve to enhance resilience and allow for a victim to safety plan when they are ready to confront

the reality of the abusive relationship. It is hoped that this research can inform strategies that may be useful in shifting workplace cultures to increase awareness on the impact of domestic violence on worker lives and reduce the stigma associated with being victimized.

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Appendices

Appendix A: Permission to Utilize Data and Ethical Approval

Western FIMS

Faculty of Information & Media Studies

TO WHOM IT MAY CONCERN

Masters of Education Student Laura Olszowy has my permission to conduct secondary analyses of the data from the Domestic Violence in the Workplace Survey dataset, which was collected under protocol number 104156 of the Western University Non-Medical Research Ethics Board (attached).

C. Nadine Wathen, PhD

Associate Professor and Principal Investigator

Western Research

Research Ethics

Use of Human Participants - Ethics Approval Notice

Principal Investigator: Nadine Wathen
File Number:104156
Review Level: Full Board
Protocol Title: Domestic Violence in the Canadian Workplace
Department & Institution: Information and Media Studies\Faculty of Information & Media Studies,Western University
Sponsor:
Ethics Approval Date: October 01, 2013 **Expiry Date:** August 31, 2014

Documents Reviewed & Approved & Documents Received for Information:

Document Name	Comments	Version Date
Western University Protocol		2013/08/06
Response to Board Recommendations	Response to Board/Administrative Recommendations	2013/09/19
Other	Number of Subjects Detail	2013/09/19
Other	Revised Recruitment Email	2013/09/19
Other	Revised Reminder Email	2013/09/19
Recommendations Form	Recommendations	2013/09/13
Letter of Information	LOI on letterhead	2013/10/01
Response to Board Recommendations	Response to second round of revisions	2013/10/01

This is to notify you that The University of Western Ontario Research Ethics Board for Non-Medical Research Involving Human Subjects (NMREB) which is organized and operates according to the Tri-Council Policy Statement: Ethical Conduct of Research Involving Humans and the applicable laws and regulations of Ontario has granted approval to the above named research study on the approval date noted above.

This approval shall remain valid until the expiry date noted above assuming timely and acceptable responses to the NMREB's periodic requests for surveillance and monitoring information.

Members of the NMREB who are named as investigators in research studies, or declare a conflict of interest, do not participate in discussions related to, nor vote on, such studies when they are presented to the NMREB.

The Chair of the NMREB is Dr. Riley Hinson. The NMREB is registered with the U.S. Department of Health & Human Services under the IRB registration number IRB 00000941.

[redacted]
Signature

Ethics Officer to Contact for Further Information

[redacted]

This is an official document. Please retain the original in your files.

Domestic Violence in the Canadian Workplace

LETTER OF INFORMATION

Introduction

You are invited to participate in a survey conducted by the Women's Committee of the Canadian Labour Congress in partnership with researchers at the University of Western Ontario (Western). Barb MacQuarrie is the Community Director at the Centre for Research & Education on Violence against Women & Children (CREVAWC) in the Faculty of Education at Western; Dr. Nadine Wathen is an Associate Professor, and Dr. Jen MacGregor a post-doctoral researcher in Western's Faculty of Information & Media Studies. This survey looks at how domestic violence can affect Canadian workers and what kinds of supports are available in workplaces. You are being asked to participate because you are a member of one of the unions co-sponsoring this survey.

Purpose of the study

When workers are experiencing domestic violence at home, the impacts are felt in the workplace. Surveys to gather data about domestic violence in the workplace have been conducted in the U.S. and in Australia, however there is a lack of data specific to Canada, including basic knowledge about the scope of the problem and its impacts on workers, employers and workplaces. Data is urgently needed to inform policy on how best to respond to this issue. The aims of this study are to learn about how domestic violence is affecting workers while they are at work and to learn how often this happens in Canada.

If you agree to participate

If you agree to participate in this study you will be asked to complete an online survey following this letter. You can use any computer or mobile device that is convenient and offers you privacy to complete the survey. Please be aware that completing the survey on a mobile device may lead to

data charges, depending on the type of data plan you have with your mobile carrier. We estimate that it will take you about 10-30 minutes to complete the survey. The online survey must be completed in one session (i.e., you cannot save your responses and continue later on). So if you choose to participate, please ensure you have at least this much time.

Compensation

In appreciation for your time, once you complete the survey, you will be given the option to provide your personal information so that you may be entered in a draw for a tablet computer. Entry in the draw is optional and your personal information will not be linked with your survey data. It will be kept separate and only used for the draw.

Confidentiality

All information collected for the study will be anonymous. The information will be used for research purposes only, and no information which could identify you will be used in any publication or presentation of the study results. Unless you choose to tell them, no one, including your employer, supervisor, co-workers or union representatives will know whether or not you have completed the survey. Your decision to participate will not affect your employment or union status. Electronic survey data will be stored at the University of Western Ontario at CREVAWC on password-protected computers. Only members of the research team will have access to the data. Electronic data will be destroyed after 7 years.

Potential Risks & Benefits

If you are currently or have in the past experienced domestic violence you may find it distressing to respond to questions about these experiences. Phone numbers are provided at the end of the survey so that if you feel distress you can call to speak to someone for support or information about supportive services where you live. Links to resources for domestic violence will also be provided at the end of the survey. By completing this survey, you may learn about domestic violence as a workplace and societal issue. However, it is possible that you may not directly benefit from participating in this research.

Voluntary Participation

Participation in this study is voluntary. You may refuse to participate, refuse to answer any questions or withdraw from the study at any time without any penalty. Neither your employer, nor your union will know if you decide not to participate or not to answer questions. However, if you withdraw from the study, any data you entered into the survey cannot be removed, since it is anonymous.

