

ADDRESSING DOMESTIC ABUSE AND INTIMATE PARTNER VIOLENCE IN THE WORKPLACE

Applying Trauma-Informed Approaches

Involves understanding and responding to the impact of trauma on people, recognizing the signs of trauma and ensuring physical and psychological safety in the workplace (see also MiHR's Tipsheet *Adopting a Trauma-Informed Approach in your Organization*).

DA Domestic Abuse
DV Domestic Violence
IPV Intimate Partner Violence

DA/DV/IPV as a Workplace Risk

While abusive or violent spousal/intimate relationships are often considered private or personal matters, they carry the potential of organizational risk for those involved in the situation, colleagues and the workplace. A safe work environment with a positive reporting culture enables workers to come forward about their situation and any potential risk to the workplace. DA/DV/IPV situations require individualized safety plans that assess the unique risks associated with each circumstance, supported by workplace safety planning.

Defining DA/DV/IPV

DA/DV is any form of abuse or neglect that an adult experiences from a family member, or from someone with whom they have an intimate relationship. It has also been described as the abuse of power within relationships of family, trust, or dependency that endangers another person.

IPV is a prevalent form of gender-based violence. It refers to multiple forms of harm, including physical abuse, sexual violence, emotional/psychological abuse and economic abuse, caused by a current or former intimate partner or spouse.

