



## OSSTF/FEESO WOMEN'S ADVOCATE PROGRAM

Our union has a strong history of supporting women and the issues they face in their workplaces and their communities. The research is clear. Domestic violence has a devastating effect on women in the workplace.

- 1 in 3 workers have experienced domestic violence;
- 82% of those workers reported that domestic violence had negatively affected their work performance;
- 37% said that it negatively impacted their co-workers; and
- 5% lost their jobs
- Domestic homicide remains a deeply gendered crime with 80% of adult victims and 59% of child victims in Canada being female.

Wathen, C. N., MacGregor, J. C. D., MacQuarrie, B. J. with the Canadian Labour Congress. (2014). Can Work be Safe, When Home Isn't? Initial Findings of a Pan-Canadian Survey on Domestic Violence and the Workplace. London, ON: Centre for Research & Education on Violence Against Women and Children.

OSSTF/FEESO believes that we have a responsibility to support members experiencing abuse. The Women's Advocate program is one example of our commitment to end gender-based violence.

### The OSSTF/FEESO Women's Advocate plays an important role.

The Women's Advocate is not a counselor. Her role is to provide referrals and information on community and workplace supports on issues such as sexual assault, workplace bullying, sexual harassment, domestic violence. The Women's Advocate also acts as a resource for Districts and Bargaining Units.

### The Women's Advocate is a trained position.

OSSTF/FEESO provides, in-house training for all Women's Advocates. The program draws on the work of organizations with expertise on issues of violence, and provides links to the many resources available in the union, and in the community. The ultimate goal is to give the OSSTF/FEESO Women's Advocate the knowledge, tools and confidence to provide support to members in need.

Training will take place in Toronto April 24–25, 2020. All travel and accommodation expenses (as per Federation Guidelines, including childcare) will be provided by provincial office.

### Are you interested in applying for the position of Women's Advocate?

1. Fill out the application and include any relevant information you feel would assist in the selection process.
2. Return the application to: [REDACTED]
3. The deadline for applications is: [REDACTED]

### Thank you for your interest in the Women's Advocate program.

For more information on the Women's Advocate program, please visit:

<http://www.osstf.on.ca/en-CA/about-us/what-we-stand-for/equity/women-s-advocate-program.aspx>

If you have any questions regarding this process, please contact: [REDACTED]