

What can you do to help victims?

Mobilize employers

- ❑ **Urge** employers to act on their obligation to ensure a healthy and safe workplace.
- ❑ **Support** the employer's efforts to create a work environment in which women who are victims of conjugal violence feel free to talk and are supported.
- ❑ **Negotiate** new clauses in collective agreements concerning conjugal violence: paid leave for victims, job security, protection against disciplinary measures, etc.
- ❑ **Support** the creation of a "women's support worker" position, a measure which has already been implemented by some unions.

Support women who are victims of conjugal violence

- ❑ **Be proactive** and on the lookout for signs indicating that a woman employee may be a victim of conjugal violence.
- ❑ **Make** sure that women employees who disclose conjugal violence are referred to the proper resources such as women's shelters or SOS violence conjugale.
- ❑ **Help** the employee obtain temporary work assignments, job accommodations, paid time off, etc.

Raise employee awareness of the issue

- ❑ **In partnership** with a shelter that is a member of the Regroupement, organize awareness and information activities on the issue of conjugal violence for employers, employees and your members.
- ❑ **Build** alliances with women's shelters that are members of the Regroupement: invite a staff member to a union event, sponsor an activity organized by the shelter, or support a joint project.
- ❑ **Inform** your members about the services provided by women's shelters that are members of the Regroupement. Widely disseminate their tools and awareness campaigns on your website or in your newsletter.

Want to do more?

- ❑ **Conduct** a survey of your employees to document the issue.
- ❑ **Lobby** all levels of government to amend legislation to provide paid leave for all victims of conjugal violence and ensure job security for all workers.

Conjugal violence reaches beyond the home



As an employer, union or co-worker, you can make a difference in a victim's life.

Women's shelters that belong to the Québec-wide coalition, Regroupement des maisons pour femmes victimes de violence conjugale, are ready to help you implement measures.



REGROUPEMENT DES MAISONS
POUR FEMMES VICTIMES
DE VIOLENCE CONJUGALE

A woman who is a victim of conjugal violence is not protected from her partner's harassment while she is at work.

Harassment comes in the form of constant text messages and calls, emails, intrusions in the workplace, and communications with the victim's co-workers.

These acts of violence significantly affect the organization, the women who are victims, and their co-workers. In some cases, women's safety may be jeopardized.



One out of three* women employees reports having been a victim of conjugal violence.

Over half state that the violence extends into their workplace.

As a union organization, you can also make a difference in victims' lives by listening to them, referring them to appropriate resources such as women's shelters, and ensuring that working conditions are adapted to their situation.

Keeping their job is of crucial importance to women who are victims of conjugal violence. Without a guaranteed income, it is more difficult for them to leave their abusive partner.

You can also play a key role with employers, for instance, by making them aware of the problem of conjugal violence and encouraging them to put support measures in place for victims.

Steps can be taken to make the workplace safe and supportive for women victims of conjugal violence.

You can make a difference in their lives!



ILLUSTRATION: JOHANA LAURENÇON

* According to a survey of the Canadian Labour Congress

** Drawn from the Guide pour l'employeur - La violence conjugale... une menace pour mon entreprise? produced by the work group for the Projet régional de prévention et de sensibilisation en violence conjugale et dans les relations amoureuses. Also, the Guide de l'employeur - La violence conjugale, produced by the women's shelter, La Bouée Régionale.

What is conjugal violence?

Conjugal violence occurs in a current or past love relationship. It refers to a host of behaviours used by the abuser to control and dominate his victim and ensure that she will not leave him. Conjugal violence can be physical but also psychological, verbal, economic and sexual.

Signs** that can alert you to a potential victim:

- She receives numerous personal calls and text messages.
- Her partner frequently comes to her workplace and waits for her at the door or in the parking lot.
- She is often late or absent from work.
- She isolates herself from other employees and keeps to herself. She systematically turns down invitations to participate in activities.
- Her work performance is suffering due to her difficulties in concentrating.
- She is unable to complete all her tasks or meet deadlines.
- She is always on her guard and appears anxious.

**For more information,
visit our website:
maisons-femmes.qc.ca**