



DOMESTIC VIOLENCE

TOOLKIT *for* LANDLORDS

Are you OK ?

This kit has been designed for landlords, property managers and anyone else who works on-site or has access to residential rental units. It will help you understand the role you can play in preventing domestic violence on your premises. It also provides basic information on dealing with domestic violence when it does occur.

The kit includes this booklet and links to handy resources and services. You might want to stock a few of these resources for staff to refer to or to give to tenants. In case you want to learn more, we've included a list of agencies that provide educational programs about domestic violence as well as a list of resources that provide more background or in-depth information on matters raised in the kit.

This kit has been designed to be distributed on the internet. You may want to use it on your computer, tablet or smartphone. You can also download the entire kit or just individual sections. It is available on the following websites:

www.cplea.ca

www.landlordandtenant.org

www.willownet.ca

Content of Kit

Not ok at all! - an example of a domestic violence situation that you might encounter.

What can you do to help? - your unique position.

What is domestic violence? - it can happen to anyone.

Reducing incidents of domestic violence - examples of possible domestic violence prevention strategies.

Recognizing the warning signs - signs that indicate domestic violence might be present.

Having the conversation - a guide for having a discussion with someone you feel may be experiencing domestic violence.

Why won't she just leave? - some insight as to why the victim might stay in a domestic violence situation.

When the police get involved - what to expect when the police have been called to a domestic violence incident.

What can the victim do? - what the victim can do to address domestic violence.

What can the landlord do? - what the landlord can do to help a victim of domestic violence.

Following up on the domestic violence incident - help for you and others affected.

DOMESTIC VIOLENCE HANDY RESOURCES

DOMESTIC VIOLENCE EDUCATIONAL PROGRAMS

DOMESTIC VIOLENCE SERVICES

Not ok at all!

Are you OK?

Jim, Maria, and their two children moved into their two bedroom apartment three years ago, shortly after the birth of their second child. The lease was in both Jim's and Maria's names and the family seemed to have settled in well. Jim always paid the rent on time and the property manager, Joanne, can recall no complaints of noise or misbehaviour of the young children.

But when the recession hit Alberta, Jim's hours of work were reduced and Jim's rent cheques started bouncing. Joanne chatted with Jim about the problem. He assured her that he had things under control and that, in the future, the rent would get paid on time. But after two more cheques bounced, Joanne decided to serve an eviction notice. She couldn't seem to catch Jim so she posted the notice on the door of the unit. That brought Maria to the office to say that she would be leaving with the children because Jim had been getting increasingly violent when he was drinking. In fact, that night, Maria called the police because she was afraid Jim would hurt her or the children.

The next morning, the young woman living in the unit next door to Jim and Maria stopped by the office and complained to Joanne about the angry noises she heard next door. She was even afraid to go out for her groceries. Joanne did her best to reassure the young woman that steps were being taken to deal with the situation but Joanne is not at all confident about what is going on and what she should do.

Sound familiar?

What can you do to help?

Are you OK?

Every year thousands of Albertans experience abuse within their families. At least 10,000 of these are serious enough that police are called. Landlords, property managers, and other on-site staff are often the first to notice that something is not right in one of their units. But what should you do?

We often think that domestic violence is a private matter. Something best left to the victim to deal with. But domestic violence affects us all. And if it occurs on your premises, it will likely affect other residents, you and other staff.

Landlords, property managers, and on-site staff have a unique ability to help reduce and respond to domestic violence on their premises. You are often the first to spot that something is going wrong.

You can play a very important role in

- preventing or reducing domestic violence on your premise,
- getting victims the help they need, and
- caring for your staff and other residents when domestic violence affects you as a community.

Frequently asked questions

Where can I get more of these kits?

These kits are available to download on the following web sites

www.cplea.ca

www.landlordandtenant.org

www.willownet.ca

Handy Resources

Alberta Government

Domestic & Intimate Partner Violence in Alberta - tip sheet
<https://bit.ly/2J33rBB>

What is domestic violence?

Are you OK?

Domestic violence is the use of power by one person in the family to gain control over another person. It includes

- verbal abuse
- emotional or psychological abuse
- spiritual abuse
- financial abuse
- physical abuse
- sexual abuse
- criminal harassment and stalking
- cultural or immigration abuse

Anyone in the family can be a victim of abuse, including

- spouse or intimate partner
- children
- elderly parents
- disabled adults
- roommates
- pets

It can happen to anyone regardless of their

- gender
- sexual orientation
- social class
- age
- economic status
- ethnic background

Domestic violence may consist of occasional outbursts triggered by a specific situation: stress at work, the loss of a job, a misunderstanding, or a difference of opinion about a sensitive topic. It may lead to screaming, swearing, broken dishes, or a hole in the wall. Sometimes even physical assault. But in many cases, the incident passes and things return to normal.

