

GNWT Domestic Violence and the Workplace: Employee Resources

The GNWT respects their employees' privacy. If an employee is experiencing domestic violence, it is important that they disclose this to their employer to mitigate risk to themselves and co-workers in the workplace. There are actions the employer can take to support employees and minimize the risk of violence.

Some steps an employee who is experiencing domestic violence may take include:

- Asking the employer for assistance in creating a safety plan that considers the employee's needs at work;
- Keeping the employer informed of threats and abusive actions;
- Asking if calls can be screened, if employee's phone number can be changed or removed from directories, or if an abuser's e-mails can be blocked;
- Asking to be relocated and that new location not be disclosed;
- Exploring alternative work arrangements (e.g., adjusted start and finish times so that work pattern becomes less predictable);
- Providing a recent photo or description of the abuser to security/reception for identification purposes;
- Obtaining counselling through the Employee Family Assistance Program (EFAP), NWT Community Counselling Program or through a private provider;
- Keeping a record of all incidents, including all threatening voice messages and e-mails; and
- Mentioning the workplace in restraining orders, advising the employer, and providing a copy of the order.

Supports and Resources For Employees

Employee Family Assistance Program (EFAP)

The Government of the Northwest Territories offers confidential counselling and wellness resources designed to promote health and well-being for its employees and their immediate family members.

Click on any one of the following links to explore the available programs and resources:

[Lifeworks](#) (formerly Morneau Shepell): the GNWT Employee and Family Assistance Program is a comprehensive wellbeing platform that supports the financial, mental, physical, and social wellbeing of employees.

For immediate and confidential assistance, call 1-833-622-1307

[Lifespeak](#): a 24/7, total well-being platform where GNWT employees and their families can access expert information, and videos on a wide range of topics when and where they need--completely confidentially.

Contact information for the NWT Family Violence Shelters

- **Hay River Family Support Centre**
 - 1-867-874-3311
 - Toll Free: 1-867-372-3311
- **Sutherland House – Fort Smith**
 - Toll Free: 1-877-872-5925
- **Inuvik Transition House**
 - 1-867-777-3877 (collect)
- **Aimayunga Women and Emergency Foster Care Shelter - Tuktoyaktuk**
 - 1-867-977-2000 (collect)
- **Alison McAteer House – Yellowknife:**
 - Toll Free 1-866-223-7775
 - OR
 - 867-873-8257

Alison McAteer House also provides assistance for victims who want to apply for an Emergency Protection Order (EPO).

Emergency Protection Orders

An *emergency protection order* (EPO) is a legal order that provides emergency protection to victims of family violence.

EPOs can be accessed 24 hours a day/7 days a week by calling the Alison McAteer House Toll Free: 1-866-223-7775 or by contacting the RCMP at 867-873-8257 in Yellowknife or by calling your local RCMP detachment.

Legal Aid

Visit the Department of Justice website for a list of lawyers who provide Legal Aid services to the public:

<https://www.justice.gov.nt.ca/en/legal-aid/>

Victim Services

Visit the Department of Justice website for victim services contact information in your region.

<https://www.justice.gov.nt.ca/en/victim-services>

NWT Help Line

The NWT Help Line is free to NWT residents and available 24 hours a day, 7 days a week. 1-800-661-0844

Kids Help Phone

If you are a young person, and you need someone to talk to, you can call the Kid's Help Phone at **1-800-668-6868** text 686868, or go to <https://kidshelpphone.ca/>

NWT Community Counselling Program

The NWT Community Counselling Program helps people deal with a variety of issues including family violence, mental health issues, and addictions. It is available free-of-charge to every NWT resident, in every region of the NWT. The [Community Counselling Program](#) is offered by local Health and Social Services Authorities.

