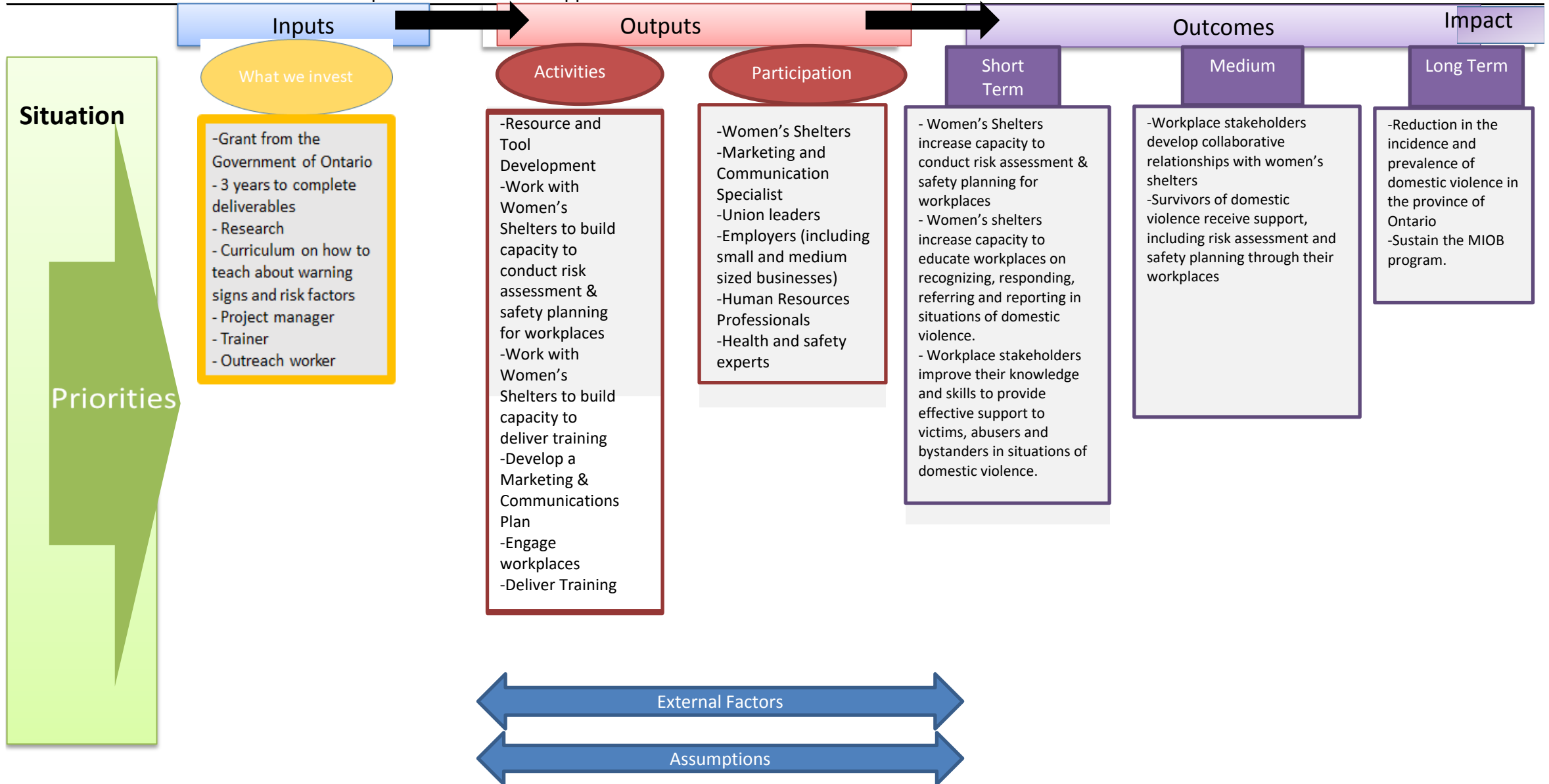


Make It Our Business Logic Model

Situation Statement: Workplaces are unprepared to deal with domestic violence when employees are experiencing abusive behaviour, witnessing abusive behaviour or engaging in abusive behaviour or when there is the potential for this to happen.