But sometimes, the abuse continues and is used as a means of controlling the other person and forcing them to behave in certain ways. This is the type of abuse that tends to become worse over time. It is the type of abuse that this kit addresses.

Frequently asked questions

What about violence against men?

Very often domestic violence is treated as if it is abuse of a woman by a man. In fact, both sexes can be abusers and both can be victims. However, most victims of violence that is reported to police are women. They are the most likely to be victims of serious physical violence and even killed.

Handy resources

Domestic Abuse Intervention Program

Power and Control Wheel - website
<https://bit.ly/2mNTt07>

Reducing incidents of domestic violence

Are you OK?

Landlords, property managers, and other on-site staff can play significant roles in reducing incidents of domestic violence. Would some of these examples work for you?

- **Reduce isolation.** One of the factors that contributes to domestic violence is the isolation of victims. Anything you can do to create a sense of community among your tenants or link them to the broader community will help.
- **Promote healthy relationships.** If your tenants know you care about them, they are more likely to let you know if something is going wrong in their family.
 - Start with your relationship with other staff members. If you treat each other with respect, your tenants will be more likely to expect you to treat them with respect.
 - Get to know your tenants. When you deal with tenant issues, model respectful communication and productive problem solving skills.
- **Build a sense of community.** Tenants who care about each other are more likely to let you know if something is going wrong in another unit.
 - Help your tenants get to know each other. Create and take advantage of tenant gathering places – the mail room, laundry room, sports area. Put up a tenant bulletin board for you or them to post announcements, brochures of community events and services, or activities of interest.
 - Organize events. Ask your tenants for suggestions. A film night? Walking club? Mother's group?

-
- Create a tenant newsletter. Ask for content from tenants.
 - **Connect with the local neighbourhood and broader community.** The more you and your tenants know about the resources available in the community, the more likely you and they are to use them.
 - Join networks of service providers. Get their newsletters. Attend interagency meetings.
 - Invite service agencies to staff or tenant events to learn more about their services.
 - Post brochures
 - Buy your tenants memberships in the local community or recreational service.
 - Develop positive relationships with police.

Recognizing the warning signs

Are you OK?

Tenant-related signs that abuse might be occurring include

- repeated late payment of rent
- noticeable injuries or inappropriate use of cover-up sunglasses, clothing, makeup, etc
- fewer visitors or getting out less
- change in tenant's behaviour
- change in visits to the office
- seems to need permission from her partner for everything
- expression of fear

Property-related signs that abuse might be occurring include

- broken lock or door
- smashed lights
- broken window or mirror
- hole punched or kicked in the wall

Tenant complaints that might indicate that abuse is occurring include

- noise complaints
- concerns expressed by other tenants

None of these signs mean that abuse is happening. Only that it might be. The more signs you see, though, the more troubling the situation may be. If you aren't sure, call the **Family Violence Info Line 310.1818** for advice.

Take expressions of fear seriously!

If the victim seems to be afraid of the abuser, it may mean that things are getting worse.

Frequently asked questions

When would I see those warning signs?

If you work on-site you are most likely to see or hear about these warning signs. You might see something that concerns you when the tenant drops into the office. You may see or hear something when you do a maintenance inspection or respond to a request to fix something that isn't working properly. Or you might spot something from a casual meeting in the elevator or parking lot.

The tenants have been late paying the rent for the last 3 months. I'm fed up. Should I just evict them?

One of your options is to terminate the lease but your tenants are likely having problems. They may benefit from some help from a government or community agency. Next time you see them you might want to discuss options.

Handy resources

Alberta Human Services

Warning Signs of Abuse - website
<https://bit.ly/2laJNct>

Having the conversation

Are you OK?

If you have seen or heard something that concerns you, trust your gut. Many people are reluctant to 'get involved' because they don't know what to say or how to say it. So take a moment to think things through. What did you actually see or hear? What words can you use to describe it that don't make any accusations? There may be several explanations. Don't jump to conclusions.

Your role is to show you care and open the door for support!

Ask...

Are you OK?

Tell your tenant what you have noticed. Stick to the facts. Let her know that you are concerned. Remember, you may be wrong. She may deny it. She may not trust you. Or she may not be ready to deal with the situation. But just knowing you care may make a big difference.

If she opens up to you about what is happening:

- Tell her you believe her
- Thank her for trusting you
- Ask if there is anything you can do to help
- Ask if there is there someone else she would rather talk to
- Let her know there are services that can help
- Give her information not advice

Refer her to the provincial government toll-free **Family Violence Info Line: 310.1818**.

They will do an assessment of the risks she is facing and, if appropriate, help her develop a safety plan. You can order business cards with the number for the Family Violence Info Line on it from the Alberta government. Keep a few of the business cards handy so you can give her one discretely.

