



Creating a Safe and Supportive Workplace for Immigrant Employees Who Are Victims of Conjugal Violence



A practical guide for
employers and unions

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Introduction

Becoming a workplace ally
to combat conjugal violence
against immigrant women

The “Workplace Allies Against Conjugal Violence” program of the Regroupement des maisons pour femmes victimes de violence conjugale

In 2021, the Regroupement des maisons pour femmes victimes de violence conjugale¹ (“Regroupement”) launched its “Workplace Allies Against Conjugal Violence” awareness and certification program. The aim of this program is to raise awareness of conjugal violence issues among employers, unions and employees, and to guide them in adopting practical measures to ensure safe environments for employees who are victims of conjugal violence.

Since the program’s inception, **over 150 Québec businesses and organizations** have answered the call. **More than 15,000 people** have been educated about the problem of conjugal violence, and over 1,500 have been trained as resource people in their organizations to support employees who are victims of conjugal violence.

¹ The Regroupement is a large network committed, since 1979, to defending women’s right to physical and psychological integrity. It represents over 45 shelters in 16 administrative regions of Québec. Through its mission of education, awareness-raising and action, the Regroupement:

- Contributes to the development of laws and policies to better protect abused women and their children;
- Deploys prevention strategies enabling the public, professionals, and government to better understand, detect, and respond to conjugal violence;
- Creates and offers training courses and publications for its members and the general public.

Buoyed by this impressive mobilization, the Regroupement and its member shelters are now encouraging employers and unions to pursue their commitment to combating conjugal violence by focusing particular attention on the specific challenges immigrant women face.

Although conjugal violence can take similar forms for all women², the obstacles for women in an immigration context are numerous and complex: language barriers, discrimination, fear of disclosing conjugal violence, unawareness of their rights and where to go for help. These obstacles make it considerably more difficult to seek and get help.

In many cases, the workplace is the only safe and supportive place for abused women. For this reason, the Regroupement is convinced that workplaces can position themselves as allies of immigrant employees experiencing conjugal violence.

² In situations of conjugal violence occurring in heterosexual couples, it has been clearly shown that the man is the abuser in the great majority of cases. For this reason, we have opted to use language indicating that the victim is female and the abuser is male.

The Regroupement's project offers a range of services and tools for managers, unions, human resources officers and staff to help them provide appropriate support and guidance to immigrant employees who are victims of conjugal violence:

- **Presentations for employers, unions, and human resources** to help them recognize and respond to situations of conjugal violence, and to implement prevention and safety measures for employees who are victims
- **Presentations for staff** on the manifestations and impacts of conjugal violence and on the particular issues and obstacles experienced by immigrant women
- **Training for workplace resource people** to help them provide appropriate support to immigrant women who are victims of conjugal violence
- **Personalized support** for workplaces in implementing measures to make them safer and more supportive for immigrant women who are victims of conjugal violence
- **Tools** to help workplaces understand and take action against conjugal violence

To learn more about the project and our service offerings: milieuxdetravailallies.com

For more information about the Regroupement: maisons-femmes.qc.ca

**As an employer or union,
how can you become
an ally in the fight against
conjugal violence?**

Understanding

For anyone wishing to become an ally, it is essential to understand how conjugal violence manifests itself and how victims are affected by it. Allies need to deconstruct their prejudices and stereotypes about conjugal violence if they hope to provide appropriate support to victims.

Go to section 1 of this guide for a better understanding of the realities of immigrant women facing conjugal violence.

Taking Action

Creating a safe work environment means, among other things, taking preventive measures against conjugal violence and preparing to act appropriately in high-risk situations. It is important for workplaces to approach this issue proactively by educating staff of conjugal violence, and by implementing policies and concrete actions to support employees experiencing such violence. Since 2021, employers have a legal responsibility to protect workers exposed to conjugal violence.

Go to section 2 of this guide to learn about best practices that staff members can implement in the workplace to counter conjugal violence.

Providing Support

In order to provide appropriate support, workplaces must know how to recognize the signs of conjugal violence and assist an employee who is experiencing it. Allies should direct the employee to specialized resources, but let her take action at her own pace.


Go to section 3 of this guide to learn how to provide appropriate support to an employee experiencing conjugal violence.

1

Understanding



Conjugal violence and coercive control



"In 2022, [women] accounted for just over three out of four victims (75%)"³

Conjugal violence is a social phenomenon that can occur in all types of intimate relationships. Although this form of violence can affect anyone, regardless of age, sexual orientation, social class, origin, culture, or religion, it is important to remember that the victims of conjugal violence in a heterosexual context are overwhelmingly women.⁴

Physical violence is only one of the possible manifestations of conjugal violence. Abusive partners may use a range of intimidation, isolation, and control tactics to deprive victims of their fundamental rights.⁵ This is known as coercive control.

Coercive control is not a new form of conjugal violence. It is a more comprehensive term to describe what happens in these situations. It does a better job of encapsulating the violence experienced by victims, enabling us to move away from a vision centered on isolated incidents.

³ Institut de la statistique du Québec, "Violence en contexte conjugal," viewed online, July 2024.

⁴ Regroupement des maisons pour femmes victimes de violence conjugale, *Coercive Control Toolbox: Understanding, Detection, and Intervention in Cases of Coercive Control* (Montreal: RMFVVC, 2022).

⁵ Regroupement des maisons pour femmes victimes de violence conjugale, *Le contrôle coercitif, un levier pour mieux repérer et intervenir en contexte de violence conjugale* (Montreal: RMFVVC, 2022), p. 12.

Coercive control is defined as a series of intentional and repeated strategies and acts of violence that are gradually deployed by an abuser against his partner. This violence is not necessarily physical, but it is often invisible and insidious, and is carried out with the aim of isolating, controlling and depriving the victim of her freedom.

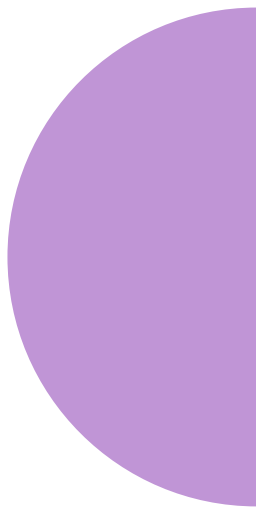
Coercive control can include surveillance, threats, humiliation, economic violence, gaslighting, isolation, sexual violence, physical violence, harassment, spiritual violence, and technological abuse. Victims often suffer these different forms of violence simultaneously.