- ○ Yes, complete the survey now
- ○ No, but I may return to complete the survey at a later time
- ○ No, I do not want to complete the survey
- ○ I would like to learn about resources and supports in my area

Section 1: About You

1. What is your gender:

- ○ Female
- ○ Male
- ○ Transgender
- ○ Other, please specify... _____

2. What is your age category?

- ○ 15 - 24
- ○ 25 - 34
- ○ 35 - 44
- ○ 45 - 54
- ○ 55 - 64
- ○ 65 - 74
- ○ 75+

3. Where were you born?

- ○ Canada
- ○ Other, please specify... _____

If other, how many years have you lived in Canada?

[ ]

4. Do you identify yourself as an Aboriginal or Indigenous person of Canada?

- ○ Yes
- ○ No

If yes, are you:

- ○ First Nations
- ○ Inuit
- ○ Métis

5. What were the ethnic or cultural origins of your ancestors?

(An ancestor is usually more distant than a grandparent. For example, Canadian, English, French, Chinese, East Indian, Italian, German, Scottish, Irish, Cree, Mi'kmaq, Salish, Métis, Inuit, Filipino, Dutch, Ukrainian, Polish, Portuguese, Greek, Korean, Vietnamese, Jamaican, Jewish, Lebanese, Salvadorean, Somali, Colombian, etc.)

Please specify as many origins as you like.

[ ]

6. Where do you live?

- ○ Alberta
- ○ British Columbia
- ○ Manitoba
- ○ New Brunswick
- ○ Newfoundland and Labrador

- ○ Northwest Territories
- ○ Nova Scotia
- ○ Nunavut
- ○ Ontario
- ○ Prince Edward Island
- ○ Quebec
- ○ Saskatchewan
- ○ Yukon

7. Is this the same province where you work?

- ○ Yes
- ○ No

If no, then where do you work?

- ○ Alberta
- ○ British Columbia
- ○ Manitoba
- ○ New Brunswick
- ○ Newfoundland and Labrador
- ○ Northwest Territories
- ○ Nova Scotia
- ○ Nunavut
- ○ Ontario
- ○ Prince Edward Island
- ○ Quebec
- ○ Saskatchewan
- ○ Yukon

8. Are you...

Please check all that apply.

- ☐ Heterosexual
- ☐ Lesbian
- ☐ Bisexual
- ☐ Gay
- ☐ Queer
- ☐ Two-spirited
- ☐ Other, please specify... _____

9. Are you a...

Please check all that apply.

- ☐ Person with a physical disability
- ☐ Person with a learning disability
- ☐ Person with a mental health challenge
- ☐ Person with low vision/vision disability
- ☐ Person who is hard of hearing
- ☐ Person who is Culturally Deaf
- ☐ Person with a disability not listed above, please describe... _____
- ☐ Person without a disability

Section 2: Your Work and Workplace

In this section, we ask about your work, defined as your paid employment. Your workplace or setting is wherever it is that you do your paid work – this can be an office setting, community locations, private homes, retail or service settings, vehicles, or outdoors (or other places).If you have multiple jobs, please answer the following questions thinking about the job where domestic violence had the most impact .

10. What is your current employment status?

- ○ Permanent
- ○ Temporary/Fixed Term Contract
- ○ Casual/Seasonal
- ○ Unemployed
- ○ Other, please specify... _____

Please think about your last job as you answer work-related questions in this survey.

11. Is your job unionized or non-unionized?

- ○ Unionized
- ○ Non-unionized

12. What is your normal work week?

- ○ Full-time (30 hours or more per week)
- ○ Part-time (less than 30 hours per week)

13. Are you currently on paid or unpaid leave, or temporary or permanent layoff?

- ○ Yes
- ○ No

If yes, please specify:

- ○ Long-term disability leave
- ○ Parental leave
- ○ Short-term disability/sick leave
- ○ Temporary layoff
- ○ Permanent layoff
- ○ Other, please specify... _____

14. In what sector do you work?

- ○ Accommodation and food services
- ○ Administrative and support, waste management and remediation services
- ○ Agriculture, forestry, fishing and hunting
- ○ Arts, entertainment and recreation
- ○ Construction

- ○ Educational services
- ○ Finance and insurance
- ○ Health care and social assistance
- ○ Information and cultural industries
- ○ Management of companies and enterprises
- ○ Manufacturing
- ○ Mining, quarrying, and oil and gas extraction
- ○ Professional, scientific and technical services
- ○ Public administration
- ○ Real estate and rental and leasing
- ○ Retail trade
- ○ Transportation and warehousing
- ○ Utilities
- ○ Wholesale trade
- ○ Other, please specify... _____

15. How many people work (full/part-time, or casual/contract) at your workplace?

- ○ Under 20 workers
- ○ 20 - 99 workers
- ○ 100 - 500 workers
- ○ More than 500 workers

Section 3: Your Experience of Domestic Violence

For this survey, domestic violence is defined as any form of physical, sexual, emotional or psychological abuse, including financial control, stalking and harassment. It occurs between opposite- or same-sex intimate partners, who may or may not be married, common law, or living together. It can also continue to happen after a relationship has ended. Please answer the following questions regarding your personal experiences of domestic violence.

16. Are you currently experiencing domestic violence from a current or past intimate partner?

- ○ Yes
- ○ No

If yes, this is from a:

- ○ Current partner
- ○ Past partner

16b. Have you experienced domestic violence in the past 12 months?

- ○ Yes
- ○ No

If yes, was this from a:

- ○ Current partner at the time
- ○ Past partner at the time

17. Did you experience domestic violence more than 12 months ago?

- ○ Yes
- ○ No

If yes, was this from a:

- ○ Current partner at the time
- ○ Past partner at the time

Section 4: Impact of Domestic Violence on Your Work

In this section, we ask about the impact that your personal experiences of domestic violence have had/are having on your work.