Signs that things may get worse include

- History of domestic violence
- Actual or pending separation
- Loss of job
- Access to firearms

If you think anyone is in danger call the police: 911
If you think children may be at risk, you MUST report it to
Child and Family Services: 1.800.638.0715

Your role is **NOT** to tell her what to do or how to fix her problem.

- Don't be judgmental or jump to conclusions.
- Don't 'take charge'. You don't actually know what is going on or what her choices really are.
- Don't make promises you can't keep.
- You are not a social worker or a counsellor. Refer her to someone who is.

Frequently asked questions

What about her privacy?

Of course you don't want to be seen as meddling, get caught in the middle of a dispute, or even become the target of a tenant's anger. But everyone has a role to play in helping victims of domestic violence. Most women don't just call the police or go to a shelter. They talk to someone they trust. So, create the opening. Let her choose whether to take it.

What do I do about what she tells me?

If children may be at risk, you **MUST** report it. Even if the children are not being physically abused, just being exposed to violence in the home is harmful. Report it. Don't promise her that you won't. **If she or someone else is in immediate danger, call the police at 911.** Safety is more important than privacy!

In other cases, you should assure her that you will respect her privacy and treat what she has told you as confidential. You may be upset by what she has told you and need to talk to someone yourself. If so, talk to someone at an agency that helps victims of domestic violence. They will help you deal with your reaction.

What if she won't do anything?

Unless someone is in immediate danger, it is up to her to decide what to do. It likely won't be a simple decision. Don't judge her. Knowing that you care will be important as she deals with her situation.

What if it is a child who tells me what's happening?

Stay calm, listen carefully, write down what you hear as soon as possible using the child's words. Read the Handy Resource: *How Can I Help* for more advice. **If you think the child is at risk you MUST report it. Call 1.800.638.0715.**

Handy resources

Alberta Human Services

Family Violence Info Line - Business card

<https://bit.ly/1r70Fv2>

How Can I Help (about talking to a child) - website

<https://bit.ly/2doZ9cN>

Reporting a Child in Need - tip sheet

<https://bit.ly/2GkfI35>

Neighbours, Friends and Families

SNCit Conversations: See, Name and Check the warning signs - tip sheet

<https://bit.ly/2pMrvQu>

Centre for Public Legal Education Alberta

If you are thinking of leaving – tip sheet

<https://www.cplea.ca/ThinkingOfLeaving.pdf>

Why won't she just leave?

Are you OK?

This is probably the most common question asked about domestic violence against women. The answer is complicated.

In many cases, the abuse starts with little things and only happens occasionally. Things might get better for a while. He may ask for forgiveness and promise to do better. This gives her hope that things will work out. And sometimes they do. We don't hear much about those cases.

But sometimes things keep going wrong. He may be jealous and think she is flirting. He might call her names or put her down. He blames her for what's happening. Often, the abuser convinces his victim that she is worthless, lucky to have him look out for her. He might start to control her activities. He may control their money, including any she makes. He may ruin her credit rating. Gradually, he makes her increasingly dependent on him, making it increasingly difficult for her to imagine living on her own. How would she manage? No place to live? No money? No transportation? What about the kids?

She may have no one to turn to. He may have isolated her from her family and friends. They might not believe her. He may have convinced them that she's the problem not him. Or he may have turned them against her. He may threaten to track her down and hurt her if she leaves. He might threaten to take away the kids or even hurt them. If they have a pet, he may threaten to harm it.

If she is an immigrant, her ability to stay in Canada may be tied to her marriage. If it breaks up, then what?

The stakes for her are often very high. The time of greatest risk of harm to a victim of domestic abuse is when she threatens to leave or actually does leave.

If you think anyone is in danger call the police: 911
If you think children may be at risk, you MUST report it to
Child and Family Services 1.800.638.0715

Frequently asked questions

Why is she so worried about what will happen to her pets?

Many victims of domestic violence or their children are very attached to a pet. The pet has likely provided them with a lot of emotional support and comfort. Abusers often target those pets as a way of controlling their victims. The Alberta SPCA Pet Safekeeping Program offers temporary care for the pets of domestic violence victims who need to escape their abusive situations and have no other place for their pets.

Handy resources

Alberta Society for the Prevention of Cruelty of Animals (Alberta SPCA)

Pet Safekeeping - website
<https://bit.ly/2r5ljp6>

When the police get involved

Are you OK?

Unfortunately sometimes domestic violence reaches the point where someone calls the police. This can be unsettling for you, your staff, and other tenants. It may help to know a little about what will likely happen.

Calling the police

Anyone can call the police if they think a crime is being committed or is about to be committed. The crimes associated with domestic violence include assault, kidnapping, manslaughter, and murder.