[Toolbox: Understanding, Detection and Intervention in Cases of Coercive Control, [web version](#)]

The specific realities of immigrant women facing conjugal violence

Immigrant women face a series of complex obstacles when it comes to reporting an abusive relationship, leaving their violent partner, and seeking help. The immigration process, which is stressful in itself, increases victims' vulnerability to conjugal violence.⁶ Women who have undergone severe trauma,

such as war, torture, conjugal violence, or sexual abuse, may suffer long-term effects.⁷ Factors such as immigration status, ethnic origin, income, age, sexual orientation, and disability can also combine to create specific barriers and forms of oppression.⁸



“Belonging to a visible minority is an additional factor of vulnerability for immigrant women who, in addition to being discriminated against because of their gender, are more likely to experience discrimination, and even racism, because of their non-European origins”⁷

⁶ Sarah R. Champagne et Félix Deschênes, “Des immigrantes enfermées à double tour dans la violence conjugale,” *Le Devoir*, 29 January 2024.

⁷ Yasmina Chouakri, *Analyse qualitative de parcours d’insertion de femmes immigrantes au marché du travail et conditions de réussite observées: rapport de la recherche-action* (Montreal: Comité consultatif femmes, 2019).

⁸ Regroupement des maisons pour femmes victimes de violence conjugale, *Coercive Control Toolbox: Guide for Immigration Lawyers* (Montreal: RMFVVC, 2022).

An abusive partner may deliberately use the vulnerabilities associated with immigration to control his partner. These tactics often exploit the cultural, linguistic, and legal barriers that immigrant women encounter.

Here are a few examples of coercive control tactics that specifically target immigrant woman:

- Threatening to report her to immigration and make her lose her status or have her deported
- Isolating her and keeping her financially dependent by preventing her from studying, working, or attending French classes for new immigrants
- Threatening to send intimate photos or videos to relatives in the home country
- Imposing religious, cultural, or sexual practices
- Isolating her by convincing her that he can support her financially, that she doesn't need to work
- Having the extended family or community monitor her activities
- Forbidding her from associating with people from another culture
- Using the children to justify her staying at home
- Controlling access to the couple's money, telephone, and identity or immigration papers
- Convincing her that people in the host country want to harm rather than help her
- Convincing her that if she leaves the house, she'll be arrested
- Forcing her to sign documents she doesn't understand
- Constantly accompanying her to work
- Convincing her that if she takes the children away to a helping resource, he can accuse her of kidnapping

[Manifestations of coercive control, with examples: [web version](#)]

To better understand the obstacles faced by immigrant women, read the case study example in **Appendix A** of this guide.

Post-separation violence in an immigration context

Contrary to what one might think, separation does not always put an end to conjugal violence. In fact, this violence can even intensify and take on new forms. Abusive partners can use a variety of means to convince victims to return to the relationship, prevent them from asserting their rights, seek revenge, and maintain control.

In an immigration context, a violent partner may threaten to send his partner back to her country of origin, file a complaint with the youth protection authorities, compromise her honour, turn her community against her, take her children, take her money, or refuse divorce or separation.⁹ He may hold or hide his wife's and children's immigration papers in order to make it even harder for her to leave.

An abusive partner can continue to exercise control after separation by using the ongoing legal process. He may multiply and prolong separation proceedings, fail to comply with restraining orders, or make false accusations of violence or parental alienation against the victim.¹⁰ He may also use his parental status to attempt to alienate the children from their mother or to question the mother's parenting skills. An abusive partner may

refuse to pay alimony, or even stop working to avoid this obligation.¹¹ These tactics are designed to keep his partner and children in a situation of dependence and fear, even after the relationship has ended.

In addition, unfamiliarity with helping and support resources can considerably complicate women's efforts to leave their abusers. Lack of access to legal representation can result in a woman losing everything: her status, custody of her children, the right to work, and access to health care. Keep in mind, too, that because of their past experience with the police or other institutions, some women in an immigration context are reluctant or afraid to use the justice system.

Separation is often the most dangerous time for women who are victims of conjugal violence. Many femicides occur in the lead-up to separation. Victims' safety and well-being during this crucial period depend on offering them personalized support. They must be given the space to meet their specific needs at their own pace, and referred to specialized resources as necessary during this critical period.

⁹ Regroupement des maisons pour femmes victimes de violence conjugale, *Coercive Control Toolbox* (Montreal: RMFVVC, 2022).

¹⁰ Claudine Thibaudeau and Jocelyne Jolin, *SOS-info: tout ce que vous devez savoir sur la violence conjugale... ou presque* (Montreal: SOS violence conjugale, 2024).

¹¹ *Ibid.*

Manifestations and consequences of conjugal violence in the workplace

Abused employees are not the only ones whose health and safety are at risk from conjugal violence: their colleagues and employers can be affected as well. The risk is there “in every workplace of every description.”¹²

An abusive spouse can employ abusive tactics even when the victim is at work,

regardless of where the workplace is located (home, office, client’s premises). Threatening text messages, insults, incessant phone calls, and showing up at the workplace are just some of the forms conjugal violence can take in an employment context. The victim may be followed to and from work, prevented from going to work, or subjected to violence before, during, or after work.

Other controlling tactics used by abusers that can affect a victim’s ability to keep her job:¹³

- Threatening to harm the children
- Hiding house and car keys
- Refusing to provide money for transportation
- Hiding or destroying her clothes or work papers
- Preventing her from sleeping
- Demanding that she call him during her breaks
- Asking her to quit her job
- Telling her to refuse promotions
- Disparaging her job and work accomplishments
- Installing geolocation devices to monitor her movements
- Calling her employer to talk about her

¹² CNESST, “Violence conjugale ou familiale,” viewed online, July 2024.

¹³ Regroupement des maisons pour femmes victimes de violence conjugale, *Practical Guide for Employers, Unions and Employees* (Montreal: RMFVVC, 2021).

The consequences for employees can even extend to job loss.¹⁴ A study of 2,400 people in the United States showed that among victims of conjugal violence, “8.5% reported having lost a job due to conjugal violence, and 40% had to take time off work due to conjugal violence, mainly for medical appointments or therapy sessions.”¹⁵

Victims may also be stressed and anxious at work. They may come in tired, ill, or even injured as a result of the violence they have endured.¹⁶ This can affect their ability to finish tasks or stay focused. Unexplained absences and lateness can add up, leading to disciplinary action and even job loss. The isolation of teleworking victims of conjugal violence is exacerbated by the fact that interactions mainly occur via online platforms, which limits personal exchanges and opportunities to seek help.¹⁷

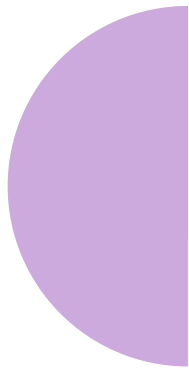
Colleagues are often the first to know about conjugal violence. Victimized employees are more likely to disclose this problem to their colleagues than to their employer. As a result, colleagues may experience stress, feelings of helplessness, and concern for the victim’s safety, or even for their own safety.

