

Gender based violence & harassment training for public interest organizations

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Agenda

1. Gender based harassment & violence

2. Statistics, and how this impacts employers

Your guide for this journey



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1. Gender based harassment

Definition of harassment

Engaging in a course of unwelcome vexatious comment or conduct, on the basis of gender (which may include sexual orientation, gender identity or gender expression), that is known or ought reasonably to be known to be unwelcome. It may include sexual advances, requests for sexual favours or other conduct of a sexual nature where the submission to or rejection of the conduct may impact an employee's employment.

- Although it cuts across all sectors, it is particularly common for women in male dominated industries and workplaces (i.e. policing, the military)
- It is also particularly prevalent for women in roles where they are seen to be subservient (i.e. health care workers) or where they work for tips
- It is also very common for younger women, immigrants, racialized persons, disabled persons, and trans people

1. Gender based violence

Definition of gender based violence

- Gender based violence is: (i) the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker; (ii) an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker; or (iii) a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker. In all such cases, it is perpetrated due to the worker's gender (including sexual orientation, gender identity or gender expression).
 - gender = socially constructed roles of men, women, non-binary, etc.
 - sexual orientation = identity in relation to the gender to which one is attracted
 - gender identity = an individual's sense of having a particular gender
 - gender expression = the way in which a person expresses their gender identity (i.e. through dress, appearance and behaviour)

2. Statistics, and how this impacts employers

- Approximately 30-35% of women worldwide experience gender-based violence at some point in their lives. (United Nations)
- Approximately 1 out of 3 women worldwide will experience domestic violence at some point in their lives. (United Nations)
- Approximately 40% of Canadian women who experience domestic violence have said that it makes it difficult for them to get jobs. Approximately 9% of have lost jobs as a result. (C.D. MacGregor et al., Safety and Health at Work, 2016)
- 2.5 lost workdays per survivor due to domestic violence. (U.S. National Intimate Partner and Sexual Violence Survey)
- Approximately one-quarter of all workplace violence incidents involve domestic violence which has spilled over into the workplace.

2. Statistics, and what next?

1. Identify potential risks in your organization
 2. Commit to gender equality and diversity
 3. Implement supportive policies and procedures in the workplace
 4. Be accountable
- Consider obtaining template policies and procedures through the Women's Empowerment Principles (Established by UN Women and the UN Global Compact Office)
 - Domestic Violence Policy and procedure template developed jointly with Dentons (<https://www.weps.org/resource/domestic-violence-policy-template>)
 - Workplace Violence Policy and procedure template developed jointly with Dentons (not available online without signing agreement to the WEP principles)

Thank you

Get in touch!

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