



Domestic Violence Policy

Centre for Heart Lung Innovation Safety Team	Policy No: HLI-002	Approval Date: Issued: Oct 23, 2018 (new) Last Revision:
	Responsible: Director and Safety Team	
Title: <p style="text-align: center;">Domestic Violence Policy</p>		
Purpose & Scope: Purpose The Centre for Heart Lung Innovation (HLI) recognizes that Providence Health Care (PHC) has existing <i>Domestic Violence Policy for Employees</i> , and as part of that policy, HLI members, when engaged in work at a PHC site, are required to be familiar with and follow all established domestic violence in the workplace policies procedures to ensure personal and co-worker safety. HLI recognizes that it is the intention of this policy to promote a healthy, safe environment where all staff are encouraged to report any concerns, seek assistance when necessary, and help foster a respectful and understanding environment. The University of British Columbia (UBC), in accordance with Policy #14 – <i>Response to At-Risk Behaviour</i> , strives to provide a welcoming environment in which all individuals can visit, work and study without threat to personal safety or property, or disruption.		
Scope This policy applies to all HLI employees (faculty, staff, and paid students) engaged in work at a PHC site. All members of the University community are responsible for creating and maintaining a safe environment.		

Procedure

Members of the University community who encounter At-Risk Behaviour, which includes behaviour that threatens personal safety or property, or disrupts lawful or legitimate activities, must follow the Procedures associated with UBC Policy #14 – *Response to At-Risk Behaviour*.

Provide a supportive, non-judgmental environment for staff and encourage him/her to access available supports such as UBC's Risk Management Services, UBC Human Resources, or a community agency. Accessing services must be voluntary and support must not be dependent on the victim-survivor's decisions regarding the abusive relationship.

Contact the HLI Education and Safety Coordinator to conduct a risk assessment in conjunction with other appropriate resources.

Contact the HLI Education and Safety Coordinator in the event Staff is reasonably believed to be a perpetrator of workplace domestic violence so that an investigation is conducted and corrective action, as appropriate, can be taken.

Responsibilities

If **any** staff or others on a PHC site is made aware of **any** threat to the workplace, she/he shall notify security immediately. If the threat is imminent, notify security and call 911.

Staff information is personal information and must keep confidential. **All staff and others must follow the Information Privacy and Confidentiality Policy and refer requests for such information to Human Resources.**

Be familiar with and follow all established domestic violence in the workplace policies and procedures to ensure personal and co-worker safety.

References

EFAP (Employee and Family Assistance Program) is a confidential and voluntary counselling support service that provides you and your family with the help you need to resolve a wide range of personal, work, health or life issues. Expert information and immediate support resources are available in-person and by phone, video, web or mobile app. UBC's EFAP is provided by [Shepell](#), the largest provider of EFAP services in Canada and a leading provider of workplace learning and development solutions.

Other Links

BC Institute of Family Violence (www.bcifv.bc.ca)

Family Services of Greater Vancouver (www.familylaw.lss.bc.ca/assets/)

Vancouver General Hospital (www.vch.ca/programs/domestic_violence.htm)

Legal Services Society (www.lss.bc.ca)

St. Paul's Hospital (www.providencehealthcare.ca)

Vancouver Police Department (<https://vancouver.ca/police/investigation/sis/dvach/Safety.htm>)

Related Policies

UBC Policy 14



policy14.pdf

PHC Domestic Violence Policy for Staff:



B-00-11-10188

Domestic Violence Pc