18. Did/does the domestic violence you have experienced or are experiencing affect your ability to get to work?

- ○ Yes
- ○ No

If yes, has domestic violence made you:

Please check all that apply.

- ☐ late for work
- ☐ miss work

Did you experience any of the following?

Please check all that apply and/or add additional experiences not listed here.

- ☐ Car keys or transportation money hidden, stolen or withheld
- ☐ Work clothing or other required items hidden, stolen or withheld
- ☐ Physical injury
- ☐ Physical restraint
- ☐ Required personal or work documents hidden, stolen or withheld
- ☐ Refusal or failure to care for children
- ☐ Other, please specify... _____

19. Did you ever lose your job due to domestic violence?

- ○ No
- ○ Yes, please describe... _____

20. Did you experience domestic violence in the workplace in any of the following ways?

Please check all that apply and/or add additional experiences not listed here.

- ☐ Abusive phone calls or text messages
- ☐ Abusive email messages
- ☐ Abusive person physically came to the workplace

- ☐ Abusive person stalked or harassed you near the workplace
- ☐ Abusive person contacted co-workers/employer about you
- ☐ Other, please specify... _____
- ☐ No personal experience of domestic violence in/near the workplace

21. Is/was your work performance negatively affected by domestic violence due to being:

Please check all that apply and/or add additional experiences not listed here.

- ☐ Distracted (e.g., by stress, abusive phone calls, emails)
- ☐ Tired (e.g., due to sleep deprivation from the domestic violence)
- ☐ Unwell (e.g., anxiety, depression, headache, etc. from the domestic violence)
- ☐ Injured (from the domestic violence)
- ☐ Other, please specify... _____
- ☐ My work performance has not been negatively affected by domestic violence

22. Did you have to take time off work because of the domestic violence?

- ○ Yes
- ○ No

Was this time off to:

Please check all that apply and/or add additional experiences not listed here.

- ☐ Attend criminal court
- ☐ Attend family court
- ☐ Attend appointments related to the domestic violence (e.g. police, lawyer(s))
- ☐ Attend counselling related to the domestic violence
- ☐ Deal with health/medical issues related to the domestic violence
- ☐ Deal with accommodation issues related to the domestic violence (e.g., had to move house)
- ☐ Other, please specify... _____

23. Did/does the abusive person work in the same workplace?

- ○ Yes
- ○ No
- ○ Prefer not to say

24. Has the domestic violence affected your co-workers in any of the following ways?

Please check all that apply and/or add additional experiences not listed here.

- ☐ They were harmed or threatened
- ☐ They had to deal with frequent phone calls, messages or emails from the abusive person
- ☐ They were stressed or concerned about your situation
- ☐ Their work was affected (e.g., increased workload, changed schedule, etc.)
- ☐ The domestic violence caused conflict and tension between you and your co-workers (e.g., due to changes to work load(s), deadlines, shared projects, etc.)
- ☐ The domestic violence did not affect them
- ☐ I don't know if the domestic violence affected them
- ☐ Other, please specify... _____

Section 5: Support for Domestic Violence in Your Workplace

This section asks whether and how you looked for any resources or support from your workplace about your experiences of domestic violence, and if these actually helped.

25. Did you discuss the domestic violence with anybody at work?

- ○ Yes
- ○ No

If no, please indicate why you did not discuss the domestic violence with anyone at work.

Please check all that apply and add your comments.

- ☐ Fear of job loss
- ☐ Fear your job or work environment would suffer in other ways (e.g., difficult interactions with co-workers, managers, etc.)

- ☐ Felt embarrassed or ashamed
- ☐ Wanted privacy/none of their business
- ☐ Abuse not serious/important enough
- ☐ Denial that domestic violence was happening
- ☐ Fear of being judged
- ☐ Didn't know anyone/no one around to tell
- ☐ Didn't trust anyone/don't like co-workers
- ☐ Abusive person or his/her family/friends work at your workplace
- ☐ Afraid/threatened not to tell by abusive person
- ☐ Didn't want to get others involved
- ☐ Other, please specify... _____
- ☐ Please add your comments about your decision to not discuss the domestic violence at work: _____

26. With whom did you discuss the violence?

Please check all that apply and/or add additional experiences not listed here.

- ☐ Co-worker
- ☐ Union
- ☐ Supervisor or manager
- ☐ Human Resources/Personnel department
- ☐ Designated person to handle situations of domestic violence
- ☐ Other, please specify... _____

Was the co-worker helpful?

- ○ Yes
- ○ No

Did your co-worker help you in any of the following ways?

Please check all that apply.

- ☐ Provided a listening ear

- ☐ Spent break time with you to get your mind off the situation
- ☐ Assisted with personal matters
- ☐ Provided information about resources
- ☐ Provided a referral to a counselor or professional
- ☐ Provided schedule flexibility
- ☐ Provided an informational brochure
- ☐ Provided workload flexibility
- ☐ Helped to create a safety plan should the abusive person show up at work
- ☐ Provided an escort to your car
- ☐ Blocked intrusive (harassing) telephone calls, messages or emails from abusive person
- ☐ Other, please specify... _____
- ☐ None of these

Was the union helpful?

- ○ Yes
- ○ No

Did the union help you in any of the following ways?

Please check all that apply.

- ☐ Time off (unpaid)
- ☐ Time off (paid)
- ☐ Moved/transferred you to a safer place to work
- ☐ Changed your working arrangements and/or practices
- ☐ Changed/screened work numbers or emails
- ☐ Provided transport between work and home
- ☐ Provided security alarm where you work
- ☐ Alerted security staff
- ☐ Developed a safety plan
- ☐ Abuser was moved/transferred
- ☐ Performed risk assessment

☐ Other, please specify... _____

☐ None of these

Was the supervisor or manager helpful?

