THE WORKPLACE EFFECTS OF INTERPERSONAL VIOLENCE:

ENGAGING ADVOCATES, EMPLOYERS AND UNIONS AS KEY STAKEHOLDERS

Maya Raghu and Jennifer L. White Futures Without Violence



Learning Objectives

2

3

At the end of this session, participants will be better able to:

- Discuss the ways that domestic and sexual violence and stalking impact employment for survivors and the importance of employment and economic security for survivors' safety and well-being
- Advocate for individuals and with employers generally to promote survivor centered employment policies and practices

- □ What are your professional roles?
- Have you encountered this issue in the workplace (either self, co-worker, family, friend)?
- Does your employer (or do you, as an employer) have dv/sa workplace policies/protocols? What about unions?
- D Blue Valentine clip

Blue Valentine Clip Questions

4

- What are the employer's obligations as a result of this event?
- □ How would you modify the employer's response, if at all?
- Describe the co-worker's response. Was it effective/ineffective?
- In your professional capacity, what resources or services could you provide to Cindy? Dean?



Employer Concerns

□ Safety

6

- Productivity
- Description Potential liability
- Costs (lost time, low productivity, medical, accommodations)
- □ Employee retention
- □ Reputation
- Happiness/well-being of employees

Co-Worker Concerns

□ Safety

7

- Trauma
- □ Feeling obligated to assist victim
- Working effectively
- Resentment
- □ Worry for colleague

Victim-Employee's Concerns

- B Safety
 - Confidentiality
 - Job retention
 - Work performance
 - □ Employer assistance
 - Time off or other changes
 - Safety measures
 - Reputation/appearance
 - Financial and economic security

Impact on Employers

- 9
 - <u>Safety</u>: A NIOSH study found that 28% of workplace homicides of women between 2003-2008 were due to intimate partner violence.
 - <u>Productivity</u>: The Centers for Disease Control and Prevention estimates that the annual cost of lost productivity due to domestic violence equals \$727.8 million.
 - Sixty-one percent of recently surveyed senior executives stated that domestic violence has a harmful effect on their company's productivity and 70% said domestic violence negatively affects employee attendance.
 - Perpetrators as employees: A study by the Maine Department of Labor found that more than three-quarters of perpetrators used workplace resources at least once to express remorse or anger, check up on, pressure, or threaten the victim.
 - A 2011 Vermont study found that participants lost a total of 44,515 days of work — equivalent to 22 years of full time employment — because they were in jail as a result of domestic violence.

The Economic Costs to Victims

 Lost time: The CDC found that victims of intimate partner violence lose 8 million days of work each year, the equivalent of 32,000 fulltime jobs and over 5.5 million days of household productivity.

10

11

12

- In 2009, a Department of Justice study found that of the 79% of stalking victims who had a job, one in eight lost time from work. More than half the victims surveyed lost five or more days from work.
- Lost jobs: In a 2007 study, between 15.2% and 27.6% of women surveyed lost a job because of abuse.
- <u>Medical Costs</u>: The total lifetime cost of injuries due to interpersonal violence occurring in 2000 was approximately \$37 billion—\$4 billion for medical treatment and \$33 billion for lost productivity.

Workplaces Respond National Resource Center

- Created and funded by Department of Justice, Office on Violence Against Women
- Addresses domestic and sexual violence and stalking (prevention and response)
- Audience is non-traditional stakeholders: employers and unions
- Focus on vulnerable/underrepresented workers: retail, hotel, food service, public sector

Workplaces Respond National Resource Center

- Partnership of 8 organizations: legal, advocacy, business
 - Futures Without Violence, Legal Momentum, Pennsylvania Coalition Against Rape and National Sexual Violence Resource Center, National Sexual Assault Coalition Resource Sharing Project, American Bar Association Commission on Domestic and Sexual Violence, Corporate Aliance to End Partner Violence, the National Center on Victims of Crime's Stalking Resource Center and Victim Rights Law Center
- Educational materials, interactive features, technical assistance
- Website: <u>www.workplacesrespond.org</u>

Response

- Encourage employers/unions to recognize, respond and refer, and implement preventative measures for future
- Response

