



Leading Change™ at Work

Course Framework and
Learning Outcomes

Table of Contents

Acknowledgements	2
How to Use This Document	3
Course Structure	4
Learner Audience	4
Learning Modules	4
Course Framework	5
Learning Outcomes	6

Acknowledgements

ACWS acknowledges the traditional lands upon which we live, work, and play. We recognize that all Albertans are Treaty people and have a responsibility to understand our history so that we can learn from the past, be aware of the present, and create a just and caring future. ACWS celebrates and values the resiliency, successes, and teachings that Indigenous people have shown us.

The ACWS office is located on Treaty 6 land in Amiskwaciwâskahikan, which is the traditional territory of the Plains Cree and an ancient gathering place of many Indigenous peoples for thousands of years. These lands have also been home to, and a central trading place of, the Blackfoot, Nakota, Assiniboine, Dene, the Métis people of western Canada, and the home of one of the largest communities of Inuit south of the 60th parallel.

We honour the courage and strength of Indigenous women. We honour them as life-givers and care-givers as we honour and learn from their continuing achievements, their consistent strength, and their remarkable endurance.

Our members serve all nations and all peoples. They are located on Treaty 4, 6, 7, and 8 lands across this province which include the five Métis territories of Alberta.

Project Partners

ACWS has received support for *Leading Change™ at Work* from various funding sources. We would like to acknowledge the following partners for their contributions:



Servus Credit Union

Servus Credit Union provided funding and support to research, develop, and test *Leading Change™ at Work* as an online course.



Health Sciences Association of Alberta (HSSA)

HSSA provided funding and support for the research, development, and testing of ACWS' Domestic Violence and Your Workplace curriculum.



Government of Alberta

The Government of Alberta provided funding and support for the development and enhancement of the *Leading Change™ at Work* online course.

How to Use This Document

This Course Framework and Learning Outcomes document has been developed for the use of individuals from several different audiences. The table below describes how each section can be used by each intended audience.

Section	Professional Development Assessors	Employers	Employees, including Supervisors and Managers
Course Structure	Verify the course meets required time and content standards for continuing professional development.	Assess ease of integration into workplace training programs.	Demonstrate awareness of the length and structure of the course and balance learning with work responsibilities.
Course Framework	Review the course's scope to assess relevance to various professions.	Evaluate the course's scope in alignment with organizational safety, fiscal, and legal compliance objectives.	Clarify how the course relates to their roles and why it is important.
Learning Outcomes	Confirm the outcomes fulfill the continuing education requirements for licensure or certification.	Assesses how the outcomes will contribute to a safer, more productive, and legally compliant work environment.	Review the learning outcomes they are expected to achieve. Build personal confidence and accountability in contributing to a safer workplace.

Course Structure

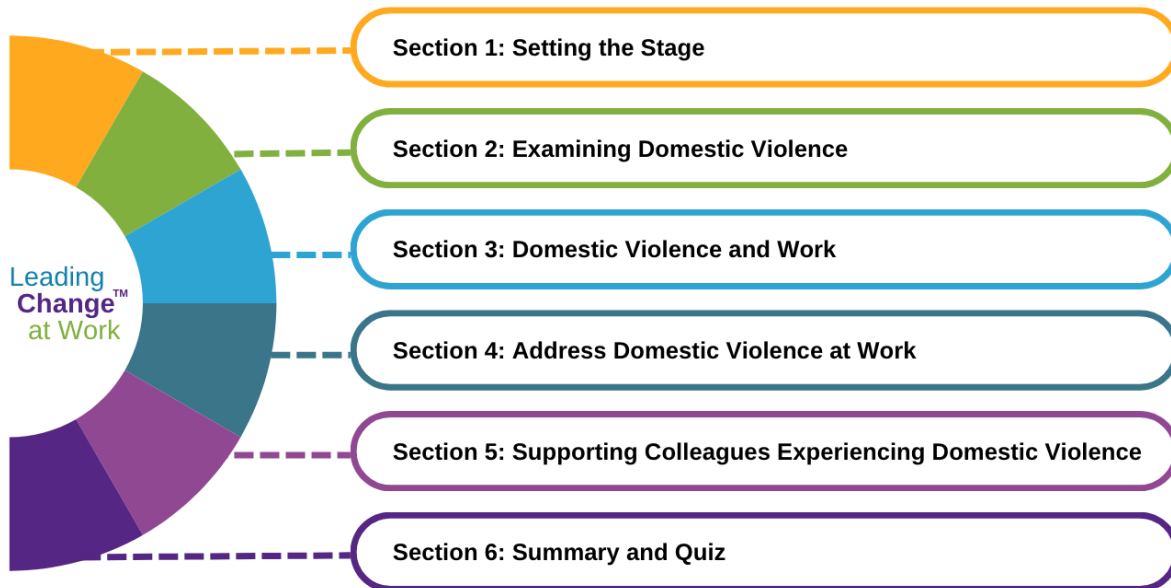
Leading Change™ at Work is a 2-hour, self-paced eLearning course.

