

## DV@WorkNet

### Preamble

Social norms shape roles and expectations of masculinity and femininity in a way that reinforces gender inequality. These social norms impact intimate relationships and family structures. They are integral to the use and experience of violence and abuse, whether perpetrated by men or by women. We will work together in multi-sectoral partnerships with businesses, community organizations, researchers, social activists and unions to challenge the social norms that endorse domestic violence.

### Goal

To generate and mobilize knowledge about domestic violence and its impacts on workplaces and workers

### Value Statements

1. Domestic violence is a manifestation of gender inequality and systemic gender-based discrimination. Not all perpetrators are male and all victims female. Domestic violence also occurs in same sex relationships. At the same time, more than thirty years of research from around the world clearly indicates that domestic violence is primarily perpetrated by men against a female partner or ex-partner.
2. Every human being has the right to live free from domestic violence at home and at work.
3. Those affected by domestic violence deserve access to supports, services and interventions that will ensure safety and allow them to live free from violence.

### Working Principles

1. Domestic violence, regardless of where it occurs, can affect attendance, performance and safety at work for workers and their co-workers.
2. Domestic violence negatively impacts the productivity of workplaces and domestic violence affects national economies by restricting participation in the workforce.
3. Domestic violence is a workplace issue that requires enforceable and standardized workplace responses.

### Strategies for addressing domestic violence at work include:

1. Building an evidence base through conducting research studies
2. Including domestic violence protections in employment legislation
3. Including protections from discrimination related to domestic violence in anti-discrimination legislation
4. Including and strengthening protections for workers experiencing domestic violence in occupational health and safety legislation

5. Bargaining for domestic violence clauses in collective agreements
6. Educating and training
7. Sharing promising practices
8. Addressing social norms that reinforce gender inequality