13

- Relevant policies
- Safety/threat assessment
- $\blacksquare \ Workplace \ changes/accommodations$
- $\ensuremath{\,^{\ensuremath{\scriptstyle^{\ensuremath{^{\ensuremath}\!\!\!\\^{\ensuremath{^{\ensuremath{^{\ensuremath{^{\ensuremath{^{\ensuremath}\!\!\!\\^{\ensuremath{^{\ensuremath{^{\ensuremath{^{\ensuremath{^{\ensuremat}\!\!\!\!\\^{\ensuremath{^{\ensuremath{^{\ensuremath{^{\ensuremath{^{\ensuremath{^{\ensuremath{^{\ensuremat}\!\!\!\!\\}}}}} \ensuremath{^{\ensuremath{^{\ensuremath{^{\ensuremath{^{\ensuremath{^{\ensuremath}\!\!\!\!\!}}}}}} \ensuremath{^{\ensuremath{^{\ensuremath{^{\ensuremath{\!\!\!\!\!}}}}}}} \ensuremath{^{\ensuremath{^{\ensuremath{^{\ensuremath{\!\!\!}}}}}} \ensuremath{^{\ensuremath{^{\ensuremath{\!\!\!\!}}}}} \ensuremath{^{\ensuremath{^{\ensuremath{\!\!\!}}}}}} \ensuremath{^{\ensuremath{^{\ensuremath{\!\!}}}}}} \ensuremathhen} \ensuremathhen}} \ensuremathhen} \ensuremathhen} \ensuremathhen}} \ensuremathhen} \ensuremathhen} \ensuremathhen} \ensuremathhen} \ensuremathhen} \ensuremathhen}} \ensuremathhen} \ensuremathhen \ensuremathhen} \ensuremathhen \ensuremathhen \ensuremathhen} \ensuremathhen} \ensuremathhen \ensuremathhen}$
- \blacksquare Response to perpetrators who are employees

Prevention

- Duild a multiplication
- Build a multidisciplinary team HR, legal, security, EAP, union
- Culture of support for victims
- Workplace policies/protocols
 Review existing workplace polices
 - Relevant laws: leave, accommodation, nondiscrimination, UI
 - Create dv/sv/stalking and workplace policy if necessary or protocols to add to existing policies
- Education and training

15

Relationships with community stakeholders

Service Providers as a Key Link

- Often the first person a victim discloses to/seeks assistance from
- May be the only person who can help victim identify potential or actual employment issues
- May be the only person who can advocate with employer/union on victim's behalf (victim cannot afford or want an attorney)
- Service providers are the domestic and sexual violence and stalking experts



 Softer (Stop Softmed) About Do (100-01 Dis - 100-000)
 100-000

 Congle" Softmed about
 100-000

Learn Assess Implement Evolutie Resources

Mile a ploige Mile a ploige Mile and Hammer Harmonic a ploige Weiterlieft weit

Jouricaddie pedge

Z Interact with a interemproyee > Course a vorkpace policy > Learn about the car of sexual riolence > Identify so [TheCast. concerns

) C f Connolplasse

WORKPLACES R E S P D K D T O DIMISTIC & SELUAL V I D L E N C E

Some ways to get started... By taking the time to use this website you will be taking assenteen analosi protective due to stees and sy also have a protond impact on the laws and we't-have

Take the quiz

Take the quic

applicy for How much do you know about indexes and its offers on the maniplaned "Salesce with price and The cost.

Create a poli

The or holts code apply you operation the follow parties Contra Fields









WORKPLACE BISPOND DOMESTIC & SEXI	S C C C C C C C C C C C C C C C C C C C	
VIOLENC	E Learn Assess Implement Evaluate Resources	
Imploment O workplace Policy Creation	Your Employee	
© Programs facilitations	Litto las evolves for you at the copylicitetizendor the part time-years. She handwesta multiple solution amplementation contexts a work time. Las parts single and with the other anglementation and time. You not the Linke memory and works of a sonney for the single and the former for the your part of the singlementation of the singlementation of the singlementation of the singlementation of the singlement and the singlementation of the singlementation of the singlementation of the singlement of the singlementation of the singlementation of the singlementation of the singlementation of the singlement and the singlementation of the	
C Unon Responses	old con. One day linds comes to work two hours late, and you notice that she coils like ser's been raying. Phylos the second time in hour second that have been been they want have some little day hours and	
 Training and Education Biologic Type for Directors Workplace Characters 	to till. Yao choe the situated aik Linka vely alle leegs conting in tait. She appliques, and seys that she taid or trackle.	
Domesti: Vicence/Control Training Exectors: Interal	10 fou:	
	Remind be that she about calityse if she's reming late, give her a second seaming, and tell her to date her work. The says the self and haves.	
	Plennid for the dead callpar I dely saming life, give for a second wanning, evention view der server queries of del X (yes un leng with anything).	
	R Instaction	







esponc.org/hetournes	WORKPLACES DEMISSION & D TO DEMISSION & EXCULU VIOLENCE Learn Assess bruchernet	et Joerin Units Re
	Beconcese we want to be address of the state of the stat	Beckensen - Stagen of Kurst -
	103 the down, we Warkingson, 2020 Plane 2020 Pla	
	Proc. metal.data Prac. 39944072 Website proc.Concern America LLC	

22