Learner Audience

The audience for this course includes **all working Albertans**, including those who are seeking employment. The participants may have limited awareness of the scope of domestic violence as a workplace issue or their legal obligations under the Occupational Health and Safety (OH&S) legislation¹. While all working Albertans generally recognize physical attacks, bullying, and verbal abuse as workplace hazards, many view domestic violence as a productivity problem rather than a safety risk, despite 25% acknowledging its impact on their workplace².

Leading Change™ at Work course aims to enhance participants' awareness of their individual and collective responsibilities to respond to domestic violence and the likelihood of domestic violence affecting their workplace. It will also equip participants with the knowledge, tools, and confidence to recognize and respectfully respond to domestic violence in the workplace.

Learning Modules

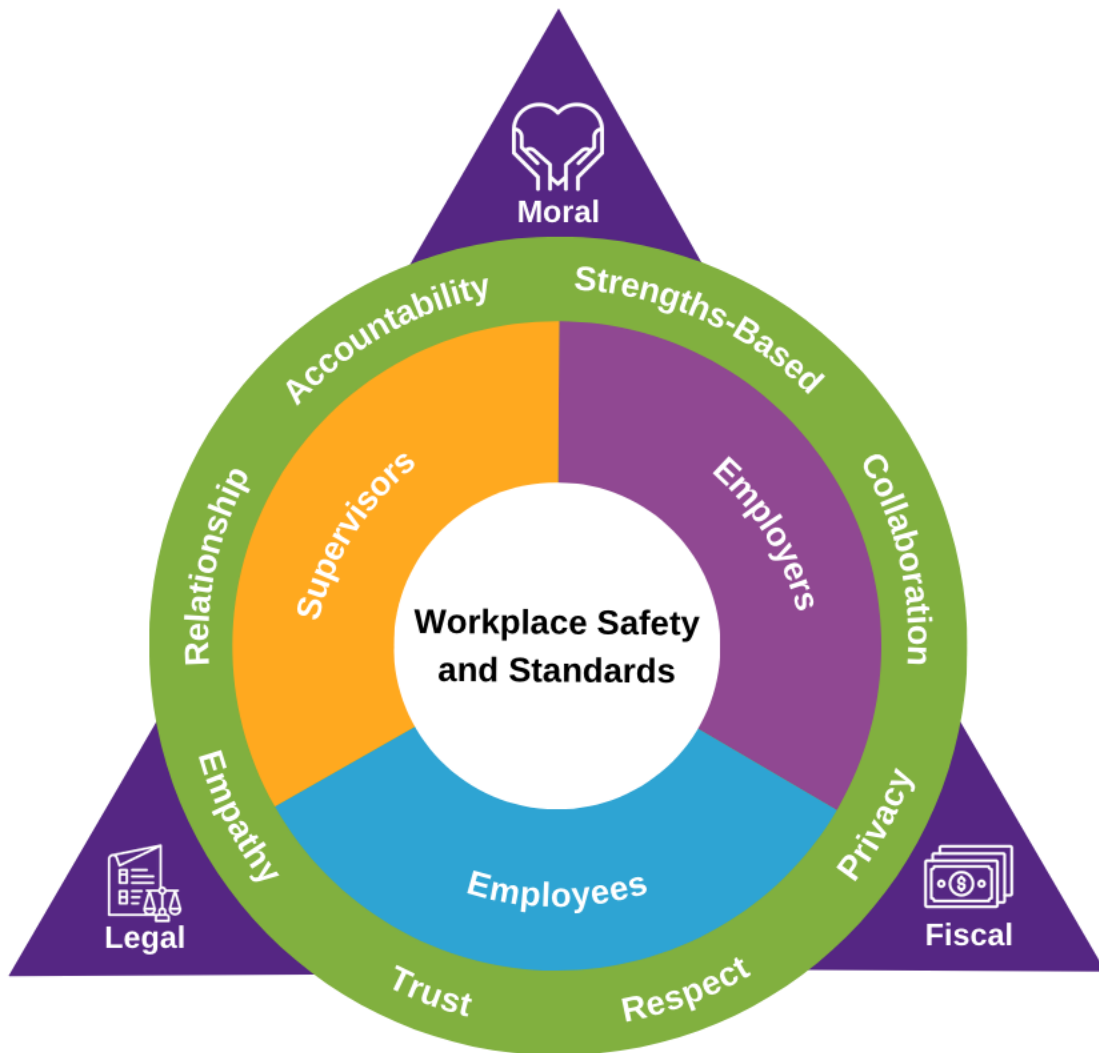


1 Occupational Health and Safety Act | Occupational Health and Safety Legislation. (n.d.). Government of Alberta. <https://search-ohs-laws.alberta.ca/legislation/occupational-health-and-safety-act/>

2 Leger. (2019). Male Attitudes Survey. Alberta Council of Women's Shelters. <https://acws.ca/wp-content/uploads/2021/06/J-Alberta-Mens-Attitudes-Survey-Report-2019.pdf>

Course Framework

The *Leading Change™ at Work* Course Framework recognizes that workplace safety is a collective responsibility. By embodying these core values and acknowledging the moral, fiscal, and legal imperatives, each of us can fulfill our role in recognizing, responding, and preventing domestic violence in the workplace.



Learning Outcomes

Below are the specific learning outcomes addressed in the course. For additional course information, please contact the ACWS at leadingchange@acws.ca.

Section 1: Setting the Stage