¹⁴ C. Nasr, B. Hénault-Arbour, D. Poitras, and D. Gagné, *Les programmes de prévention de la violence conjugale déployés dans le milieu de travail: synthèse des connaissances* (Québec: INSPQ, 2022).

¹⁵ *Ibid.*, p. 10.

¹⁶ *Ibid.*, p. 9.

¹⁷ Restigouche Family Services, *Remote Work and Domestic/Intimate Partner Violence: Additional Tools for New Brunswick Employers* (Restigouche, NB: RFS, 2023).



“In a study of conjugal violence in the workplace, approximately 40% of cases resulted in injury to someone else besides the victim, often a co-worker”¹⁸

Employers bear various organizational costs related to the consequences of conjugal violence. Being short-staffed and having high rates of absenteeism can affect an organization’s capacity to do its work. In addition, employees who have suffered violence may require more health care and social services. Employers shoulder the costs associated with absences, departures, and hiring and training new staff.

Furthermore, if employers fail to implement preventive and safety measures for a victimized employee, they may be exposed to liability for an act of violence committed in the workplace.¹⁹

¹⁸ C. Nasr, B. Hénault-Ar-Bour, D. Poitras, and D. Gagné, *Les programmes de prévention de la violence conjugale déployés dans le milieu de travail: synthèse des connaissances* (Québec: INSPQ, 2022).

¹⁹ *Ibid.*, p. 12.

Obligations of employers

Act respecting occupational health and safety, Québec (2024)²⁰

Section 51. Every employer must take the necessary measures to protect the health and ensure the safety and physical and mental well-being of his worker. He must, in particular,

...

(16) take the measures to ensure the protection of a worker exposed to physical or psychological violence, including spousal, family or sexual violence, in the workplace and take any other measure that may be determined by regulation to prevent or put a stop to sexual violence.

For the purposes of subparagraph 16 of the first paragraph, in a situation of spousal or family violence, the employer is required to take the measures if he knows or ought reasonably to know that the worker is exposed to such violence.

²⁰ legisquebec.gouv.qc.ca/en/document/cs/s-2.1

According to the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST, the Québec Health and Safety Board), "[when the employer] knows or ought reasonably to know that the worker is exposed to a situation of conjugal, family or sexual violence in the workplace," it must:

Ensure that its facilities are well-equipped to guarantee staff safety wherever possible. For example, it may have to control access to workplaces, install security cameras in the building and the parking lot, or provide staff with an emergency button.

Ensure safe working conditions and protect workers' health. For example, if a conjugal violence victim expresses concerns about the risk of her partner tracking her, the employer could consider offering her teleworking options, assigning her to another office or department, or temporarily removing her from her department if she is in contact with customers.

Identify, correct, and control the risks of violence in the workplace. This can include measures such as raising staff awareness of conjugal violence, developing a violence policy, or establishing an individual safety plan.

Inform staff about the risks associated with conjugal violence. For example, by informing them about the signs of conjugal violence, as well as company procedures and policies.²¹

It should be noted that the *Act respecting occupational health and safety* also applies to teleworking employees.²² Employers are therefore required to take the necessary steps to ensure their health and safety.

To better understand the obstacles faced by teleworking employees who are victims of conjugal violence, see the case study example in **Appendix B** of this guide.

²¹ CNESST, "Violence conjugale, familiale ou à caractère sexuel," viewed online, July 2024.

²² Bill 59, *An Act to modernize the occupational health and safety regime*, 1st Sess, 42nd Leg, Quebec, 2021.

Limits of an employer's or union's scope of action

Under no circumstances should employers take the place of conjugal violence experts. Employers' responsibility is to ensure the safety of victimized employees, whether they are physically in the workplace or teleworking from home. This means ensuring that the workplace is safe and that employees' health is protected during working hours. The support role of employers and unions should not extend beyond the boundaries of the workplace. For a better understanding of this support role, see section 3 of this guide, "Providing Support."

In order for conjugal violence victims to receive the psychosocial support they need, including follow-up and the development of a home safety plan, we recommend that you always refer them to specialized resources, such as women's shelters. Some of these shelters specialize in serving immigrant women, with staff who speak several languages. These resources are open 24/7, every day of the year, and their services are free and confidential. Even if the employee does not need shelter, support workers can listen to her, support her, and help her navigate various legal, social, and immigration procedures.

2

Taking Action



Sharing information, training resource people, and educating staff about conjugal violence issues for immigrant women

Many myths still persist about conjugal violence and immigrant women.

“They accept violence because of their culture”²³

“They come from countries where there are wars or massacres, so they’re used to violence”²⁴

“Violence is worse in immigrant communities”²⁵

The reality is that cultural differences alone do not explain conjugal violence against immigrant women. In fact, the immigration process itself can exacerbate their vulnerability; it can introduce additional obstacles and intensify the challenges they face.²⁶

By disseminating preconceived ideas, we unwittingly reinforce barriers that prevent victims from getting the help they need.

Training and awareness-raising are essential to dismantling these false beliefs, getting a better understanding of victims’ realities, and promoting appropriate interventions.

Workplace awareness-raising can take many forms, but all of these share the goal of informing and educating staff about conjugal violence and the specific challenges faced by immigrant women.

²³ Sarah R. Champagne et Félix Deschênes, “Des immigrantes enfermées à double tour dans la violence conjugale,” *Le Devoir*, 29 January 2024.

²⁴ Fanta Fané, Lucie St-Pierre, and Anne-Josée Péloquin, *Comprendre pour mieux intervenir auprès des femmes immigrantes victimes de violence conjugale* (La Méridienne, 2017).

²⁵ INSPQ, “Contexte de vulnérabilité: femmes immigrantes,” viewed online, July 2024.