<https://www.hss.gov.nt.ca/en/contact/community-counsellor>

Education /Training Resources – For Employees

Table Of Education / Training Resources Related to Domestic Violence in the Workplace		
Course Title & Provider	Contents	How to Access
Employee Health and Well-Being	The Government of the Northwest Territories offers confidential counseling and wellness resources designed to promote health and well-being for its employees and their immediate family members.	https://my.hr.gov.nt.ca/employees/employee-health-and-well-being
Duty to Accommodate for Employees	Duty to accommodate refers to the legal obligation founded in Human Rights Legislation, Labour and Employment Law. It is the obligation of an employer, service provider, and/or a union to take steps to eliminate disadvantage and discrimination to employees and prospective employees as a result of a rule, practice or physical barrier. This session will provide a brief introduction and a basic understanding to Duty to Accommodate Injury and Disability Policy. This module will focus mainly on disability which is the most common ground we encounter as an employer. The session will also cover the Duty to Accommodate process and responsibilities of the Employer, Employee and the Union(s)	https://my.hr.gov.nt.ca/courses/duty-accommodate-employees
EFAP 101 for Employees: It's More Than you Think! – LifeWorks	<p>The Employee and Family Assistance Program (EFAP) provides an avenue for support that respects an employee's right to privacy.</p> <p>More than just a counselling service for employees facing personal, family or work-related problems, GNWT employees can access EFAP for support related to:</p> <ul style="list-style-type: none"> • Fitness and physical health • Mental health • Relationships • Nutrition • Naturopathic medicine • Finances • Elder care • Legal advice <p>This voluntary orientation session is facilitated by a representative from the GNWT's EFAP provider and is a great way to learn more about the program, its confidentiality, and how it can benefit you and your family. All employees are encouraged to attend.</p>	https://my.hr.gov.nt.ca/courses/efap-101-employees-it%E2%80%99s-more-you-think-lifeworks

Workplace Safety Awareness	This online training provides an understanding of the essential safety rights, responsibilities and applicable safety processes and procedures to ensure a safe workplace for all employees.	https://my.hr.gov.nt.ca/learnin_g-development
Mental Health First Aid	Mental Health First Aid (MHFA) is the support provided to a person who may be experiencing a decline in their mental well-being or a mental health crisis.	https://my.hr.gov.nt.ca/courses/mental-health-first-aid-virtual
The Working Mind – Employee Workshop	<p>The Working Mind (TWM) is an evidence-based program designed by the Mental Health Commission of Canada (MHCC) to promote mental health and reduce the stigma around mental illness in the workplace. The training is designed to:</p> <ul style="list-style-type: none"> • Increase your awareness of mental health; • Reduce stigma and other barriers to care in the workplace; • Encourage mental health conversations; • Strengthen your resilience in order to maintain wellness; and • Help you support yourself and others. 	https://my.hr.gov.nt.ca/courses/working-mind-employee-workshop
Handling Difficult Conversations	Recommended for Supervisors, Managers	https://my.hr.gov.nt.ca/learnin_g-development
Cultural Safety NTHSSA / GNWT BC First Nations Health Authority	Indigenous Cultural Awareness and Sensitivity Training- Living Well Together is an 8 module interactive training with the goals: <ul style="list-style-type: none"> • to create awareness and understanding of the impact of colonization; • to have all GNWT employees understand their individual and collective role in reconciliation; and • to provide the necessary foundation and tools to move towards cultural competency. 	GNWT https://my.hr.gov.nt.ca/course_s/indigenous-cultural-awareness-and-sensitivity-training-%E2%80%93-living-well-together BC First Nations Health Authority https://www.fnha.ca/wellness/wellness-for-first-nations/first-nations-perspective-on-health-and-wellness
Domestic Violence in the Workplace: Allen Sawkins Interview WorkSafe BC 2000	This is a personal video interview with Allen Sawkins, the surviving spouse of Tony McNaughton, who was killed when intervening in a domestic violence incident at work in 2000. This video contains emotional content and may be difficult to watch. We would like to thank Allen for	https://www.worksafebc.com/en/resources/health-safety/videos/domestic-violence-in-the-workplace-allen-sawkins-interview?lang=en

	sharing his personal story and raising awareness about this issue.	
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