



Who are we?

The CPRLV is a non-profit organization independent of all government agencies. Its aims are to prevent acts of violent radicalization, and to provide support to organizations, individuals affected by this issue, and their families.

The CPRLV has developed prevention, intervention and training programs to help you cope with any type of situation involving radicalization, and to provide you with support, whatever your needs may be.

What happens if I contact the centre?

A specialist will call you back within 48 hours to discuss your concerns and needs, to meet with you, and to establish an intervention plan if required.



HELPLINE

Montreal area : **514 687-7141 #116**
Elsewhere in Quebec : **1 877 687-7141 #116**

Monday to Friday, 9 am to 8 pm.

IT'S CONFIDENTIAL !



**CENTRE FOR THE
PREVENTION
OF RADICALIZATION
LEADING TO VIOLENCE**

info-radical.org



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RADICALIZATION LEADING TO VIOLENCE IN THE WORKPLACE



Prevention first!



What is radicalization leading to violence?

The CPRLV defines radicalization as a process whereby people adopt an extremist belief system—including the intent to use, encourage or facilitate violence in order to promote an ideology, political project or cause, as a means for social change.

What are the behaviours to watch for?

While certain behaviours may be good indicators of radicalization, there is no standard pattern of behaviour for individuals who are becoming radicalized: each situation is unique. However, if one of your employees is exhibiting behaviour changes or making demands that disrupt work or compromise relations with colleagues or clients, these are sufficient reasons for asking for help or advice.



**It is important not to confuse
«radicalization leading to violence»
and «religious practices»**

The examples of behaviour to watch for listed below have to be examined in context in order to be assessed properly.



Difficulty concentrating, a sudden lack of interest in work-related activities, or repeated absenteeism due to increasing religious or ideological involvement.



Isolating, refusing to take part in company activities or to work next to a colleague due to the latter's religion, race, skin colour, gender or sexual orientation.



Making divisive and highly intolerant statements concerning international or social issues, or particular groups.



Defending violent extremist groups to colleagues.



Engaging in ideological or religious propaganda (proselytizing/recruiting) in the workplace, or using resources in the workplace to promote a cause or ideology.



Reinforcing views through regular consultation of violent extremist forums, videos or websites on the Internet (on a work or personal computer).



Significant increase in overtime or sale of personal belongings to finance a cause or ideology.



Justifying the use of violence in defence of a cause or ideology.



**CALL 911 IF YOU FEAR FOR YOUR
EMPLOYEE'S SAFETY OR THE
SAFETY OF OTHERS**



How should you respond?

- Do not overreact: dialogue is key.
- Issue a firm reminder of the rules for working together and of the importance of team cohesion.
- Make sure that neither the employee's behaviour nor your method of dealing with the situation create a climate of paranoia and/or suspicion.
- In careful compliance with the Act Respecting Labour Standards, assess whether the situation demands that the employee be moved to a different position or workplace.
- Make sure your organization possesses the necessary framework and tools (policies and appropriate training) to prevent, recognize and counter violent radicalization.



Dealing with violent radicalization in the workplace is a complex task. Do not hesitate to reach out to the **CPRLV** for support: its outreach workers will advise you on what steps to take and, if necessary, provide you with specialized support adapted to the specific circumstances you are experiencing in the workplace.