MAKE IT OUR BUSINESS SITUATION STATEMENT

Workplaces are unprepared to deal with domestic violence when employees are experiencing abusive behaviour, witnessing abusive behaviour or engaging in abusive behaviour or when there is the potential for this to happen.

Domestic violence is grouped with other forms of workplace violence, but this form of violence does not fit typical notions of violence. Domestic violence only garners attention when a violent incident occurs in the workplace.

Employers are ignoring their obligations under the Ontario Occupational Health and Safety Act to prevent and respond to domestic violence. Workplace stakeholders are unprepared to recognize, respond, refer and report when situations of domestic violence occur.

The current legislation is being interpreted in a narrow and minimalist fashion. Traditionally occupational health and safety legislation has dealt with physical hazards. Asking workplaces to address hazards that arise from relationships is a big leap forward.

Women's Shelters that have a mandate to educate about domestic violence need help to engage workplaces. We have a vision and a model of how community based organizations can engage workplaces, but we need to build capacity for effective implementation. We require support from ministries working with VAW agencies.

Stigma and discomfort are barriers to acknowledging a need for education. A lot of workplaces feel that they have done 'Bill 168 education' and without the education, they don't know what they don't know. Workplaces are tired of meeting legal requirements.

Bill 168 was initially a driver, but its influence has waned. We need to provide leadership and a compelling reason for employers to ensure that workplaces receive education on how to prevent and respond to domestic violence.

Stakeholders in domestic violence education for the workplace initiatives include corporate leaders, unions, the provincial government, workers who experience domestic violence and their co-workers.

Research and experience that we draw upon includes:

- The Dupont Inquest Report
- Domestic Violence Death Review Reports
- Education Evaluations
- Research completed by CAEPV (U.S.)
- Safe at Home - Safe at Work (Australia)
- Worksafe B.C.
- Our experience in workplaces

MIOB is an essential piece of provincial government investments to end violence against women.

EXTERNAL FACTORS

There are Occupational Health and Safety obligations to address domestic violence in the workplace.

No regulations to assist with interpretation at this time.

Other jurisdictions around the world are showing interest in domestic violence that enters the workplace.

There is an emerging body of research on domestic violence that enters the workplace.

The research points to the need for education and action.

There is little or no interest from consultants in developing and delivering education on domestic violence that enters the workplace.

Domestic violence expertise and resources exist in every community in Ontario.

There are provincial networks to reach Women's Shelter Workers.

We have a list of workplace champions that have completed some level of MIOB education.

We have a good reputation for the work that we have done.

Our connection with Western University gives us credibility.

We have important relationships in place with people doing similar work in other jurisdictions, i.e. Australia and the U.S.

Uncertain economic times make workplaces conservative about investing in education.

ASSUMPTIONS ABOUT THE MIOB PROVINCIAL TEAM

We have effective people in key positions.

The project manager will communicate clearly about roles and expectations.

If we can demonstrate success (meet our targets), we will continue to receive funding.

Workplace stakeholders do not want to be unprepared in a situation of domestic violence.

Workplace stakeholders do not want to be pioneers; they want something that has been tested.

We can identify key organizations that will help us to reach workplace stakeholders.

We will gain access to the workplace stakeholders we want to reach.

We can craft a convincing rationale for why workplaces need MIOB education.

We can create compelling marketing materials.

We can convince workplaces to purchase our education.

The education time-lines are reasonable.

If we provide education, workplace stakeholders will understand the importance of what we teach.

If we provide education, workplaces will understand their responsibilities and accountability.

If we provide education, we will influence the attitudes of workplace stakeholders about their role in preventing and addressing workplace domestic violence.

If we provide education to workplace stakeholders, they will recognize, respond and refer in situations of domestic violence.

If they know what to do, workplace stakeholders will do the right thing.

Our education will result in a more engaged workplace.

If we follow-up with workplaces where we have trained, we will learn from them.

We will be successful in communicating the benefits of engaging with MIOB to Women's Shelters.