



**Family Violence Death Review Committee  
Case Review Public Report**

**November 2, 2015**

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## Incident

2011: Single homicide, female adult.

## Analysis

Leading up to and at the time of the death, there was very limited intervention in response to the escalation of incidents in their relationship. Based on the events, these interventions were insufficient given the actual severity of the events, but also reflected reluctance to involve outside systems.

### *Best Practices*

There were several best practices identified in this case, which include:

- Referral for offender to Employee assistance program for psychological and legal assistance.
- Attempts to ban offender from victim's place of employment.
- Police assistance in de-escalating the situation by having the couple limit their contact with each other.

In order to formulate recommendations, three main themes in this case were comprehensively examined:

- the role of culture,
- services available to assist the family who are relatively new Canadians, and
- the role of the workplace in the identification of high risk behaviours in cases of family violence.

## Recommendations

The Family Violence Death Review Committee wishes to acknowledge and commend the good practices of the police agencies in Alberta and the work being done to prevent and address family violence.

1. The Alberta Government amends the Occupational Health and Safety Act and Code to recognize and include family violence as a workplace hazard. Family violence is to be defined as it is in the *Protection Against Family Violence Act* and must include: **direct family violence** (where the family violence is at the workplace) and **indirect family violence** (where the family violence is outside of the workplace) and it directly affects the workplace through employee's performance or by creating an unsafe work environment. When family violence as a workplace hazard occurs, policies, procedures, monitoring and accountability mechanisms must be implemented. Collaboration with police services is recommended when these mechanisms are being developed and implemented.
  - a. The Alberta Government, in consultation with key stakeholders, will develop training, educational and public awareness materials for employers, employees and the general public that addresses family violence as a workplace hazard.

2. The Alberta Government develop and include a family violence training component into their mandatory Alberta Basic Security Course, offered through Justice and Solicitor General, to ensure all security workers being licensed within the province of Alberta have this background. In addition, it is recommended that all existing licensees and individuals renewing a license be required to complete this mandatory training.
  - a. The Alberta Government, work with post-secondary institutions to develop and include family violence response and reporting components into their diploma and certificate programs related to security and investigations.
3. The Alberta Government distribute family violence materials at key points of public contact:
  - Alberta registries at the time of application for marriage licenses, birth certificates, driver's license applications and renewals, vehicle registration renewals, and replacement documentation requests, including links to family violence materials in cases of online applications and renewals;
  - Through all Alberta Family Justice Programs and Mediation/ Dispute programs targeted towards familial matters and dissolution of intimate partner relationships (married and common law) and to all individuals applying for protection orders;
  - For any individuals attending court-ordered treatment for mental health and/or addictions treatment;
  - Through Alberta Health and Alberta Health Services programs (e.g. primary care networks);
  - To all social serving agencies, especially Immigrant-serving agencies, which partner with the Government of Alberta to provide social programs and services.
4. The Alberta Government, in collaboration with immigrant serving agencies and community partners work to identify and enhance existing family violence strategies and education materials specifically targeted towards new Canadians and newcomer populations in order to address key obstacles and (such as language barrier, isolation, stigma, and cultural differences) that prevent new Canadians from seeking assistance with family violence issues.