

SmartAlice Intimate Partner Violence Bystander Intervention Training

“What can I say to help?”

When we believe domestic violence has impacted those around us, it can be hard to know what to say. Researchers at Western University and the University of Toronto (2017) found that one third of workers will experience domestic violence in their lifetimes and for half of them, that violence will follow them to work. A 2015 study by the Conference Board of Canada showed 71 percent of employers and 55 percent of government employers reported a situation where they had to protect an employee who was a victim of intimate partner violence. In the workplace, domestic violence results in lost work hours, lack of productivity, and isolation that makes a bad situation even worse. Many survivors say they didn't know who to turn to when violence happened to them at work, and/or were not supported when they did report it.

SmartAlice training is a skills-based certificate program that follows an easy to use intervention model for guidance on how to have that difficult conversation. Designed for human resource professionals, academic associations, and employers, SmartAlice training includes 6 hours of instruction on how to confidently recognize signs of domestic violence and effectively provide trauma-informed support.

Our Domestic Violence Educator uses a workshop format to facilitate respectful discussion surrounding gender based violence. Group activities, cooperative learning, and provocative questions that challenge existing assumptions on domestic violence have been designed to encourage participants' engagement and allyship past the end of the day.

SmartAlice training provides:

- Information on how to recognize signs of intimate partner violence in the workplace
- An easy to remember action model to help someone who is experiencing domestic violence
- Deeper understanding of the complexities of violence in relationships
- Insight on how to create an effective safety plan
- Knowledge about community resources to best support a victim/survivor of domestic violence

Participants receive a workbook to be used throughout the training. At the end of the program, each person is awarded a certificate. SmartAlice training can be delivered in a full day workshop format (6 hours), or two (three hour) sessions.