

 **DOMESTIC VIOLENCE IN THE WORKPLACE**

*A Workshop For Managers*

 **“Black And Blue”**


- The first time my husband hit me I was nineteen years old...

2

 **Workshop Objectives**

- Understand what domestic violence is and how it effects the workplace.
- Learn what you can do to help a person that is a victim of domestic violence or an abuser.
- Learn how to keep the workplace safe from domestic violence.

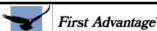
3

 **Domestic Violence Defined**

A pattern of coercive tactics carried out by an abuser against a family or household member (the victim) with the goal of establishing and maintaining power and control over the victim. These tactics can be physical, psychological, sexual, economical, and emotional.


(“Domestic Violence Employer Handbook & Resource Guide” New York State Office of the Prevention of Domestic Violence)

4

 **Domestic Violence Myths**


- Domestic violence doesn’t affect many people
- Battering is only a momentary loss of temper
- Domestic violence only occurs in poor, urban areas
- It is easy for battered women to leave their abuser.

5

 **Domestic Violence Against Men**


- 37.5% of victims are men.
- Men share the same feelings as abused women.
- It may be harder for men to talk about or report their domestic violence.

6

**Impact of Domestic Violence in the Workplace**  First Advantage®


- Medical expenses from domestic violence total between \$5 and \$10 billion annually.
- Businesses lose another \$100 million in lost wages, sick leave, absenteeism and non-productivity due to domestic violence.
- Partners commit 13,000 acts of violence against women in the workplace every year.

7

**The Cycle of Violence**  First Advantage®


- Emotional and Verbal Abuse
- Isolation
- Intimidation
- Threats

8

**The Cycle of Abuse**  First Advantage®


- Phase One: Tension Building
- Phase Two: Abusive Incident
- Phase Three: Honeymoon

9

**Power and Control**  First Advantage®


*Violence is about power and control*

10

**Possible Indicators of Domestic Violence**  First Advantage®

- Bruises, cuts, fractures, injury to eyes, nose, teeth, jaw
- Injuries during pregnancy
- Untreated injuries
- Inappropriate dress to cover injuries (such as long sleeves in summer or sun glasses wore indoors)
- Stress-related illnesses (such as stomach problems, over or under eating, headaches)

11

**Possible Indicators of Domestic Violence**  First Advantage®

- Changes in behavior and work performance
- Preoccupation or lack of concentration
- Increased or unexplained absences
- Withdrawal from co-workers
- Nervousness
- Frequent personal calls
- Rumors from co-workers
- Problems with attendance

12

**Manager's Response**

First Advantage®

- Conduct discussion in private
- Explain observation of facts to employee
- Express concern
- Make a supportive statement
- Offer resources- including human resources and the EAP

13

**Manager's Response**

First Advantage®

- Ask
- Express concern
- Listen and validate
- Offer help
- Support her/his decision

14

**Sample Responses**

First Advantage®

- Observation- "I noticed the bruises you had last week and you look upset and worried today."
- Concern- "I thought it was possible that you are being hurt by someone and I am concerned about you."
- Support- "No one deserves to be hit by someone else."

15

**How To Be Supportive**

First Advantage®

- Respect privacy
- Be understanding and approachable
- Respect victims' decisions
- Convey employee's value to the company

16

**Positive Message for Victims**

First Advantage®

- I believe you.
- It's not your fault.
- How can I help you feel safe?
- Your reactions are normal.

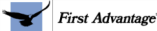
17

**Negative Messages for Victims**

First Advantage®

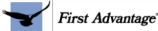
- Did you try to stop the abuse?
- Why don't you just leave?
- What did you do to provoke it?
- Can't you just forget it?

18

**Don'ts** 

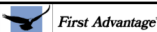
- Keep secrets
- Wait for her to come to you
- Judge or blame her
- Pressure her
- Give advice
- Make support conditional

19

**Addressing Performance Problems** 

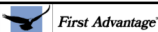
- Observe the performance problems
- Document decline in performance
- Consult with human resources and the EAP
- Discuss the problem with the employee
- Offer suggestions for improving performance and offer support in the workplace
- Refer employee to the EAP

20

**Workplace Policies** 

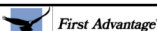
- Paid leave options
- Unpaid leave options
- Alternative worksite arrangements
- Improve security measures
- Involve the EAP

21

**Case Examples** 

*What would you do in this situation?*

22

**What Victims Can Do** 

- Call National Hotline 800.799.SAFE (7233)
- Create a safety plan at work
- Go to supervisor and/or human resources
- Contact the EAP

23

**Resources** 

- National Domestic Violence Hotline: 800.799.SAFE (7233)
- Family Violence Prevention Fund: 800.313.1310
- National Network to End Domestic Violence: 800.903.0111 ext. 3
- Resource Center on Child Custody and Child Protection: 800.527.3223
- S.A.F.E. (Stop Abuse For Everyone)

24

**EAP Services**  *First Advantage*



Available  
24-hours a day  
7 days a week

Call First Advantage  
800.935.9551

