

# ON PACE MULTISPORT

**Policy Document**

**Domestic Violence**



# Domestic Violence Policy

Effective Date: October 2022

## Introduction

On Pace Multisport is committed to providing a safe and respectful work environment for all employees. We recognize that domestic violence is a serious issue that can impact employees both personally and professionally. This policy aims to support and assist employees who may be experiencing domestic violence and outlines our commitment to addressing this issue in the workplace.

## Scope

This policy applies to all employees, contractors, interns, and volunteers of On Pace Multisport. It covers incidents of domestic violence that may occur within or outside the workplace and during work-related activities.

## Definition of Domestic Violence

Domestic violence refers to any form of abusive behaviour perpetrated by a family member, intimate partner, or former partner. It includes physical, sexual, emotional, psychological, or financial abuse, as well as any coercive control or threatening behaviour. Domestic violence can affect individuals of any gender or sexual orientation.

## Support and Resources

On Pace Multisport is committed to providing support and resources to employees who are experiencing domestic violence. We encourage employees to seek help and assure them that they will be treated with respect and confidentiality. The company will make reasonable efforts to accommodate the needs of employees affected by domestic violence, in accordance with applicable laws and regulations.

### Support resources may include:

- a. Confidentiality: We respect the privacy and confidentiality of employees who disclose that they are experiencing domestic violence. Information will only be shared on a need-to-know basis and in accordance with applicable laws.
- b. Employee Assistance Program (EAP): On Pace Multisport will provide access to an Employee Assistance Program or similar counselling services that can offer confidential support and assistance to employees dealing with domestic violence.
- c. External Resources: We will provide information on local domestic violence support organizations, hotlines, shelters, and legal services to employees who require further assistance. These resources may vary depending on the geographical location of the employee.

## Reporting and Response

a. Reporting: Employees who experience or witness domestic violence are encouraged to report the incidents promptly to their immediate supervisor, Human Resources, or any designated authority within the organization. Reports will be treated confidentially and investigated promptly and impartially.

b. Non-Retaliation: On Pace Multisport strictly prohibits any form of retaliation against employees who report incidents of domestic violence or seek assistance under this policy. Retaliation will be subject to disciplinary action, up to and including termination of employment.

c. Disciplinary Measures: Any employee found to have engaged in domestic violence in the workplace or during work-related activities may be subject to disciplinary action, including but not limited to counselling, reassignment, suspension, or termination, in accordance with applicable laws and company policies.

## Awareness and Training

On Pace Multisport will provide regular awareness programs and training to educate employees about domestic violence, its impact, and available resources. Training programs may cover topics such as recognizing signs of domestic violence, supporting colleagues, and responding appropriately to disclosures. The company will also review and update this policy periodically to ensure its effectiveness and alignment with best practices.

## Confidentiality and Privacy

On Pace Multisport will handle all information related to domestic violence reports or disclosures with the utmost confidentiality and respect for the privacy of individuals involved. Information will only be shared on a need-to-know basis and in accordance with applicable laws and regulations.

## Compliance with Laws

This policy is intended to comply with all applicable local, state, and federal laws relating to domestic violence, privacy, and employment. In the event of any conflict between this policy and the law, the law shall prevail.

## Policy Review

On Pace Multisport will review and assess this policy periodically to ensure its effectiveness and compliance with changing legal requirements and best practices