²⁶ *Ibid.*

Some examples of possible workplace initiatives:

- **Sharing information about specialized resources and signs of coercive control:** Publish information on the intranet site, the organization’s website, or in physical locations such as bulletin boards, washrooms, and common areas. This information can include contact information for specialized resources, posters on the signs of coercive control, and tips on how to offer support.
- **Training resource people within the organization:** Designate resource people who will be responsible for supporting victimized employees and implementing appropriate measures to ensure their health and safety in the workplace. Resource people must be trained in the specific challenges confronting immigrant women who are victims of conjugal violence. They can lead the response to conjugal violence cases, liaising with specialized resources to create a safety net around the employee. They may be colleagues, union representatives, or human resources managers. In the case of small businesses, the employer may take on this role.
[Link to the Service Offer: milieuxdetravailallies.com/notre-offre-de-services/volet-cible]
- **Providing awareness-raising workshops for staff:** Offer training sessions on conjugal violence, focusing on the obstacles faced by immigrant women. Topics covered could include recognizing the signs of violence and reacting appropriately to a disclosure.
- **Informing managers and human resources officers about conjugal violence issues:** Raise awareness of conjugal violence among managers and human resources staff, focusing on the specific realities of each individual, by training them to spot the signs of conjugal violence and to deal effectively with this reality in the workplace.
- **Organizing twinning activities:** Create a welcoming and inclusive environment for new immigrant employees by organizing “twinning” activities, to offer them mentoring opportunities and job support as soon as they arrive. These activities might aim to facilitate their integration into the team by bringing them together with people who share the same culture, or by helping them discover the host culture or other cultures.

- **Promoting gender equality:** Establish fair and equitable working conditions for all staff. This can include policies promoting equal pay, equal opportunities for professional development, and a working environment free from discrimination, violence, and harassment.
- **Incorporating definitions of conjugal violence and employer obligations into company tools:** Include information on conjugal violence and employers' responsibilities in work policies, internal procedures, and employee handbooks. This ensures that all staff are aware of the steps taken by the employer and the available resources.
- **Producing awareness-raising tools in several languages:** Ensure that staff have access to resources and awareness-raising tools in several languages. These tools must use clear, simple language for people who are still improving their French proficiency. [Link to the Information brochure : Facing conjugal violence: allies, resources, and rights for immigrant women: milieudetravailallies.com/contenu/information-brochure-immigrant-women]
- **Providing information on laws and rights in the workplace:** Organize orientation sessions to help newcomers understand the Québec job market, their rights as workers, and the laws governing the workplace.

Taking steps in the workplace to assess and address risks associated with conjugal violence

To protect employees at risk of conjugal violence in the workplace, it's crucial to establish preventive measures upstream.

These measures must be designed to identify, correct, and control occupational health and safety hazards. They must also be adapted to the company's realities and structure.²⁷

²⁷ CNESST, *Risques psychosociaux liés au travail: violence conjugale et familiale*, viewed online, July 2024.

By anticipating the risks associated with conjugal violence and implementing prevention strategies, employers will be better prepared to intervene effectively and appropriately when risk situations arise.

Risk assessment helps implement and improve the measures taken to provide for employee health and safety. It is about identifying risks,

analyzing them, and setting risk management priorities, as stipulated by the CNESST.²⁸ When it comes to conjugal violence, a risk assessment enables upstream implementation of measures to ensure the safety of all staff. Those who assess workplace risk need to be trained in conjugal violence and to remain alert to any change in circumstances or context that could affect this risk.²⁹

Examples of what to consider when assessing conjugal violence risks in the workplace:³⁰

- **Telework:** Ensure that staff can report incidents safely. Offer employees in high-risk situations the option of either returning to the office or teleworking, according to their needs.
- **Security of the physical environment:** Install security devices to protect staff, such as cameras, panic buttons, personal alarms, and emergency telephones. It is also important to restrict public access to sensitive work areas, and to ensure that all workplaces are well-lit and secure.³¹
- **Interactions with the public:** Define protocols to minimize risks when interacting with the public. Install surveillance cameras in strategic locations and ensure the presence of security personnel if necessary.
- **Security of communication tools:** Check that communication tools used in the workplace are secure, and provide for risk-free reporting of incidents. If the contact details of an employee who is a victim of conjugal violence are easily accessible on the organization's external sites, be sure to delete them.

²⁸ CNESST, "Identifier les risques dans le milieu de travail," viewed online, July 2024.

²⁹ M. Campbell, N.Z. Hilton, P.R. Kropp, M. Dawson, and P. Jaffe, *Domestic Violence Risk Assessment: Informing Safety Planning & Risk Management, Domestic Homicide, Brief 2* (London, ON: Canadian Domestic Homicide Prevention Initiative, 2016).

³⁰ Partly inspired by Regroupement des maisons pour femmes victimes de violence conjugale, *Guide de bonnes pratiques en milieu de travail: soutenir les employées victimes de violence conjugale* (Montreal: RMFVVC, 2023).

³¹ Occupational Health & Safety Council of Ontario, *Developing Workplace Violence and Harassment Policies and Programs: What Employers Need to Know* (OHSCO, 2019).

Adopting work policies or clauses in collective agreements that specify measures to support employees who are victims of conjugal violence

Developing a workplace policy on conjugal violence enables an employer to take a clear stance against this problem, and to inform staff of its commitment to ensuring the health and safety of employees affected by it.³² This process also provides an opportunity to reflect on the organization's values, promote an inclusive and safe working environment, and implement procedures to support employees who are victims of conjugal violence.³³

Unions also have a crucial role to play in encouraging employers to take concrete action. They can remind employers of their legal obligations, negotiate the inclusion of specific clauses in the collective agreement, such as more leave than what is provided for in the *Act respecting labour standards* or the *Canada Labour Code*, or propose the development of a workplace policy on conjugal violence.³⁴

³² CCOHS, "Health and Safety Policy: Development and Implementation," viewed online, July 2024.

³³ Carrefour RH, *L'application des lois et politiques RH: les défis particuliers dans un contexte de PME*, viewed online, July 2024.

³⁴ Confédération des syndicats nationaux, *Information Guide — Domestic Violence: Make It Stop* (Montreal: CSN, 2021).

A workplace policy on conjugal violence should include:³⁵

- **Key definitions:** Explain what conjugal violence and coercive control are, and identify the signs indicating that a person may be a victim of these forms of violence.
- **The employer's position on conjugal violence:** A declaration that conjugal violence has an impact on the entire organization and is not acceptable.
- **Obligations of employers:** Reiterate that section 51(16) of the Act Respecting Occupational Health and Safety establishes an employer's obligation to protect victims of conjugal violence in the workplace.
- **Roles and responsibilities:** Clearly define the obligations and responsibilities of employers and staff in applying the policy.
- **Measures in place:** Share initiatives adopted within the organization to protect employees who are victims of conjugal violence, such as awareness and accommodation measures, as well as any training or information offered by the workplace on this issue.
- **Response to a disclosure:** Ensure that confidentiality and the employee's pace are respected, specify what a person can do to receive support in the workplace, and provide references to specialized resources.
- **Risk response:** Draw up a safety plan detailing the measures and steps to be taken in the event of a risk situation, and the actions needed to ensure the safety of all concerned.
- **List of specialized resources:** Refer employees to specialized resources that can help them develop a home safety plan and obtain the necessary support. See the list of resources in **Appendix C** of this guide.
- **Policy review process:** Regularly reassess the risks and measures applied in order to stay current with changing legislation.

