Domestic Violence

Domestic Violence is a pattern of behaviour used by one person to gain power and control over another person with whom he/she has or has had an intimate relationship. The behavior may include physical violence, sexual, emotional, and psychological intimidation, verbal abuse, stalking and using electronic devices to harass and control.

Under the Ontario Occupational Health and Safety Act (OHSA) if an employer becomes aware, or ought reasonably to be aware, that domestic violence that would likely expose a worker to physical injury may occur in the workplace, the employer shall take every precaution reasonable in the circumstances for the protection of the worker. Workers are required to report their concerns, to their supervisor or another identified resource [1] if they fear domestic violence may enter the workplace.

The University is committed to providing assistance and supports to employees who are experiencing domestic violence. The University recognizes the assistance and supports that are adopted must be specific to individual needs, which will vary.

Accommodations and supports that can be considered include, but are not limited to: accommodating a leave of absence under the various provisions of relevant collective agreements and Human Resources policies; modifying working hours; adjusting work schedules; referral to campus/community supports; referral to the Employee and Family Assistance Program (EFAP) or other appropriate resources; providing for time off as per the ESA; and working with the employee and the Campus Safety Office to design and implement an individual safety plan. The University may request supporting documentation reasonable in the circumstances from the employee needing to access these supports.

The University recognises that situations of domestic violence are highly sensitive and accordingly will only disclose relevant information on a need to know basis, or as may be legally required.

Additional information and resources can be found at:

- 211 [2] Canada's primary source of information on government and community based health and social services.
- Ministry of Labour (MOL) [3]

Source URL:https://www.uoguelph.ca/hr/about-hr/occupational-health-and-wellness-ohw/domestic-violence

Links
[1] https://www.uoguelph.ca/hr/policies/workplace-violence-prevention-program [2] http://211.ca/ [3] http://www.labour.gov.on.ca/english/hs/topics/workplaceviolence.php