What will the police do?

The police will respond as quickly as possible. If resources permit, they may send out a special domestic violence team which may include a social worker. They will interview the victim, the alleged abuser, other adult family members, the person who phoned in the complaint, and anyone else who may have relevant information. They will also gather any physical evidence that might be important.

Once they assess the situation, the police will decide what to do next. They will consider the severity of the situation. Who was hurt? How badly were they hurt? What else might have happened if the police hadn't been called? Were alcohol or drugs involved? Are there children in the unit?

Sometimes they can settle the situation without arresting anyone. However, if they think a crime was committed and the situation is still dangerous they will arrest the alleged abuser.

What happens if the alleged abuser is arrested?

If the police decide to arrest the abuser, they will take him to the police station. They will contact a Justice of the Peace who will decide whether he can be released on bail. That usually takes a few hours. If he is released, it may be on the basis of some conditions limiting his contact with the victim or the residence. Later a prosecutor will review the evidence and decide whether to proceed with the charges. Meanwhile, the alleged abuser may be getting a lawyer or applying for legal aid. If he isn't released on bail, he will be kept in custody.

What about the victim?

The police may talk to the victim about getting help from their victim service program. A victim service worker will explain what might happen with the criminal charges, provide some practical assistance and emotional support, and help with communication with the prosecutor.

The police may also suggest that she get an Emergency Protection Order. It may order the alleged abuser to

- stay away from the residence, her work place, or other designated space
- stay away from her or other family members
- not communicate with her directly or indirectly or with anyone else who is named in the order.

If he violates the order, he can be arrested again.

The order can also allow a police officer to

- accompany someone to the residence to remove personal belongings
- seize any firearms.

Frequently asked questions

How will we know what is happening?

Neither the police nor the victim are required to keep you informed about what is happening. It will be up to them to tell you where things are at. However, you can ask the victim if there has been any sort of order keeping the abuser from coming onto the premises. You can also call the Victim Services Unit of your local police to see if they can find out anything for you. If you have a community police liaison officer for your area, see if they can help.

Will I, other staff members, or other tenants be called as witnesses?

Anyone who has direct knowledge of the alleged offence may be called as a witness. Just hearing about it from someone else probably won't be enough. In many cases, though, the alleged abuser pleads guilty so there is no trial and no one is called to testify. However, anyone who was directly affected by the crime can provide a written Victim Impact Statement to be used in sentencing the abuser.

How do the police know who to believe and whose fault it is?

Sometimes it is not obvious who is at fault in a domestic violence incident. Sometimes the incident starts with something very minor, may build, and then blows up. Sometimes the victim 'starts it'. Sometimes she is just 'fighting back'. The police will do their best to investigate the situation and may even charge both parties.

What if she doesn't want him charged?

There are several reasons why a victim may not want her abuser charged even if the assault is serious. It is important not to judge her. The police will take her concerns into consideration but in the end it is not her decision. The police and the prosecutor will decide whether to proceed with charges or not.

Why was he back home the next day?

It is not unusual for a person arrested for an offense to be released from custody. For example, the police may decide not to charge him with anything. Or, while the alleged abuser was in custody, he would have had the opportunity to ask to be released 'on bail'. That might have been granted. If so, he might be required to 'be of good behavior'. He may also have to abide by some conditions about where he can go and who he can see. If you are concerned about his behavior when he returns, call the police.

Handy resources

Centre for Public Legal Education Alberta

Domestic Violence: How the Police Can Help – tip sheet

<https://www.cplea.ca/DVPoliceHelp.pdf>

What you need to know about Emergency Protection Orders – tip sheet

<https://www.cplea.ca/EmergencyPO.pdf>

Alberta Government

Victims of Crime: What victims of crime can expect from the justice system - booklet

<https://bit.ly/2lcpwC>

Victim impact statements - brochure

<https://bit.ly/2GfhHtr>

Alberta Society for the Prevention of Cruelty of Animals (Alberta SPCA)

Pet Safekeeping - website

<https://bit.ly/2r5ljp6>

What can the victim do?

Are you OK?

Get help from a professional

All across Alberta there are services that help all types of victims who may be experiencing all types of domestic violence. Some are free, some have fees based on ability to pay, and some charge a standard fee to everyone. The **Family Violence Info Line 310.1818** is free and available 24 hours a day, seven days a week, in more than 170 languages. Some municipalities also maintain help lines. In many centres, these can be accessed by calling 211.

Make a Safety Plan

If the victim wants to separate from her abuser, this can be the most dangerous time in their relationship. The Family Violence Info Line will help her develop a safety plan. If she has children, she must keep them safe at all times. If something does happen, they need to be prepared. Should they go to a friend or neighbour's house and wait? Should they call 911? Having a plan can make a huge difference in an emergency situation.

