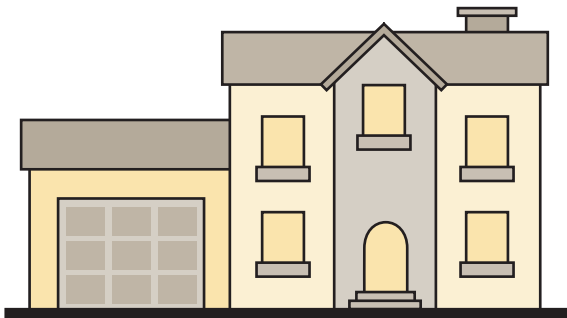


The Impacts of Domestic Violence on the Health & Work of Gender & Sexual Minorities



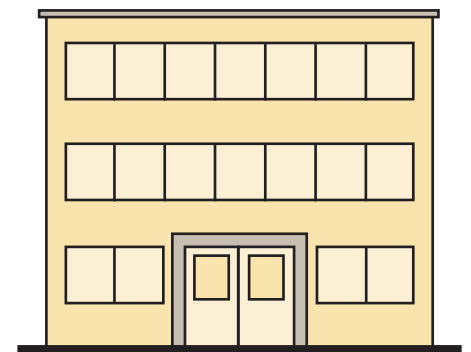
THE STUDY 7918 Canadians completed an online survey and answered questions about their gender and sexual identities; 672 (8.5%) reported being a gender and/or sexual minority.

Gender/sexual minority respondents were especially likely to experience domestic violence and had poorer mental health and quality of life.

“...my ex made threats to call the media and tell them I’m gay [and] also threatened to come take me down at my work; my HR did nothing to protect me... -study respondent

Among those with domestic violence exposure, gender/sexual minority respondents were more likely than non-gender/sexual minority respondents to report that domestic violence:

- continued at/near their workplace
- impeded their ability to get to work
- negatively impacted their work performance



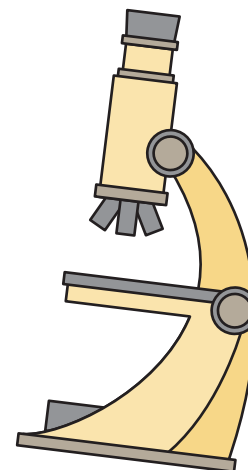
For more information about workplace training & resources, visit: www.makeitourbusiness.ca

For more information on this study, see: Wathen, C. N., MacGregor, J. C. D., Tanaka, M., & MacQuarrie, B. J. (2018). The impact of intimate partner violence on the health and work of gender and sexual minorities in Canada. *International Journal of Public Health*. <https://link.springer.com/article/10.1007/s00038-018-1127-1>

Gender/sexual minority respondents who identified as trans were especially likely to experience domestic violence.

“They are not supportive [of] being gay in the [school board]... even the police told me my board would never get me help with a gay partner because they don’t support gay relationships.”

-study respondent



Similar to non-gender/sexual minority respondents, 43% of gender and sexual minorities discussed the domestic violence at work, and 17% experienced negative actions at work as a result of disclosure.

PRACTICE & POLICY IMPLICATIONS

- Workplace responses to domestic violence should account for the additional impacts and barriers faced by gender and sexual minorities in disclosing abuse and seeking help.
- All employees, but especially leaders, require training that includes the use of inclusive language and specific knowledge of gender identity and sexual orientation issues and resources, particularly pertaining to domestic violence.

For more documents in this series, visit:

www.DVatWorkNet.org