

THE WORKPLACE EFFECTS OF INTERPERSONAL VIOLENCE:

ENGAGING ADVOCATES, EMPLOYERS AND UNIONS AS KEY STAKEHOLDERS

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Learning Objectives



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?
- Blue Valentine clip

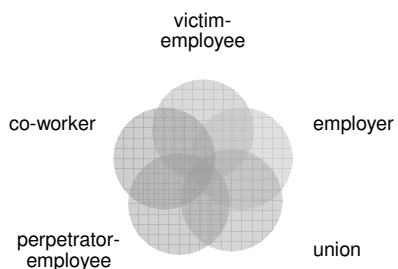
Blue Valentine Clip Questions

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?

Who In the Workplace Is Affected By Violence?

5



Employer Concerns

6

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

Co-Worker Concerns

7

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

Victim-Employee's Concerns

8

- 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

- Safety:** A NIOSH study found that 28% of workplace homicides of women between 2003-2008 were due to intimate partner violence.
- Productivity:** 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

10

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

11

- 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

12

- 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 Alliance 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: www.workplacesrespond.org

Response

13

- Encourage employers/unions to recognize, respond and refer, and implement preventative measures for future
- Response
 - Relevant policies
 - Safety/threat assessment
 - Workplace changes/accommodations
 - Victim and perpetrator are co-workers
 - Response to perpetrators who are employees

Prevention

14

- Build a multidisciplinary team – HR, legal, security, EAP, union
- Culture of support for victims
- Workplace policies/protocols
 - Review existing workplace policies
 - 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
- Relationships with community stakeholders

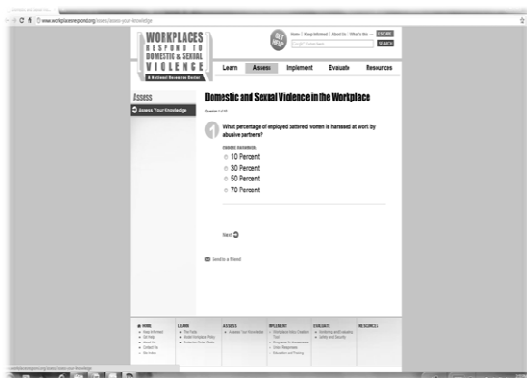
Service Providers as a Key Link

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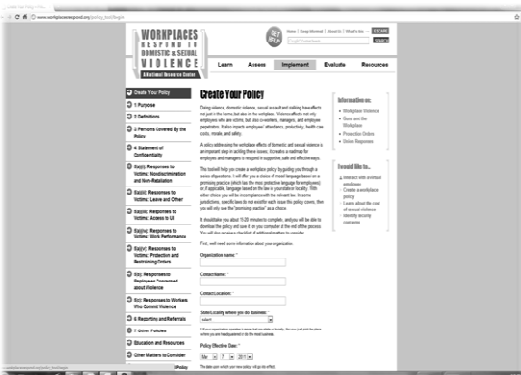
- Often the first person a victim discloses to/seeks assistance from
- May be the only person who can help victim identify potential or actual employment issues
- May be the only person who can advocate with employer/union on victim's behalf (victim cannot afford or want an attorney)
- Service providers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



16

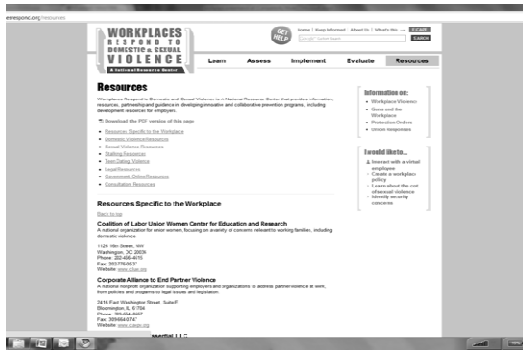


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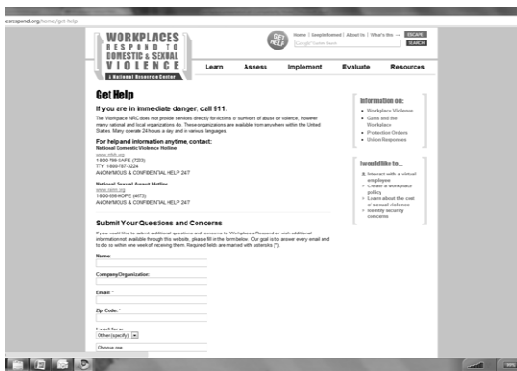


18





22



23