The legal obligations of employers also include compliance with the *Act respecting the protection of personal information in the private sector* (Bill 25), which governs the collection, use, communication, retention, and destruction of personal information.

³⁵ Inspired by *Trousse d'accompagnement pour les entreprises, les syndicats et les membres du personnel*, produced by the conjugal violence workplace policy committee made up of the Centre d'aide aux victimes d'actes criminels (CAVAC) Côte-Nord, Centre Femmes aux Quatre Vents, and Maison des femmes de Baie-Comeau.

Compliance with Bill 25

(Act respecting the protection of personal information in the private sector)

- Victims of conjugal violence have a right to privacy. Even if she talks about her situation, the employer must keep the information exchanged confidential, and not urge her to act against her will³⁶, unless there is reason to believe that she, her children, or any other person are in imminent danger.
- Employers must clearly understand the limits to the confidentiality of information shared by or about an employee, as well the exceptional situations in which disclosure of personal information without consent may be required. Disclose information only as necessary, taking care not to infringe on victims' right to privacy.
- Information about conjugal violence is covered by privacy laws.
- Personal information may not be shared with other organizations or individuals without the consent of the person concerned.

In an emergency, or to prevent an act of violence, information may be shared without the person's consent:

- **An emergency** is a situation that endangers a person's life, health or safety.
- **An act of violence** is an act that presents a serious risk of severe injury (physical or psychological, significantly affecting health or well-being) or death.³⁷

If such a situation involves an employee who is a victim of conjugal violence, the information communicated must be limited to what needs to be shared and to the people likely to be able to help her, such as the police.³⁸

³⁶ Inspired by *Trousse d'accompagnement pour les entreprises, les syndicats et les membres du personnel*, produced by the conjugal violence workplace policy committee made up of the Centre d'aide aux victimes d'actes criminels (CAVAC) Côte-Nord, Centre Femmes aux Quatre Vents, and Maison des femmes de Baie-Comeau.

³⁷ Information taken from the website of the Commission d'accès à l'information (CAI), *Collecte de renseignements personnels*, viewed online, July 2024.

³⁸ *Ibid.*

3

Providing Support



How to determine that an employee is experiencing conjugal violence³⁹

Detecting the signs of conjugal violence can be complex, because these signs can also reflect other problems. Jumping to conclusions or judging the situation too quickly can lead to misunderstandings; it can cause the person experiencing the violence to lose trust in those trying to help her. When these signs are observed, it is important to gain a better understanding of the situation by checking one's perceptions and feelings with the person concerned.

Supervision and control by abuser:

- She receives numerous personal calls and text messages.
- Her partner often drops by the office unannounced.
- Her partner calls colleagues or the employer to discuss the employee's working conditions.
- Her partner watches or harasses her near the workplace.
- Most of her accounts and access to important papers are controlled by her partner.

Changes in job performance and attendance:

- She often arrives late or is absent from work.
- Her work performance is declining and she seems to have difficulty concentrating.
- She is unable to complete all her tasks or meet deadlines.
- She asks for office or schedule adjustments with no clear explanation.
- She turns down promotions for no obvious reason.
- She talks about resigning for no apparent reason.
- She talks about returning to her country for no obvious reason.

³⁹ This list is partly drawn from the following sources: Fanta Fané, Lucie St-Pierre, and Anne-Josée Péloquin, *Comprendre pour mieux intervenir auprès des femmes immigrantes victimes de violence conjugale* (La Méridienne, 2017); Regroupement des maisons pour femmes victimes de violence conjugale, *Guide à l'intention des employeurs, des syndicats et des employé-es* (Montreal: RMFVVC, 2021); idem, *Coercive Control Toolbox*, (Montreal: RMFVVC, 2021).

Emotional and physical state:

- She seems anxious or on her guard.
- She often looks tired and preoccupied.
- She shows signs of depression, post-traumatic stress disorder, or other forms of psychological distress.
- She has physical injuries.
- She refuses to talk, isolates herself, or has trouble trusting others.

Isolation and constraints:

- She seems isolated, with no social network or family to support her.
- She continually turns down invitations to participate in activities.
- She has no information about her immigration status, or expresses concerns about her or her partner's status.
- She has trouble making her own appointments or decisions.
- She doesn't seem to be able to take French courses or engage in social or work-related activities.
- She is afraid to contact the justice system, especially the police, for fear of losing her status or custody of her children.
- She is subject to cultural or community pressures that discourage her from talking about violence or separating from her partner.

When in doubt, employers and unions can always call on the support staff at **Regroupement member shelters**⁴⁰, who can help recognize the signs of violence and provide advice on how to be supportive.

⁴⁰ maisons-femmes.qc.ca/maisons-membres/

Providing appropriate support to an employee experiencing conjugal violence

The aim of workplace support for an employee who is a victim of conjugal violence is to ensure a safe and caring work environment. Since conjugal violence has an impact on an employee's health and safety, it is recommended that the employer create conditions favourable to her well-being at work.

However, it's important to realize that supporting a victim of conjugal violence doesn't mean taking on the role of support worker or saviour. Rather, the aim is to create a work environment conducive to the development and safety of the individual concerned, while also ensuring the safety of all staff.

To better support an employee who is a victim of conjugal violence, you can call on specialized resources such as shelters, while keeping the employee's identity confidential. These experts can help families, employers, and unions detect the signs of violence, assess the risks, and guide them in taking action.

Before tackling a situation of conjugal violence, it's essential to ask yourself a few questions. What are my perceptions and understanding of the situation? Do I have prejudices or preconceived ideas about conjugal violence or immigrant women? Can I remain neutral even if the person doesn't share my point of view? Am I willing to let the person proceed at their own pace?

Make sure that you are genuinely open to listening to the employee with respect, considering all aspects of her person, and putting aside any judgments about her culture or other personal aspects.

1. Preparing ahead of time

- Be available and willing to listen, respectfully and without judgment.
- Learn about conjugal violence, its signs, and the available resources.
- Choose a quiet place and an appropriate time to talk. Prepare open and respectful questions.
- Find out about your obligations under the *Act respecting the protection of personal information in the private sector* (Bill 25) (see page 25).