○ Yes

○ No

Did your supervisor or manager help you in any of the following ways?

Please check all that apply.

☐ Time off (unpaid)

☐ Time off (paid)

☐ Moved/transferred you to a safer place to work

☐ Changed your working arrangements and/or practices

☐ Changed/screened work numbers or emails

☐ Provided transport between work and home

☐ Provided security alarm where you work

☐ Alerted security staff

☐ Developed a safety plan

☐ Abuser was moved/transferred

☐ Performed risk assessment

☐ Other, please specify... _____

☐ None of these

Was the human resources/personnel department helpful?

○ Yes

○ No

Did the human resources/personnel department help you in any of the following ways?

Please check all that apply.

- ☐ Time off (unpaid)
- ☐ Time off (paid)
- ☐ Moved/transferred you to a safer place to work
- ☐ Changed your working arrangements and/or practices
- ☐ Changed/screened work numbers or emails
- ☐ Provided transport between work and home
- ☐ Provided security alarm where you work
- ☐ Alerted security staff
- ☐ Developed a safety plan
- ☐ Abuser was moved/transferred
- ☐ Performed risk assessment
- ☐ Other, please specify... _____
- ☐ None of these

Was the designated person helpful?

- ○ Yes
- ○ No

Did the designated person help you in any of the following ways?

Please check all that apply.

- ☐ Time off (unpaid)
- ☐ Time off (paid)
- ☐ Moved/transferred you to a safer place to work
- ☐ Changed your working arrangements and/or practices
- ☐ Changed/screened work numbers or emails
- ☐ Provided transport between work and home
- ☐ Provided security alarm where you work
- ☐ Alerted security staff
- ☐ Developed a safety plan
- ☐ Abuser was moved/transferred

- ☐ Performed risk assessment
- ☐ Other, please specify... _____
- ☐ None of these

Was this other person helpful?

- ○ Yes
- ○ No

Did this other person help you in any of the following ways?

Please check all that apply.

- ☐ Time off (unpaid)
- ☐ Time off (paid)
- ☐ Moved/transferred you to a safer place to work
- ☐ Changed your working arrangements and/or practices
- ☐ Changed/screened work numbers or emails
- ☐ Provided transport between work and home
- ☐ Provided security alarm where you work
- ☐ Alerted security staff
- ☐ Developed a safety plan
- ☐ Abuser was moved/transferred
- ☐ Performed risk assessment
- ☐ Other, please specify... _____
- ☐ None of these

27. Did you experience any negative actions from your employer, union, or co-workers as a result of discussing your domestic violence at work?

- ○ Yes
- ○ No

If yes, please specify what kinds of negative actions:

28. Was information about your situation shared only with those who needed to know, so as to protect your safety and privacy?

- ○ Yes
- ○ No

29. Please add any comments about your situation being shared, if any:

30. Overall, which of the following best describes the outcomes of discussing the domestic violence with people at work?

- ○ Mostly positive things happened
- ○ Mostly negative things happened
- ○ Positive and negative things happened equally
- ○ Nothing positive or negative happened

31. Please add any comments about the outcomes of discussing the domestic violence with people at work, if any:

Section 6: Legal Responses to Domestic Violence

32. Did you ever report the violence to the police?

- ○ Yes
- ○ No

How helpful were the police?

- ○ Very helpful
- ○ Somewhat helpful
- ○ Not at all helpful
- ○ Don't know/not sure

Please elaborate on your experience(s) with the police:

33. Did you ever get a protection order?

- ○ Yes
- ○ No

If yes, is/was your workplace included in the order as a place not to be approached?

- ○ Yes
- ○ No

How helpful was the protection order?

- ○ Very helpful
- ○ Somewhat helpful
- ○ Not at all helpful
- ○ Don't know/not sure

34. Did you ever use the family law system to deal with separation issues (custody, access, support, property division, etc.)?

- ○ Yes
- ○ No

If yes, which of the following did you use?

Please check all that apply.

- ☐ Court
- ☐ Mediation
- ☐ Lawyer negotiations
- ☐ Collaborative law
- ☐ Other, please specify... _____

How helpful was court?

- ○ Very helpful
- ○ Somewhat helpful
- ○ Not at all helpful
- ○ Don't know/not sure

How helpful was mediation?

- ○ Very helpful
- ○ Somewhat helpful
- ○ Not at all helpful
- ○ Don't know/not sure

How helpful were lawyer negotiations?

- ○ Very helpful
- ○ Somewhat helpful
- ○ Not at all helpful
- ○ Don't know/not sure

How helpful was collaborative law?

- ○ Very helpful
- ○ Somewhat helpful
- ○ Not at all helpful

○ Don't know/not sure

How helpful was the other type of family law?

○ Very helpful

○ Somewhat helpful

○ Not at all helpful

○ Don't know/not sure

35. Did you ever deal with the criminal law system as a result of the domestic violence?

○ Yes

○ No

How helpful was the criminal law system?

○ Very helpful

○ Somewhat helpful

○ Not at all helpful

○ Don't know/not sure

Did you have workplace support during the time you were dealing with police and/or other legal issues?

○ Yes

○ No

If yes, was it:

Please check all that apply.

☐ From your co-workers

☐ Through your union

☐ Through management

☐ Other formal support through the workplace, please specify... _____

☐ Other informal support through the workplace, please specify... _____

How helpful were your co-workers?

○ Very helpful
○ Somewhat helpful
○ Not at all helpful
○ Don't know/not sure

How helpful was the union?

