

THE IMPACT OF DOMESTIC VIOLENCE ON THE WORKPLACE

When your employees experience domestic violence, it impacts your workplace. Numerous studies have found that experiencing violence and abuse in the home can result in absenteeism and impaired job performance.



More than
7.9 MILLION PAID WORKDAYS
are lost each year because
of domestic violence¹



A 2005 study found that
96% OF FEMALE VICTIMS reported that
domestic abuse **AFFECTED THEIR ABILITY** to perform their jobs
while **60%** reported that they **LOST THEIR JOBS** due to the abuse²



And the abuse can sometimes occur on or with company property, jeopardizing the safety of all employees and potentially resulting in property damage.



More than
50% OF STALKING VICTIMS
reported being
STALKED AT WORK³

A 2005 study found that
87% OF VICTIMS
received
HARASSING PHONE CALLS AT WORK²



CREATING A WORKPLACE CULTURE OF SUPPORT & RESILIENCE

For some victims, work is the only place that they have the opportunity to feel safe. Workplaces have the ability to establish policy and practice that promotes safety and provides victims with important supports.



Nearly
3 IN 4 SURVIVORS
cited **ECONOMIC SECURITY** as the main reason
they stayed with their abuser⁴

Establish a workplace policy:

- Non-violence statement
- Offering assistance to employees who are victims
- Investigation protocols & accountability for employees who are abusers
- Training, education & awareness initiatives

Create a culture of support:

- Non-discrimination and non-retaliation
- Leave and other reasonable accommodations and assistance
- Confidentiality to the extent allowable by law
- Access to support (EAP, 911, community-based providers)
- Build relationships with local domestic violence provider

**WORKPLACES RESPOND
TO DOMESTIC & SEXUAL VIOLENCE**

A NATIONAL RESOURCE CENTER

Visit www.workplacesrespond.org for important resources including sample policies, training curriculums, and other workplace tools. Workplaces Respond is a public-private partnership led by Futures Without Violence, and funded by the US Department of Justice's Office on Violence Against Women (OVW).

¹ Centers for Disease Control and Prevention, 2003

² Ridley, E., et al. 2005. Domestic Violence Survivors at Work: How Perpetrators Impact Employment. Maine Department of Labor and Family Crisis Services.

³ The National Intimate Partner and Sexual Violence Survey 2010 Summary Report

⁴ Mary Kay 2012 Truth About Abuse Survey Report