Important: If the employee has difficulty expressing herself in the same language as you, protect her privacy by avoiding using an interpreter from the same family or community. Call a local shelter to find out how the employee can access an interpreter.

2. Addressing the situation

- Take the time to meet with the person.
- Keep your conversations confidential, but explain that confidentiality can be breached if there is “reasonable cause to believe that a person is at serious risk of death or severe injury” (CNESST).
- Use sentences beginning with “I.”
- Describe what has been seen, heard or felt, without interpreting the facts.
- Listen to the person without interrupting and respect silences.
- Ask open-ended questions.
- Rephrase to make sure you understand what the person is saying.
- Remember that she may not know how the social and legal system works, or what rights she has.
- Use clear, simple, unambiguous terms.
- Believe her! Don’t question what she is experiencing or feeling.
- Respect her choice if she doesn’t want help.
- Inform her that her personal information will be protected, as required by Bill 25 (see page 25).

3. Offering support

- Explain the role of the employer or union, specifying the obligation and concern for well-being and safety.
- Describe the available services, such as immigration, health and social services, community resources, etc.
- To ensure a safe workplace, offer accommodation and safety measures adapted to the employee's needs.
- Explore and strengthen personal resources, such as support networks, skills and resilience. Help the employee identify and mobilize these resources, so that she can overcome obstacles and find solutions tailored to her situation.
- Refer her to reliable resources that can inform her of her rights.
- Don't force the employee to take action: let her decide what to do.

When a disclosure of conjugal violence is received and the employee does not want help, or wants to keep the situation confidential, it is important to respect her wishes, **except in cases of imminent danger**.

In the event of imminent danger, you are allowed to disclose confidential information in order to guarantee her and her children's safety. It's always best to inform the employee of the steps that must be taken and to offer her options, such as accompanying her to the police station if she has received a serious threat from her partner and fears for her safety.

In all cases, remain available, listen attentively, and follow up regularly, offering support options in a respectful, non-pressuring way.

4. Drawing on specialized resources

- Explain that there are resources and people ready to help.
- Introduce the services offered by shelters and direct the employee to a shelter in her area.
- Suggest calling a shelter together.

5. Follow-up

- Schedule meetings to assess progress and adjust support measures as necessary.
- Keep in touch with the employee to show ongoing support.

Proposing workplace accommodations following a disclosure of conjugal violence

Accommodation measures included in a policy must remain flexible and adjustable so as to meet employees' changing needs. The purpose of such measures is to consider those needs and the obstacles they may encounter, while reducing the consequences of conjugal violence in the workplace. The measures need not be complex, and their implementation can have a significant impact on the victim's well-being.

Examples of accommodations:⁴¹

- Offer a longer period of leave than what the law requires
- Change the employee's office telephone number and email address if the abuser uses them to harass her
- Remove all references to the employee's name, location, and contact information from the organization's website and intranet
- Move the employee's workstation away from areas visible to the public
- Modify the employee's work schedule, avoiding times when she could be followed by the abuser, for example
- Let her consult specialized resources during work hours, without loss of pay
- Authorize the employee to file a complaint during working hours, giving her the time she needs to contact the authorities
- Offer emergency financial assistance to cover urgent expenses, such as travel or legal costs
- Ensure that information is accessible by providing translations of documents and policies in several languages
- Help employees access specialized immigration resources, such as free sessions with lawyers or immigration consultants
- Help her integrate and strengthen her support networks by facilitating access to French courses and social/occupational activities
- As necessary, offer a gradual, personalized return-to-work plan

⁴¹ Partly drawn from Regroupement des maisons pour femmes victimes de violence conjugale, *Practical Guide for Employers, Unions and Employees* (Montreal: RMFVVC, 2021).

To create appropriate support measures for teleworking staff, employers should ask themselves:⁴²

How can I help my staff choose between working in the office or at home?

How can I do my best to provide for the safety of teleworking staff?

How can I ensure that my employees have access to specialized resources during working hours?

How can I stay in regular contact with my staff, even if they work from home?

How can I create opportunities for every staff member to have regular contact with their colleagues?

What measures can I take to educate staff about conjugal violence and its signs and symptoms?

To better understand the obstacles faced by teleworking employees who are victims of conjugal violence, see the case study example in **Appendix B** of this guide.

⁴² Restigouche Family Services, *Remote Work and Domestic/Intimate Partner Violence: Additional Tools for New Brunswick Employers* (Restigouche, NB: RFS, 2023).

Implementing safety measures in risk situations

There are a number of safety measures that can be put in place in order to correct or control known risks. However, in high-risk situations, specific safety measures need to be considered with reference to the nature of the situation, the identified risks, and the particular needs of the employee or persons involved.

Before implementing a safety plan and appropriate measures, it may be useful to conduct a threat assessment. The purpose of such an assessment is to “serve as a preliminary screening for danger and to alert you if a person’s life is at risk.”⁴³ The assessment should ideally be validated with a shelter worker.

Here are a few questions to consider when conducting the threat assessment:⁴⁴

- Did the abuser make threats in the workplace? Did he threaten to come to the workplace? Does he know the location, schedule, or shift of the employee he is abusing?
- Does the abuser monitor the victim’s work calls or emails?
- Did the abuser threaten any members of your staff? Is there a safety risk?
- Did the abuser follow any staff members?
- How does the employee confronted with violence get to work? Does she have a car or use public transportation? Does she travel alone? Is the route between home and work safe? Is your parking area secure?
- Has the employee just separated or is she planning to leave the relationship?
- Is the employee involved in a custody dispute?
- Is the abuser going through any major changes in his life, such as losing his job?
- Does the abuser work at the same place as the victim?

Keep in mind that you should always address the employee with empathy and respect, letting her choose what information she wants to share.

⁴³ The questions were inspired by Action ontarienne contre la violence faite aux femmes and Make It Our Business, *Évaluation des menaces et gestion des risques en milieu de travail: responsabilités juridiques des employeurs*.

⁴⁴ *Ibid.*

In high-risk situations, after carrying out a threat assessment, it may be necessary to contact the police. Go over the following criteria with the victim to determine whether to call the police:⁴⁵

- Does the abuser have immediate access to firearms or other weapons?
- Has he ever threatened to kill her?
- Has he ever hit or strangled her?
- Is she in the process of separating, experiencing increased surveillance and harassment, or worried about her and her children's safety?
- Is her ex-partner under a restraining order?

If the answer to any of these questions is yes, call the police. Similarly, if there is an immediate risk of physical violence, such as seeing or hearing the abuser threatening, injuring, or even trying to kill the victim, call the police.