Get a protection order

There are several kinds of protection orders that can help victims of abuse. They apply in different situations but there is usually one that will help. Police or a service agency will likely be able to provide some assistance in getting what is needed.

Get a parenting order

If children are involved, the victim may want to get a Parenting Order from Family Court to set out who will be responsible for making decisions about the children and what time each will have with them.

Move out

The victim may decide that it is best to move to a new residence as quickly as possible. If she is living somewhere else and afraid to come back to get her things, the police may be able to help her.

Under the *Residential Tenancies Act* a victim can apply for a certificate that will allow her to terminate her lease with 28 days notice and without a financial penalty.

You may be able to make this easier for her by offering the victim another unit in a different building.

Frequently asked questions

It's great that she has all these options but how does she get these orders?

The police may help her get an Emergency Protection Order. If not, she should call Legal Aid Alberta. If they can't help her, they will likely know who can. Most police departments have a Victims Services Unit that helps with criminal matters.

There are also services available through Family Court that might be able to help. Refer the victim to the **Family Violence Info Line 310.1818** to get connected to the help she needs.

Her doctor or other professional can help her get the certificate to terminate her lease early.

Does she have to stay in the apartment for 28 days after she gives the landlord her certificate and her notice?

NO! She just has to pay rent for those days. She can leave as soon as it is best for her to do so.

Handy resources

Centre for Public Legal Education Alberta

If You're Thinking of Leaving - booklet

<https://www.cplea.ca/ThinkingOfLeaving.pdf>

Leaving an abusive relationship if you are not a Canadian - booklet

<https://www.cplea.ca/LeavingNonCanadian.pdf>

What you need to know about Emergency Protection Orders - booklet

<https://www.cplea.ca/EmergencyPO.pdf>

No Contact Orders - poster

<https://www.cplea.ca/NoContactOrders.pdf>

If you leave...Your Guide to Child Custody and Parenting Orders - booklet
<https://www.cplea.ca/CustodyParentingOrders.pdf>

Renting and Domestic Violence: Ending Your Lease Early - booklet
<https://www.cplea.ca/DVandRenting.pdf>

Alberta Human Services

Create a safety plan - website
<https://bit.ly/1u6KT8E>

Alberta SPCA and the Centre for Public Legal Education Alberta

Get Out and keep them safe too - brochure
<https://bit.ly/2pKDE9E>

Alberta Government

Apply for a Parenting Order - website
<https://bit.ly/2usW5Ev>

Safer spaces certificate to end tenancy - website
<https://bit.ly/2kCgnqx>

What can the landlord do?

Are you OK?

If someone discloses to you that she has been the victim of domestic violence, there are a number of things you can do to help her address her situation.

Believe her. Remember, her abuser is doing everything he can to make her feel useless and alone. Reassure her that the abuse is not her fault and that there is help for people in her situation.

Help her get help. Give her the number for the **Family Violence Info Line: 310.1818**

If she is a tenant, you could consider...

- Relocating her in another unit if you can.
- Waiving any expenses that you can. If she paid the security deposit, process any refund as quickly and generously as you can. Waive any fees for late payment of rent that you can. She is likely short of money. He may have control of their bank account and he may have ruined their credit rating.
- Getting her permission to call her emergency contact. Many landlords request emergency contact information from their tenants. She may be willing to have you call that person or someone else.

If you think anyone is in danger call the police: 911
If you think children may be at risk, you MUST report it to
Child and Family Services 1.800.638.0715

- Evicting her and any other tenants. Unfortunately, the domestic violence may reach the point where it is affecting your premises or other tenants, you may decide you have to terminate the lease of the occupants. You have the same rights and responsibilities as you have in any other evictions. If the unit has been significantly damaged or someone has been threatened or hurt, you can terminate the tenancy with a 24-hour notice.

Frequently asked questions

One of my tenants is being abused. She wants me to change the locks on her door. Can I?

Unless there is a court order keeping him from being in or near the premises, you cannot take any action to stop the abuser from entering the premises if he is also a tenant. If there is an order, ask for a copy. It may say what to do about the lock and keys. If the order bars him from being on the premises and he shows up, call the police. If the abuser isn't a tenant and doesn't even live on the premises but she has given him a key anyway, you can change the locks.

The abuser just started living in her unit without ever signing the lease. Can I just evict him?

You can issue a notice to vacate the premises to him if he is not a tenant and you haven't consented to him being there. It can be a bit tricky if he has been living there for awhile and you've known about it. You may be considered to have given him permission to be there. Only a court can decide that he has become a tenant. Check your lease to see how well you've covered this situation. It might be good to get it reviewed by a lawyer.

One of my tenants has an emergency protection order. What does that mean to me?