○ Very helpful
○ Somewhat helpful
○ Not at all helpful
○ Don't know/not sure

How helpful was the management?

○ Very helpful
○ Somewhat helpful
○ Not at all helpful
○ Don't know/not sure

How helpful was the other formal support?

○ Very helpful
○ Somewhat helpful
○ Not at all helpful
○ Don't know/not sure

How helpful was the other informal support?

○ Very helpful
○ Somewhat helpful
○ Not at all helpful

○ Don't know/not sure

Please add any comments about your experiences with the police, protection orders, or the family or criminal law systems:

Section 7: Home Life, Health and Well-Being

36. Do you have dependent children?

○ No children

○ Have children, but not dependent

○ Yes

If yes, are they:

○ Living with both parents

○ Living with you

○ Living with the other parent

○ Shared custody

○ In foster care

○ Other, please specify... _____

37. Do you have any other dependents? (e.g., elderly family member)

○ No

○ Yes, please describe... _____

38. What best describes your current living situation?

○ Private house (including farmhouse)/condo/apartment

○ Public/subsidized housing

○ Living with friends

○ Living with family (e.g., parents, sibling)

- ○ Couch-surfing
- ○ Shelter
- ○ On the street
- ○ Rooming house or single-room occupancy hotel
- ○ Other, please specify... _____

39. Have you ever had to move homes/change your living situation because of domestic violence?

- ○ No
- ○ Yes, please describe... _____

40. Have you experienced financial stress because of domestic violence?

- ○ No
- ○ Yes, please describe... _____

41. Have you stayed in an abusive relationship because of financial stress?

- ○ No
- ○ Yes, please describe... _____

Section 7: Home Life, Health and Well-Being

36. Do you have dependent children?

- ○ No children
- ○ Have children, but not dependent
- ○ Yes

If yes, are they:

- ○ Living with both parents
- ○ Living with you
- ○ Living with the other parent

- ○ Shared custody
- ○ In foster care
- ○ Other, please specify... _____

37. Do you have any other dependents? (e.g., elderly family member)

- ○ No
- ○ Yes, please describe... _____

38. What best describes your current living situation?

- ○ Private house (including farmhouse)/condo/apartment
- ○ Public/subsidized housing
- ○ Living with friends
- ○ Living with family (e.g., parents, sibling)
- ○ Couch-surfing
- ○ Shelter
- ○ On the street
- ○ Rooming house or single-room occupancy hotel
- ○ Other, please specify... _____

Section 7: Home Life, Health and Well-Being

In this section, we ask about things like physical activity, relationships and health status. We are interested in your physical, mental and social well-being.

For each of the following questions, please choose the option that best describes your answer.

42. To start, in general, would you say your health is:

- ○ Excellent
- ○ Very good
- ○ Good
- ○ Fair

- ○ Poor

43. In general, would you say your mental health is:

- ○ Excellent
- ○ Very good
- ○ Good
- ○ Fair
- ○ Poor

This set of questions asks how you feel about your quality of life, health or other areas of your life. We ask that you think about your life in the past two weeks.

44. How would you rate your quality of life?

- ○ Very poor
- ○ Poor
- ○ Neither good nor poor
- ○ Good
- ○ Very Good

45. How satisfied are you with your health?

- ○ Very dissatisfied
- ○ Dissatisfied
- ○ Neither dissatisfied nor satisfied
- ○ Satisfied
- ○ Very satisfied

46. Do you have enough energy for everyday life?

- ○ Not at all
- ○ A little

- ○ Moderately
- ○ Mostly
- ○ Completely

47. How satisfied are you with your ability to perform your daily living activities?

- ○ Very dissatisfied
- ○ Dissatisfied
- ○ Neither dissatisfied nor satisfied
- ○ Satisfied
- ○ Very satisfied

48. How satisfied are you with yourself?

- ○ Very dissatisfied
- ○ Dissatisfied
- ○ Neither dissatisfied nor satisfied
- ○ Satisfied
- ○ Very satisfied

49. How satisfied are you with your personal relationships?

- ○ Very dissatisfied
- ○ Dissatisfied
- ○ Neither dissatisfied nor satisfied
- ○ Satisfied
- ○ Very satisfied

50. Have you enough money to meet your needs?

- ○ Not at all
- ○ A little
- ○ Moderately

- ○ Mostly
- ○ Completely

51. How satisfied are you with the conditions of your living place?

- ○ Very dissatisfied
- ○ Dissatisfied
- ○ Neither dissatisfied nor satisfied
- ○ Satisfied
- ○ Very satisfied

Section 8: General Resources for Domestic Violence in Your Workplace

52. Have you received information about domestic violence from your employer?

- ○ Yes
- ○ No

If yes, what have you received?

[ ]

53. Have you received information about domestic violence from your union?

- ○ Yes
- ○ No
- ○ Not applicable (i.e., do not belong to a union)

If yes, what have you received?

[ ]

54. Are you aware of any employer and/or union-provided resources or obligations related to domestic violence?

- ○ Yes
- ○ No

How did you learn about these domestic violence supports or resources?

Please check all that apply.

- ☐ Co-worker
- ☐ Supervisor or Manager
- ☐ Employer public notice or bulletin
- ☐ Union
- ☐ Don't know/Not sure/Can't recall
- ☐ Other, please specify... _____

What kinds of domestic violence-related resources or obligations exist in your workplace?

Please check all that apply.

- ☐ Union-provided support or resources
- ☐ Employer-provided support or resources required by employment contract or collective agreement
- ☐ Employer-provided support or resources not required by employment contract or collective agreement
- ☐ I don't know/Not sure
- ☐ Other, please specify... _____

Are these union-provided supports and resources provided:

Please check all that apply.

