

WHAT IS BILL C-65?

BILL C-65 FEDERAL ANTI-HARASSMENT AND VIOLENCE LEGISLATION

Bill C-65 amends the violence and harassment provisions of the Canada Labour Code. It will protect employees from harassment and violence in federal workplaces, including the federally regulated private sector, federal public service and parliamentary workplaces.

THE NEW LEGISLATION REQUIRES EMPLOYERS TO:



Develop a workplace violence prevention policy



Institute mandatory training on violence & harassment



Appoint an impartial investigator to investigate incidents of violence or harassment in the workplace

DOMESTIC VIOLENCE AT WORK

DOMESTIC VIOLENCE VICTIMS AND PERPETRATORS REPORT NEGATIVE IMPACTS ON:



Attendance



Concentration at work



Work performance



1/3 of Canadian workers experience domestic violence at some point



54% of cases, domestic violence continues at or near work



26% of perpetrators lost a job as a direct or indirect result of the domestic violence



8% of victims lost a job as a direct or indirect result of the domestic violence

THE PROJECT

ADDRESSING DOMESTIC VIOLENCE THROUGH COLLABORATION

The aim of the project is to create tools and resources that employers and unions can use to effectively address the impacts of domestic violence in the workplace and improve the health and safety of all workers.

THE TOOLS

THE TOOLS THAT WILL BE AVAILABLE ON A CENTRALIZED WEBSITE INCLUDE:



Domestic Violence Readiness Assessment

This will allow your organizations to evaluate preparedness to address domestic violence and support for anti-violence work



Policies for Survivor and Perpetrator

A customizable policy builder, which generates draft policies that employers and unions can then adapt to support workers experiencing domestic violence, improve safety, and ensure compliance with the new regulations



Preliminary Risk Screening Tool

This tool helps assess the level of risk that an employee experiencing domestic violence and their co-workers are facing in order to guide decision making about the situation

TRAINING PROGRAMS

THE PROJECT WILL CREATE THREE MAJOR TRAINING PROGRAMS FOR FEDERALLY REGULATED WORKERS AND EMPLOYERS. THESE ARE:

1hr

Foundational Suite

For all federal workers to understand domestic violence as a workplace issue and recognize the warning signs.

7hr

Training Seminars

A full day online training facilitated live for workplace leaders and those responsible for developing organizational responses to domestic violence in the workplace. Participants will learn to understand complexities of domestic violence, examine a range of possible workplace interventions and find and partner with community-based supports. They will also get access to a comprehensive domestic violence tool-kit.

3hr

Responder Suite

For supervisors, HR professionals, and those likely to receive disclosures of domestic violence. This training will equip participants to open up conversations with employees experiencing or perpetrating domestic violence and refer them to resources.

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