Protection orders vary so you would need to see the particular order that she has. Look to see what it covers. Does it say he can't come near your premises? Does it say the victim has 'exclusive possession' of the premises? If so, it may also say that a peace officer can remove the abuser. However, it may also say that he can go to the premises to get his personal property if he is accompanied by a peace officer. Check the date on the order to see when it expires. If it has expired, ask the victim if it has been reviewed by the Court of Queen's Bench. If so, there may be another order in place. Victims often get confused about the orders they have. A bit of probing may be necessary!

Handy resources

Centre for Public Legal Education Alberta

Laws for Landlords and Tenants in Alberta - website
www.landlordandtenant.org

Service Alberta

Information for Landlords – booklet
<https://bit.ly/2oySTCy>

Following up on the domestic violence incident

Are you OK?

Having the police on your property can be upsetting not only for the victim and her family, but for other residents, you and your staff. This is particularly so if someone was badly hurt or the abuser got away before the police arrived.

The same agencies that support victims of domestic violence may also be able to help you deal with what just happened. Your company may also have an employee assistance program that you can use. Some community agencies also offer resources to help with self-care.

You may decide it would be useful for all of you to know more about domestic violence and how it affects everyone. Toward the end of this kit, there is a list of agencies that provide educational programs that may be appropriate. Feel free to contact them for more information about what you need and what they offer.

Don't be surprised if you find that some of your staff or other residents have also had experience with domestic violence. The resources in this kit may be of use to them as well.

Frequently asked questions

One of my staff members just told me her partner is abusing her. She wants time off to deal with it. Do I have to give it to her?

If she has been working for you for 90 days or more, you must give her 10 days of unpaid leave but you have to keep her job (or an equivalent position) open for her to return to at the end of that time.

Handy references

Centre for Public Legal Education Alberta

Domestic violence handy resources
<https://www.cplea.ca/DVResources>

Domestic violence educational programs
<https://www.cplea.ca/DVEdPrograms>

Alberta Government

Domestic violence leave
<https://bit.ly/2ASKv7S>

LEAVING THE RELATIONSHIP**Centre for Public Legal Education Alberta**

If you are thinking of leaving - tip sheet
<https://www.cplea.ca/ThinkingOfLeaving.pdf>

Leaving an abusive relationship if you are not a Canadian - booklet
<https://www.cplea.ca/LeavingNonCanadian.pdf>

Alberta Human Services

Create a safety plan - website
<https://bit.ly/1u6KT8E>

Alberta SPCA and the Centre for Public Legal Education Alberta

Get Out and keep them safe too - brochure
<https://bit.ly/2pKDE9E>

STAFF TRAINING**Alberta Government**

Family violence: It's your business: community resource guide
<https://bit.ly/2J2ik7B>

Neighbours, Friends and Families

Communities Working Together to End Woman Abuse – power point
<https://bit.ly/2GBDgnb>

Domestic Abuse Intervention Project

Power and Control Wheel: Understanding the Power and Control Wheel - video
<https://bit.ly/2mNTt07>

POLICE INVOLVEMENT**Centre for Public Legal Education Alberta**

Domestic Violence: How the Police Can Help - tip sheet
<https://www.cplea.ca/DVPoliceHelp.pdf>

What you need to know about Emergency Protection Orders - booklet
<https://www.cplea.ca/EmergencyPO.pdf>

No Contact Orders - poster
<https://www.cplea.ca/NoContactOrders.pdf>

Alberta Government

Victims of Crime: What victims of crime can expect from the justice system - booklet
<https://bit.ly/2IcopwC>

Victim impact statements - brochure
<https://bit.ly/2GfhHtr>

LEGAL PROCESSES AND REMEDIES**Centre for Public Legal Education Alberta**

Criminal Law in Alberta - booklet
<https://www.cplea.ca/CriminalLawAB.pdf>

Family Law in Alberta - booklet
<https://www.cplea.ca/FamilyLawAB.pdf>

Alberta Laws Concerning Elder Abuse - tip sheet
<https://www.cplea.ca/ABLawsElderAbuse.pdf>