- ☐ In-house
- ☐ Through referrals to third-parties (counselling services, legal services, etc.)
- ☐ Don't know/Not sure
- ☐ Other, please specify... _____

Are these required employer-provided supports and resources provided:

Please check all that apply.

- ☐ In-house
- ☐ Through referrals to third-parties (counselling services, legal services, etc.)
- ☐ Don't know/Not sure
- ☐ Other, please specify... _____

Are these non-required employer-provided supports and resources provided:

Please check all that apply.

- ☐ In-house
- ☐ Through referrals to third-parties (counselling services, legal services, etc.)
- ☐ Don't know/Not sure
- ☐ Other, please specify... _____

Are these other supports and resources provided:

Please check all that apply.

- ☐ In-house
- ☐ Through referrals to third-parties (counselling services, legal services, etc.)
- ☐ Don't know/Not sure
- ☐ Other, please specify... _____

Section 9: Others' Experiences of Domestic Violence in the Workplace

These questions ask whether you know of others in your current workplace who may be experiencing domestic violence or being abusive to a partner. This is to get a sense of how widespread and visible this problem might be in workplaces.

55. I have at least one coworker who I believe is experiencing, or has previously experienced, domestic violence.

- ○ Yes
- ○ No
- ○ Don't know/not sure

56. Experts have found there are a number of warning signs that someone may be experiencing domestic violence. Have you recognized warning signs that a co-worker, past or present, may be experiencing domestic violence?

Please check all that apply.

- ☐ Obvious injuries such as bruises, black eyes, broken bones, hearing loss — these are often explained as "falls," "being clumsy," or "accidents."
- ☐ Clothing not right for the season, such as long sleeves and turtlenecks in summer or things like wearing sunglasses indoors and unusually heavy makeup.
- ☐ Missing work or lateness for work.
- ☐ Signs of anxiety and fear.
- ☐ Requests for special treatment, like leaving early.
- ☐ Change in job performance: poor concentration, mistakes, slowness, inconsistent work quality.
- ☐ Isolation; unusually quiet and keeping away from others.
- ☐ Emotional upset or flatness, tearfulness, depression, aggression, anger and/or suicidal thoughts.
- ☐ Downplaying or denying harassment or injuries.
- ☐ An unusual number of phone calls, strong reactions to those calls, and reluctance to talk or respond to phone messages. Insensitive or insulting phone messages left for the co-worker experiencing abuse.
- ☐ Sensitivity about home life or hints of trouble at home — may mention partner's bad moods, anger, temper, and alcohol or drug abuse.
- ☐ Disruptive personal visits to workplace by present or former partner.
- ☐ Fear of job loss.
- ☐ The appearance of gifts or flowers after an argument between the couple.
- ☐ Apologizing or making excuses for the partner's behaviour.
- ☐ Nervous in presence of partner.
- ☐ Changes in use of alcohol or drugs.

Has your co-worker's experience of domestic violence affected their ability to work?

- ○ Yes
- ○ No

○ Don't know/not sure

If yes, I believe my co-workers' experience of domestic violence affected their ability to work in the following ways:

Please check all that apply and/or add additional impacts not listed here.

☐ Distracted (e.g. by stress, abusive phone calls, emails)

☐ Tired (e.g., due to sleep deprivation from the domestic violence)

☐ Unwell (anxiety, depression, headache, etc. from the domestic violence)

☐ Injured (from the domestic violence)

☐ Other, please specify... _____

☐ I am not sure how their work performance was affected.

57. I have at least one co-worker who I believe is being abusive, or has previously been abusive, toward his/her partner.

○ Yes

○ No

○ Don't know/not sure

58. Experts have found there are a number of warning signs that someone may be abusive. Have you recognized any of the following warning signs that a co-worker, past or present, may be using abusive behaviour?

Please check all that apply.

☐ Puts down the partner

☐ Does all the talking and dominates the conversation when partner is present

☐ Acts like a victim

☐ Acts depressed

☐ Tries to keep the victim away from her/his work or other activities

☐ Acts as if he/she owns the victim

☐ Lies to make themselves look good or exaggerates their good qualities

☐ Acts like he/she is superior and of more value than others in their home

- ☐ Contacts their partner while at work to say something that might scare or intimidate them
- ☐ Takes paid or unpaid time off that seems related to an abusive situation
- ☐ Change in job performance: poor concentration, mistakes, slowness, inconsistent work quality

If yes, do you believe their use of abusive behaviour has affected their ability to work?

- ○ Yes
- ○ No
- ○ Don't know/not sure

If yes, please specify how their work has been affected:

To your knowledge, have these victims or abusers received any resources or other help from your workplace?

- ○ Yes
- ○ No
- ○ Don't know/not sure

If yes, please specify what kind of resources, and how helpful they were:

Section 10: Your Final Thoughts on Domestic Violence in the Workplace

59. In general, how much do you think domestic violence impacts the work lives of workers exposed to domestic violence in some way?

- ○ Not at all
- ○ A little bit
- ○ Somewhat
- ○ Quite a bit

- ○ A whole lot

60. In general, do you think that employers are aware when domestic violence is affecting their workers?

- ○ Yes
- ○ No
- ○ Don't know/not sure

If yes, do they act in a positive way to help workers experiencing domestic violence?

- ○ Yes
- ○ No

61. In general, do you think that union officials are aware when domestic violence is affecting their members?

- ○ Yes
- ○ No
- ○ Don't know/not sure

If yes, do they act in a positive way to help members experiencing domestic violence?

- ○ Yes
- ○ No

62. Do you think that workplace supports such as paid leave and safety policies for domestic violence can reduce the impact of domestic violence on the work lives of workers?