If a colleague's situation gives cause for concern, but does not correspond to the above-mentioned criteria, it is always possible to contact resource people who can accompany victims of conjugal violence, while anonymizing the information transmitted. For example, a shelter worker can advise on a course of action that respects the victim's wishes and needs.

⁴⁵ These questions were inspired in part by the Canadian Labour Congress website, "How does domestic violence impact people at work?," viewed online, July 2024.

Depending on the threat assessment, a safety plan can be put in place, with the agreement of the victimized employee. If there is imminent danger to the employee or staff, measures may be taken without the employee's consent.

The safety plan should include carefully considered measures to protect the employee. It's essential to clarify the purpose of the plan, and to explain why a plan is also needed for the employee's home and children. A shelter worker can be contacted to support the employee in implementing this latter plan, since it covers an area outside the workplace.

Here are some examples of workplace safety measures:⁴⁶

- Decide on a procedure to follow if the partner or ex-partner shows up on the premises, in order to signal his presence and prevent him from entering
- Decide on a code word or phrase that the employee can use to call for help. Clearly define the meaning of the code word and the action to be taken if she uses it
- Provide the employee with an emergency button
- If the abuser is under a restraining order, call the police if the abuser is on or near the premises, or if he contacts the workplace
- Give reception and security staff a photo and a description of the partner or ex-partner for ease of identification if he violates a restraining order, or if he threatens the employee or other staff members
- Modify the work schedule to enable the employee to attend legal and medical appointments, or to find alternative housing, without having to use unpaid leave
- Authorize the employee to leave an emergency bag in a secure place at work
- Offer teleworking opportunities for an employee who is being followed by her abuser, or propose a change of workplace where possible

⁴⁶ Partly drawn from Regroupement des maisons pour femmes victimes de violence conjugale, *Practical Guide for Employers, Unions and Employees* (Montreal: RMFVVC, 2021).

If the victimized employee and the abusive partner work in the same place, it's crucial to offer options to guarantee the safety and well-being of the victimized employee. These options may include changing the workplace of either the victim or the abuser, adjusting the work schedule, or implementing any other appropriate measure that meets the employee's needs.

For best implementation of safety measures, it may be necessary to include other staff members. The employer can form a health and safety committee focusing on the issue of conjugal violence. With the victim's consent, this committee can receive and manage information relevant to the application of the safety measures.

Conclusion

**Employers and unions:
essential allies**

Survivors and victims of conjugal violence may be our mothers, sisters, colleagues or supervisors. They come from Québec and elsewhere. Despite the challenges they face, they play an essential role in Québec society through their hard work, resilience, and determination.

Understanding the violence and obstacles these women face is crucial to rebuilding social norms and moving towards a world where violence against women has no place. By recognizing their unique challenges, we can develop fairer and more effective responses, based on equality and respect rather than a hierarchy of power. We can then provide support that is genuinely tailored to the needs of victims, valuing their experiences and addressing their real concerns.

By joining forces to combat conjugal violence, we are sending a strong message: violence against women is unacceptable. When we work together and demonstrate our solidarity, we can reduce the consequences of this violence.

Together, we have the power to change things; together, we can create a working environment where every woman, whatever her situation, feels safe, respected, and supported.

In short, the essential work of becoming a workplace ally against conjugal violence requires a proactive stance. Employers and unions can strive for safer and more inclusive work environments by raising awareness, assessing risks, establishing clear policies, and implementing accommodation and safety measures. These efforts not only provide better protection for employees who are victims of conjugal violence, but also promote a workplace based on respect, solidarity, and equality.

Appendices

Appendix A

Case study example: Obstacles encountered by immigrant women

Women may face different obstacles as a result of their personal experiences, which take place at the intersection of diverse systems of oppression.⁴⁷ These obstacles will vary according to the person's situation, strengths, values, and vulnerabilities as well as her past and present cultural, economic, social, religious, and political context. Protective factors are also important. Keeping one's job, for example, can provide a source of financial stability and crucial support for victims who need to leave abusive relationships.

Consider⁴⁸ the situation of Nadia, who arrived in Canada two years ago and is working part time in a local manufacturing business. She was unable to have her foreign diplomas recognized, as this would have required extensive additional studies. Her partner constantly monitors her comings and goings and forbids her to associate with her colleagues. He controls her finances by forcing her to hand over her salary and depositing it into his own account. She finds herself isolated, without friends or family, with insufficient personal income for her to contemplate leaving the relationship. Unaware of the help available in her area, Nadia is reluctant to report her partner's violence. She fears becoming homeless and losing the support of her family back home.

⁴⁷ Ligue des droits et libertés, "Enjeux et défis de l'appropriation de l'intersectionnalité au sein du mouvement des femmes du Québec," viewed online, July 2024.

⁴⁸ The situation described is entirely fictitious, although inspired by real events.

Nadia faces several obstacles:

- **Surveillance and isolation:** Nadia's partner controls her movements and forbids her to socialize with her colleagues, which prevents her from developing social and work relationships. These manifestations of coercive control complicate her integration into the new society and make it even harder to find support.
- **Economic violence:** Her partner's control over money limits Nadia's ability to leave the abusive relationship and access needed resources.
- **Non-recognition of diplomas:** A major obstacle for Nadia is the difficulty of getting her foreign diplomas recognized. The steps required to obtain equivalence are long and costly. As a result, she may have to take a job that does not correspond to her skills and career aspirations.⁴⁹
- **Unawareness of specialized resources:** Nadia doesn't know about the help available in her area. This limits her options for finding suitable support.
- **Economic precariousness:** Working part-time, Nadia doesn't earn enough to meet her basic needs, making it difficult to leave her abusive partner. The fear of becoming homeless and destitute is a major obstacle that keeps her in the abusive relationship.
- **Family pressure:** Nadia fears losing the support of her family if she separates. Separation can be perceived as a loss of honour.⁵⁰
- **Unawareness of rights:** Because she has arrived only recently, Nadia is unaware of all her rights. And even if she isn't necessarily experiencing physical violence, the violence she is experiencing is unacceptable; indeed, some forms could be criminal acts that she would be entitled to report.

⁴⁹ Institut de recherche sur l'intégration professionnelle des immigrants, *La concertation locale au service des femmes immigrantes vivant de la violence conjugale à Parc-Extension: rapport de recherche IRIP II 2023* (Montréal: IRIP II, 2023).

⁵⁰ *Ibid.*, p. 14.