DOMESTIC VIOLENCE

Today Family Violence Help Centre

It Starts Today - booklet

<https://bit.ly/2CyY1hr>

Domestic Abuse Intervention Program

Power and Control Wheel - website

<https://bit.ly/2mNTt07>

Centre for Public Legal Education Alberta

WillowNet Abuse and the Law in Alberta - website

www.willownet.ca

OakNet Canadian Law for Older Adults - website

www.oaknet.ca

Families and the Law: Domestic Violence Series – booklets, poster and tip sheets

<https://www.cplea.ca/DomesticViolenceSeries>

Elder abuse - booklet

<https://www.cplea.ca/ElderAbuse.pdf>

CUSTODY ARRANGEMENTS

Centre for Public Legal Education Alberta

Child Custody and Parenting Orders - booklet

<https://www.cplea.ca/CustodyParentingOrders.pdf>

Alberta Government

Apply for a Parenting Order - website

<https://bit.ly/2usW5Ev>

LANDLORD & TENANT RIGHTS & RESPONSIBILITIES

Centre for Public Legal Education Alberta

Laws for Landlords and Tenants in Alberta - website

www.landlordandtenant.org

Renting Basics - booklet

<https://www.cplea.ca/RentingBasics.pdf>

Renting in Alberta - booklet

<https://www.cplea.ca/RentingInAlberta.pdf>

Service Alberta

Information for Landlords - booklet

<https://bit.ly/2oySTCy>

TERMINATING A LEASE

Centre for Public Legal Education Alberta

Renting and Domestic Violence: Ending Your Lease Early - booklet

<https://www.cplea.ca/DVandRenting.pdf>

Alberta Government

Safer spaces certificate to end tenancy - website

<https://bit.ly/2kCgnqx>

ALBERTA WIDE

Domestic Violence in Your Workplace (Alberta Council of Women's Shelters)

The Domestic Violence in Your Workplace program provides businesses with the tools and supports to recognize the signs of violence, appropriately help victims of violence that work for them, and protect their workplaces and employees at the same time. *May be subject to costs*

Offered as an in-person workshop that can be tailored to meet your needs.

Contact 1.866.331.3933

Elder Abuse (BearPaw Legal Education)

This workshop talks about the different kinds of Elder abuse that take place in Aboriginal communities and examines root causes. Targeting youth and adults in urban and rural settings, both on and off reserve. *FREE*

Offered as an in-person workshop that can be tailored to meet your needs.

Contact Nadine Callihoo-Hansen
780.482.7891
nadine-callihoo@ncsa.ca

Sexual Assault (BearPaw Legal Education)

Learn the reporting process for victims of sexual assault, available resources, and tips. Targeting youth and adults in urban and rural settings, both on and off reserve. *FREE*

Offered as an in-person workshop that can be tailored to meet your needs.

Contact Nadine Callihoo-Hansen
780.482.7891
nadine-callihoo@ncsa.ca

Respect in the Workplace (Canadian Red Cross)

This course empowers all employees to spot and understand workplace bullying, harassing, and discriminating behaviours and to eliminate harmful behaviours in a mutually respectful, self-empowering way for a safer, healthier workplace. \$40.00

Offered as a 90-minute online (self-paced) course.

Contact www.redcrosselearning.ca

Ten Steps to Creating Safe Environments for Organizations and Communities (Canadian Red Cross)

This course equips businesses, organizations, and communities to manage risk by preventing and responding to violence, abuse, and bullying proactively through a customized action plan. \$40.00

Offered as a 3-hour online (self-paced) course.

Contact www.redcrosselearning.ca

Rainbow Ready (Sagesse)

This is a capacity building program aimed at providing service providers and community agencies the knowledge and skills to provide safe, inclusive service to LGBTQ+ individuals experiencing domestic violence. Program includes an organizational audit, examination of agency space, promotional documentation, and guiding policies and procedures. *FREE*

Offered as a 1 or 2-day in-person workshop that can be tailored to meet your needs.

Contact Rachel Braeuer
403.234.7337 ext. 13
rachel@sagesse.org

Stand By (Sagesse)

This workshop is available to anyone interested in learning how to recognize domestic violence, understand its impact on an individual and the community, and develop comfort in responding to domestic violence disclosures, including providing appropriate support and referrals to services. *FREE*

Offered as a 2-hour in-person workshop that can be tailored to meet your needs.

Contact Kirstin Blair
403.234.7337 ext. 15
kirstin@sagesse.org

Cut It Out (Stop Abuse in Families Society)

As a salon or spa professional, you have an opportunity to help women in abusive relationships in an environment where clients feel comfortable and develop trusted relationships with you. We will teach you to recognize the warning signs of an abusive relationship, know how to respond by safely supporting women experiencing abuse, and provide resources so your clients know how to get help. *FREE*

Offered as a 1, 2, or 3-hour in-person workshop that can be tailored to meet your needs.

Contact Cortney Lohnes
780.460.2195
cortney@stopabuse.ca

Make It Our Business: Domestic Violence in the Workplace (Stop Abuse in Families Society)

This training is for businesses on how to recognize the warning signs of domestic violence, how to respond to someone they are worried about, and how to refer to agencies that can support them. The training also offers a component that focusses on developing workplace protocol specific to domestic violence. *FREE*

Offered as a 1, 2, or 3-hour in-person workshop that can be tailored to meet your needs.