- ○ Yes
- ○ No

63. Do you have any further comments about how domestic violence might impact the work lives of workers at your workplace?

64. Do you have any suggestions about how to improve support for workers experiencing domestic violence, and reduce the impact of domestic violence at your workplace?

DOMESTIC VIOLENCE RESOURCES

If you, or anyone you know, need domestic violence support or information, below is a list of Canadian resources organized by province/territory.**To skip this information and submit your survey responses, please scroll down and continue to the next page.**

To view information specific to your province or territory, please choose from the options below:

- ○ Alberta
- ○ Newfoundland & Labrador
- ○ British Columbia
- ○ Manitoba
- ○ New Brunswick
- ○ Nova Scotia
- ○ Northwest Territories
- ○ Nunavut
- ○ Ontario
- ○ Prince Edward Island
- ○ Quebec
- ○ Saskatchewan
- ○ Yukon Territory

Alberta: *Alberta Council of Women's Shelters,* 1-866-331-3933

If you need to speak with someone at a shelter near you, call our toll free line and press 1 (emergency shelters, emergency second-stage shelters)https://www.acws.ca/shelters

Newfoundland & Labrador: *Transition House Association of Newfoundland and Labrador (THANL)*

Gander & Area Cara Transition House Local: 256-7707Toll Free: 1-877-800-2272 Corner Brook & Area Corner Brook Transition House Local: 634-4198Toll Free: 1-866-634-4198 Marystown & Area Grace Sparkes House Local: 279-3562Toll Free: 1-877-774-4957 St John's & Area Iris Kirby House Local: 753-1492Toll Free: 1-877-753-1492 Carbonear & CBN Area O'Shaughnessy House Local: 596-8709Toll-Free: 1-888-596-8709 Labrador City-Wabush Hope Haven Local: 944-6900Toll Free: 1-888-332-0000 Happy Valley-Goose Bay Libra house Local: 896-3014Toll Free: 1-877-896-3014 Nain Nain Transition House Local: 709-922-1229Toll Free: 1-866-922-1230 Rigolet Kirkina House (Rigolet) 709-947-3334 Sheshatshiu Nukum Munik Shelter 709-497-8868 Natuashish Natuashish Safe House 709-478-2390 Hopedale Selma Onalik Safe House 933-3420The Transition House Association of Newfoundland and Labrador is a voluntary, non-profit community-based organization whose mandate is to strengthen and support the network of provincially funded shelters and services for women – with or without children – affected by relationship violence. http://www.thanl.org/about/

British Columbia: *VictimLink BC,*1-800-563-0808

A 24-hour telephone help line providing crisis support in 130 languages. VictimLink BC can connect you to Safe emergency shelter, counseling programs and other treatment and healing programs. http://www.bcsth.ca/content/emergency-contacts

Manitoba: *Manitoba Association of Women's Shelters,* 1-877-977-0007

A confidential provincial toll-free crisis-linehttp://www.maws.mb.ca/where_can_i_go.htm

New Brunswick: *Fundy House (Regional Representative for NB),* (506) 466-4485

Fundy Region Transition House Inc. http://saintjohn.cioc.ca/record/HDC0443?UseCICVw=43

Nova Scotia: *Transition House Association of Nova Scotia (THANS),* 1-902-429-7287

THANS Member organizations provide crisis and transitional services to women and their children experiencing violence and abuse while offering women and children a safe and supportive

environment. They provide them with opportunities to learn of available resources and alternatives to facilitate informed personal choices and decisions. http://www.thans.ca/Content/FindShelter

Northwest Territories: *YWCA Yellowknife,* 1-866-223-7775 or 873-8257 (Yellowknife)

Available 24 hours a day for safety planning, crisis management, emotional support, information and referrals. http://www.ywcanwt.ca/crissline.html

Ontario: *Ontario Association of Interval and Transition Houses*

Assaulted Women's Helpline GTA: 416-863-0511TTY: 416-364-8762Toll-Free: 1-866-863-0511Toll-Free TTY: 1-866-863-7868Rogers, Fido, Bell & Telus: #SAFE (#7233) Femaide Toll-free: 1-877-336-2433 TTY: 1-866-860-7082 The Assaulted Women's Helpline offers assistance in English and up to 154 other languages. Ontario also offers Femaide for Francophone Serviceshttp://www.oaith.ca/find-help/

Prince Edward Island: *Prince Edward Island Anderson House Shelter,* 1-800-240-9894, (902) 892-0960 (Charlottetown)

PEI Family Violence Prevention Services Inc.http://www.fvps.ca/contact-us

Quebec: *Fédération de ressources d'hébergement pour femmes violentées et en difficulté du Québec,* (514) 878-9757

Fédération de ressources d'hébergement pour femmesviolentées et en difficulté du Québec (514) 878-9757 Association of Homes for Women Victims of Violence (Regroupement des maisons pour femmes victimes de violence conjugale) (514) 873-9010 Toll Free: 1-800-363-9010 The Federation represents thirty-seven (37) shelters in eleven administrative regions of Quebec, welcoming women victims of domestic violence and their children and women in difficulty.http://fede.qc.ca/membres.htmlWith some 50 houses members located across Quebec, the coalition of houses for victims of domestic violence is a vast network resolutely committed to the right of physical and psychological integrity of women. http://maisons-femmes.qc.ca/