Appendix B

Case study example: Supporting a teleworking employee

For some time now, you've noticed that one of your employees has been avoiding videoconference meetings by turning off her camera or finding excuses to cancel at the last minute. At the last team meeting, during the rare moments when she left her camera on, she seemed very nervous and her clothes didn't seem appropriate for the season. You're worried and unsure of how to approach the situation.⁵¹

- Start by noting the worrying behaviours, without jumping to conclusions.
- Prepare yourself by choosing a convenient time to talk, making sure the conversation takes place in a confidential location. You can suggest a meeting at the office or in a place where you're sure you won't be overheard by other people, especially her partner.
- Express your observations and concerns while refraining from interpreting them. For example: "I've noticed you've been avoiding meetings and seeming more nervous lately. I'm concerned about your well-being."
- Assure her that the discussion will remain confidential and that it's not about telling her what to do, but about supporting her.
- When conjugal violence is disclosed, suggest appropriate support measures. Adapt work organization to ensure her safety and well-being. Suggest that she return to the office if it seems safer, and ensure that she can safely access information on specialized resources. Partner with an experienced support person to establish a safety plan, including measures such as calling 911 in case of danger, having a code word to alert a trusted person, or preparing a plan to leave for a safe place.
- Refer the employee to specialized resources, such as shelters. Describe the services offered by these resources and suggest making the first call together, if she feels comfortable.
- Organize regular, confidential follow-up meetings to ensure that the measures put in place continue to be appropriate to her situation.

⁵¹ Examples of signs to observe in telework situation were drawn from Restigouche Family Services, *Remote Work and Domestic/Intimate Partner Violence: Additional Tools for New Brunswick Employers* (Restigouche, NB: RFS, 2023).

Appendix C

Resources

Police

For any emergency, call 911

Conjugal Violence

Member shelters of the Regroupement maisons-femmes.qc.ca

In addition to safe accommodation, the services offered by our shelters are **free and confidential**. The staff let women and children proceed at their own pace, and support them in meeting their needs. They are also equipped to offer services tailored to immigrant women, women facing various difficulties (mental health, addiction, etc.), and women with functional limitations. Find a shelter in your area: maisons-femmes.qc.ca/maisons-membres

Services provided:

- 24/7 phone counselling
- External counselling
- Safe shelter
- Individual, group and youth counselling
- Information, referral, support, and guidance (housing, social assistance, legal procedures, etc.)
- Post-shelter follow-up
- Community prevention and awareness
- Help for loved ones, workplaces, and socio-legal stakeholders

SOS violence conjugale **sosviolenceconjugale.ca**

Free, bilingual telephone hotline operating 24/7, for victims of conjugal violence and their families. SOS violence conjugale offers support and refers victims to specialized conjugal violence resources.

- Telephone (free):
1 800 363-9010 – 24/7
- Email: sos@sosviolenceconjugale.ca
- **Chat** or text (when available):
1 438 601-1211

Fédération des maisons d'hébergement pour femmes **fmhf.ca**

The Federation brings together, supports, and represents shelters for women and children who are victims of violence. It operates from a feminist perspective of fighting violence against women. The Federation's member shelters welcome women who are victims of conjugal and family violence, "honour"-based violence, trafficking, sexual exploitation, sexual assault, and homelessness.

Alliance des maisons d'hébergement 2^e étape **alliancemh2.org**

The Alliance brings together more than 30 facilities offering safe transitional housing and specialized follow-up for post-separation violence, all across Quebec.

L'R des centres des femmes **rcentres.qc.ca**

This grouping includes 80 women's centres located across Québec. It is an information, education, and action network offering a range of services and activities. Women's centres are spaces that are open to all women, regardless of their situation.

Advocacy and legal Support

Legal aid specializing in immigration law **csj.qc.ca**

Legal aid is a public legal service in Québec that is offered free of charge, or for a reduced fee, to financially eligible persons who apply for it. The legal aid offices in Québec City and Montréal offer immigration law services.

- Québec City office:
418 801-8562
bajimmigration@ccjq.qc.ca
- Montreal office:
514 864-2111, ext. 6099
baj.immigration@ccjm.qc.ca

Association québécoise des avocats et avocates en droit de l'immigration (AQAADI) **aqaadi.com**

AQAADI is an association of lawyers practising immigration law throughout Québec.

Barreau du Québec **barreau.qc.ca**

Certain regional bar offices offer referrals to lawyers who will advise you at a lower cost for the first meeting. You can also find immigration lawyers by searching in the directory of lawyers with the "immigration" field of law and the desired region selected:
barreau.qc.ca/fr/trouver-un-avocat

CAVAC (Centre d'aide aux victimes d'actes criminels / victim's support centre) **cavac.qc.ca**

The CAVACs offer free and confidential services to crime victims in all regions of Québec, even if no complaint has been filed. They offer information on legal rights and recourses, technical assistance (IVAC claims), psychosocial counseling, and referral to specialized resources.

1 866 532-2822 (1 866 LE CAVAC)

La boussole juridique **boussolejuridique.ca**

A directory of free or low-cost legal resources, listed by region and legal field.

Info DPCP

A free and confidential help line focusing on conjugal and sexual violence and offered by the Direction des poursuites criminelles et pénales (DPCP). Information DPCP will give you information about the criminal justice process, from complaint to trial and everything in between.

1 877 547-3727 (1 877 547-DPCP)
Monday to Friday, 8:30 a.m. to noon
and 1:00 p.m. to 4:30 p.m.

Rebâtir **rebatir.ca**

A free and confidential phone line for victims of conjugal or sexual violence, providing up to four hours of free legal advice from lawyers in all fields of law (family, criminal, immigration, etc.).

1 833 732-2847

Services for immigrants

General

Directory of Québec government partner organizations offering integration support services for immigrants: **quebec.ca/immigration/partenaires**

Directory of member organizations of the Table de concertation des organismes au service des personnes réfugiées et immigrantes (TCRI, community coordinating committee of immigrant and refugee organizations): **tcri.qc.ca/membres**

Health

Doctors of the World, medical services for persons with precarious immigration status (for non-insured persons): **doctorsoftheworld.ca**

La Maison bleue, a Montreal-based network of facilities offering services for pregnant women in vulnerable situations: **maisonbleue.info**

Work

The Carrefours jeunesse emploi (CJE) can help young adults (ages 15–35), including immigrants, meet their job search and social and economic integration needs. To find a CJE: **trouvetoncje.rcjeq.org**



REGROUPEMENT DES MAISONS
POUR FEMMES VICTIMES
DE VIOLENCE CONJUGALE



**Milieus de travail
alliés contre la
violence conjugale**