Contact Cortney Lohnes
780.460.2195
cortney@stopabuse.ca

CALGARY & AREA

Education and Outreach Program (Calgary Communities Against Sexual Abuse)

Awareness for teachers, administrators and parents, police, hospital, and service agencies. *FREE*

Offered as an in-person workshop that can be tailored to meet your needs.

Contact education@calgarycasa.com

Domestic Violence 101 (Rowan House Society)

This free presentation is offered to women, children, schools, and communities. They are a general overview of what domestic violence is, what it looks like, how it affects people, and some ways of working with those affected. Available in High River and Okotoks. *FREE*

Offered as full or half day in-person presentations.

Contact 403.603.5996
branches@rowanhouse.ca

EDMONTON & AREA

Understanding LGBTQ+ Experiences of Family Violence (Pride Centre of Edmonton)

This interactive workshop is aimed at improving services and supports for children and adults who have experienced family violence. Learn more about research on LGBTQ adults and children's experiences of family violence, consider how bias in services can prevent help for LGBTQ people impacted by relationship and family violence, explore current and affirming language and practices to demonstrate service access for LGBTQ clients, be equipped with tools to prompt conversations in their workplaces to address affirming policies and practices for LGBTQ clients. *FREE*

Offered as a 3-hour in-person workshop

Contact 780.488.3234
education@pridecentreofedmonton.org

Public Education Program (Sexual Assault Centre of Edmonton)

The Public Education program offers a number of presentations and workshops on sexual violence. Learn the Criminal Code of Canada definition of sexual assault and consent, discuss sexual assault myths, learn how to support someone who has been sexually assaulted, and learn about resources for victims of sexual assault. *FREE*

Offered as an in-person workshop that can be tailored to meet your needs.

Contact 780.423.4102
info@sace.ab.ca

Lunch and Learn Workshops (The Family Centre)

A facilitator joins you on-site to deliver a workshop on a pre-determined topic including communication strategies, healthy relationships, conflict resolution, and stress management. Available in Edmonton (outside of Edmonton may be subject to additional costs). \$500.00-\$750.00 (*non-profit rate is available*)

Offered as a 1.5-hour in-person workshop that can be tailored to meet your needs.

Contact 780.497.7536
education.services@the-family-centre.com

Family Violence Across the Lifespan (Today Family Violence Help Centre)

This is an interactive and engaging workshop that gives service providers a basic understanding of family violence. Participants will learn about types of abuse, the cycle of abuse, dispel common family violence myths, understand barriers, safety planning, and how to respond to disclosures. Participants will also examine the impacts of family violence on children, seniors, and in LGBTQ+ relationships. This workshop aims to develop skills to identify, respond, and support clients within their organization and community. \$40.00 - *Outside of Edmonton may be subject to additional costs.*

Offered as a 2-day, in-person workshop.

Contact Monique Methot
780.455.6880
info@todaycentre.ca

Family Violence for Service Providers Workshop (Today Family Violence Help Centre)

This is an introductory workshop for service providers who would like to learn basics about family violence or as a refresher. Topics include examining types of violence, the role of power, responding to disclosures, barriers faced by those targeted by violence, and providing community resources. *FREE - outside of Edmonton may be subject to additional costs.*

Offered as an in-person workshop that can be tailored to meet your needs.

Contact Monique Methot
780.455.6880
info@todaycentre.ca

Friends & Family: How to Help Someone Impacted by Family Violence Workshop (Today Family Violence Help Centre)

This workshop is aimed at volunteers, co-workers, friends, and family who want to learn how to support someone in an unhealthy or abusive relationship. Topics include examining types of violence, role of power, responding to disclosures, barriers faced by those targeted by violence, and providing community resources. *FREE - Outside of Edmonton may be subject to additional costs*

Offered as a 1, 2 or 3-hour in-person workshop that can be tailored to meet your needs.

Contact Monique Methot
780.455.6880
info@todaycentre.ca

If you think anyone is in danger call the police: 911
If you think children may be at risk, you MUST report it to
Child and Family Services 1.800.638.0715

Family Violence Info Line - 310.1818

Talk to trained staff over the phone toll-free 24 hours a day, 7 days a week in more than 170 languages. Chat anonymously online with staff from noon to 8:00 pm daily.

Inform Alberta - 211

An online directory of services:

<https://informalberta.ca>

Alberta 211 now covers much of the province. Just dial 211

Pet Safekeeping Program

<https://bit.ly/2r5ljp6>

Legal Aid Alberta Emergency Protection Order program

In the Edmonton area:
1.780.422.9222

In the Calgary area:
1.403.297.5260

In the Lethbridge area:
1.403.388.3162

All other areas: 1.866.845.3425
(toll free)

If you live outside of these areas, go to your local courthouse during regular business hours or call the courthouse. After business hours, contact your local police or the RCMP.