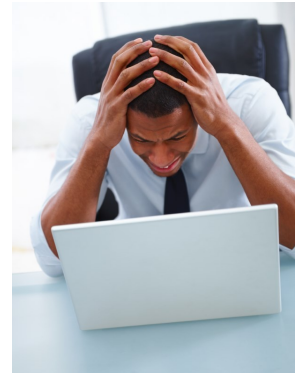


## What is Domestic Violence?

Domestic violence is a serious social problem that occurs within the context of an intimate relationship (e.g. dating partners, married couples, ex-partners). It is a pattern of behaviors used to maintain power and control over a partner. These behaviors can include: physical, emotional, mental, verbal, spiritual, sexual, digital and/or financial abuse.

## Impact

Fear, threats and violence are not limited to the home environment. The abuse may follow a person into their place of employment. Some abusers use the workplace as another site where they can cause injury and harm to their partner. In fact, most lethal injuries related to intimate partner violence occur at the workplace. Employers need to be prepared to address the issue of domestic violence as it directly impacts the workplace by: raising healthcare costs, increasing potential liability, poor job performance and human loss.



## Did you know...

Lost productivity and earnings due to domestic violence accounts for almost \$1.8 billion each year.

74% of battered workers are harassed by their abuser while at work.

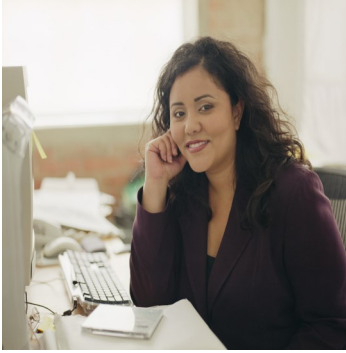
DV victims lose nearly 8million days of paid work each year - the equivalent of more than 32,000 full-time jobs and nearly 5.6 million days of household productivity.

Source: American Institute on Domestic Violence.

## Warning signs a co-worker may be abused:

- Unexplained bruises or other injuries
- Frequent phone calls or visits from partner
- Seems fearful, anxious or depressed
- Intense startle reaction
- Eating or sleeping problems
- Chronic, vague medical complaints
- Minimizes or makes excuses for partners behavior
- Changes in personality/mood/work performance
- Overreacts to being corrected by supervisor or co-worker
- Changes in appearance, disheveled or poor body consciousness
- Poor attendance/ excessive tardiness at work
- Constantly preoccupied/ lacks concentration

## Tips to consider when safety planning at work:



- Keep a copy of your restraining order at work.
- Attach the abuser's picture to the restraining order.
- Take breaks and meals with company.
- Ask a security guard to walk you to your transportation.
- If the abuser contacts you at work, document it. Save voicemails and print e-mails.
- Change your email and extension.
- Consider changing your work site or work station.
- Change your route to work.
- Carpool
- Call the police if the restraining order is violated.
- Speak with your supervisor about the violence to discuss safety measures, time off benefits and reasonable accommodations. SB 400 prohibits employers from discriminating or retaliating against employees who suffer domestic violence, sexual assault and stalking and allows employees to request reasonable accommodation to ensure their safety in the workplace.

### Where do I find DV Assistance?

For immediate law enforcement response:

**9-1-1**

Interface Children & Family Services, 24/7 DV Hotline:

**1-800-636-6738**

Health & Human Services Information and Referral

**2-1-1**

Legal Aid Society Employment Law Center

**1-888-864-8335**

<https://las-elc.org>

## How Can Employers Respond to Domestic Violence in the Workplace?

In an abusive relationship, the batterer may enter the partner's workplace environment. This may include stalking, harassment, threats, and physical violence. Additionally, if the abusive relationship has developed among two employees, a restraining order may be placed on one of the partners. Some steps employers may take to address domestic violence in the workplace include:

- Develop domestic violence policies that can assist and meet the needs of those being affected by it.
- Provide domestic violence education to employees.
- Provide company personnel with the proper tools and training to respond to situations involving domestic violence.
- Know of experts or law personnel that can be contacted to assist with a situation involving domestic violence.
- Find an appropriate time and place to speak with employee.
- Provide administrative support to the employee.
- Comply with all local, state and federal laws.
- Change personnel information (contact information; beneficiary information; wage allocation) with employee.
- Protect confidentiality of employee.
- Link employee with community resources.

Adapted from 10 Things Employers Can Do, by Robin H. Thompson, Esq.



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