- Orient with the format and functionality of the course.
- Explore how to enhance your learning experience.
- Reflect on how you can lead from where you stand to end domestic violence.

Section 2: Examining Domestic Violence

- Explain concepts related to domestic violence, violence against women, and gender-based violence.
- Use the Pyramid of Gender-Based Violence to describe domestic violence as part of a systemic issue.
- Differentiate various forms of domestic violence and recognize their effects on people who experience them.
- Recognize how power and control operates in domestic violence relationships.
- Appreciate the complex dynamics of domestic violence and how they affect a person's capacity to leave a relationship.

Section 3: Domestic Violence at Work

- Describe the effects that domestic violence has on the workplace.
- Appreciate the benefits of work for people experiencing domestic violence.
- Recognize the effects that domestic violence might have on an employee's performance/access to opportunities.
- Find Alberta's Occupational Health and Safety legislation and know the roles of employees/employers/supervisors in addressing domestic violence in the workplace, including your own role.

Section 4: Address Domestic Violence at Work

- Be aware of what you can do to address domestic violence at work.
- Recognize the role of workplace culture on someone's decision to disclose.
- Have the tools to starting and having conversations about domestic violence.
- Know the limits to your personal responsibility and when to report domestic violence.

Section 5: Supporting Colleagues Experiencing Domestic Violence

- Take a strength-based approach to starting a conversation and talking to an employee experiencing domestic violence.

Section 6: Summary and Quiz

- Reflect on how you will lead change at work.
- Explore ACWS supports and services available to your organization on its journey to address domestic violence.