Nunavut: *Help for Assaulted Women*

In an emergency, your first call should be 911.Crisis LinesIf you are a victim of sexual violence, you can call crisis lines to get immediate counselling over the phone. Most of them provide services in different languages or offer translation. Most are 24-hour, every day services. Depending on your need they will do referrals to counselling services, legal support, shelters, housing, and more. Your immigration status is not important to these services. And you will not be required to identify

yourself. When you call them, your name will not be displayed. If you are not in an emergency situation, crisis lines are a good resource to start with. All Nunavut Communities Nunavut Kamatsiaqtut Help Line (7pm to midnight, every day) 819-979-3333Toll-free 1-800-265-3333http://www.kamatsiaqtut.com/ Rankin Inlet Keewatin Crisis Line 867-645-3333 Iqaluit: Baffin Regional Agvvik Society Crisis Line 867-979-4500 Qimaavik Crisis Line 867-979-4500 Sexual Assault Treatment CentresIf you are sexually assaulted, you need to get emergency treatment. Sexual assault treatment centers, hospitals and health centres offer immediate emotional support, tests for pregnancy and sexually transmitted diseases, and follow ups. Some centres provide someone to accompany you when you go to the police.All Nunavut Communities:Clickable map with hospital / health centre information for communities throughout Nunavut: http://www.gov.nu.ca/health/information/health-facilities-map Iqaluit Iqaluit hospital 867-975-8600 SheltersIf you decide to leave home and stay somewhere safe, there are shelters for abused women where you can stay. Immigration status doesn't matter to get service. Most shelters offer translation services. In addition to providing you a place to stay, shelters help with counselling, legal advice, housing support, and more. Cambridge Bay Community Wellness Centre Crisis Shelter 867-983-2133Iqaluit Qimaavik Women's Shelter 867-979-4500 (this is the crisis line. Office line is 867-979-4566 for information or non-urgent matters) Rankin Inlet Kataujaq Society - Safe Shelter 867-645-2214 Counselling and Support GroupsIf you need help in dealing with an abuse experience in depth, there are counselling services available.Directory of Social Services offices throughout Nunavut:http://www.hss.gov.nu.ca/en/About%20Us%20Facilities%20Social%20Services%20Offices.aspx

Saskatchewan: *Provincial Association of Transition Houses and Services of Saskatchewan,* 306-522-3515 (Regina)

Emergency Shelters La Ronge Piwapan Women's Centre (306) 425-3900 Meadow Lake Waskoosis Safe Shelter (306) 236-5570 Prince Albert Prince Albert Safe Shelter for Women (306) 764-7233 Lloydminster (Alberta) Lloydminster Interval Home (780) 875-0966 North Battleford Battlefords Interval House (306) 445-2742 Saskatoon Saskatoon Interval House (306) 244-0185 YWCA of Saskatoon (306) 244-2844 Yorkton Shelwin House (306) 783-7233 Project Safe Haven (306) 782-0676 Fort Qu'Appelle Qu'Appelle Haven Safe Shelter (306) 332-6881 Regina Regina Transition House (306) 569-2292 YWCA Isabel Johnson Shelter (306) 525-2141 Wichihik Iskwewak Safe House (WISH) (306) 543-0493 Moose Jaw Moose Jaw Transition House (306) 693-6511 Swift Current Southwest Crisis Services (306) 778-3692Counseling & Support Centres Melfort North East Outreach and Support Services (306) 752-9464 Hudson Bay Hudson Bay Family and Support Centre (306) 865-3064 Humboldt PARTNERS Family Services (306) 682-4135 Kindersley West Central Crisis & Family Support Centre Inc. (306) 463-6655 Swift Current Southwest Crisis Services (306) 778-3692 Weyburn Envision Counseling and Support

Centre Inc. (306) 842-8821 Estevan Envision Counseling and Support Centre Inc. (306) 637-4004http://abusehelplines.org/resources/find-a-shelter/

Yukon Territory: *Yukon Women's Transition Home/ Kaushee's Place,* (867) 668-5733

Provides shelter and advocacy to women and their children living with violence and abuse. http://www.povnet.org/node/2868

To submit your responses, please click 'submit' below.

You will be directed to a separate website where you can complete a ballot to enter the draw, if you'd like.

Curriculum Vitae

Name:	Laura Olszowy
Post-secondary Education and Degrees:	Western University London, Ontario, Canada 2014-2016 (expected) M.A., Counselling Psychology
	Western University London, Ontario, Canada 2006-2011 B.A., Honors Specialization Psychology, Major Sociocultural Anthropology
Honours and Awards:	Scotiabank Graduate Award for Studies in Violence Against Women and Children 2015
	Western Graduate Research Scholarship 2015
	Social Science and Humanities Research Council, Joseph A. Bombardier Canada Graduate Scholarship, Master's 2015-2016
	Western Graduate Research Scholarship 2014
	Dean's Honour List, Faculty of Social Science 2006/2007, 2007/2008, 2009/2010, 2010/2011
	Western Scholarship of Excellence 2006
Related Work Experience:	Student Intern, Psychological Services Thames Valley District School Board 2015-2016
	Volunteer Co-facilitator, FASD 'A Night Out' London Family Court Clinic 2015-2016
	Tutor Learning Disabilities Association- London Region 2015
	Research Assistant, DV@WorkNet Centre for Research and Education on Violence Against Women and Children

2014-2016

Residential Counsellor
Western Area Youth Services
2012-2014

Residential Counsellor
Women's Rural Resource Centre
2011-2014

Volunteer Co-facilitator, Community Group Program for Children Exposed to Woman Abuse
2011-2012

Research Assistant –Dr. Kathryn Graham
Social and Epidemiological Research Department. Centre for Addiction and Mental Health
2009-2010

Research Assistant – Dr. Peter Jaffe
Centre for Research and Education on Violence Against Women and Children
2009

Publications

MacGregor, J. C. D., Wathen, C. N., Olszowy, L., Saxton, M., & MacQuarrie, B. J. (In press). Workplace disclosure and supports for domestic violence: Results of a pan-Canadian survey. *Violence and Victims.*

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