



# memorandum

TO: HSA Board of Directors, HSA Stewards and HSA Members-at-Large  
FROM: David Durning, Senior Labour Relations Officer – OHS  
DATE: December 6, 2013  
SUBJECT: **HSA Campaign on Domestic Violence**

Over a recent 5 year period, an estimated 183,000 British Columbians were victims of domestic violence. Domestic violence impacts victims and their families and has a serious effect on those who witness it. Health care costs related to domestic violence in Canada are estimated to be in the billions of dollars. Social and emotional costs are significant.

Domestic violence occurs in all cultures and communities and is considered to be a major contributor to increased absenteeism, sick leave and lost productivity at work.

HSA has made a decision to embark on a membership wide campaign to shine a spotlight on the issue of domestic violence and acknowledge that it often spills over into the workplace. Because it is a workplace safety issue, there is a responsibility for managers and workers to respond to domestic violence situations. (See WorkSafeBC website and the enclosed material for details.)

All workplace partners including managers, supervisors, workers, the union and Joint Occupational Health and Safety Committees, can all work together to support victims and develop appropriate policies and procedures for making workplaces safer. Opportunities can be created so that workers will be more comfortable in discussing domestic violence.

- Over the coming year the HSA will be encouraging our members to participate in the national domestic violence survey entitled, "Can Work Be Safe When Home Isn't." (see enclosures)
- A second component of the campaign is to provide the resource material in this package to HSA Stewards to help raise awareness about the issue and to challenge employers who are not fulfilling their legal responsibilities to ensure safety for workers. These resources will also be available through the HSA website.
- Please place the enclosed posters in prominent locations and circulate this material among HSA members and co-workers.
- Joint OHS Committee representatives are encouraged to take this matter up with your JOSH Committee and ensure appropriate measures are in place for dealing with domestic abuse situations in your workplaces.

For more information about this important campaign, please contact HSA OH&S Officer, David Durning.  
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