

aware

Domestic violence is a pattern of controlling behaviors that can include emotional, physical, psychological, sexual, verbal and/or financial abuse.

1 in 4 women & 1 in 14 men will be abused by an intimate partner during their lifetimes

3 women are murdered at work by a current or former intimate partner each week

74% of battered women report being harassed by their abuser while at work

\$5.8 billion the financial cost associated with domestic violence, which includes:

\$4.1 billion in direct healthcare expenses

\$900 million in lost productivity

8 million days number of paid work days lost each year due to domestic violence, the equivalent of more than

32,000 full-time jobs and nearly

5.6 million days of household productivity

violence at home is everyone's business

assist

Look for these signs of abuse

- Unexplained bruises, bumps and broken bones with explanations that don't seem to fit the injuries - often attributed to 'being clumsy' or 'accidents'
- Denies or minimizes severity and/or frequency of injuries
- Distracted and unable to concentrate
- Often misses work or is frequently late
- Receives repeated and upsetting phone calls, emails and/or text messages throughout the day
- Appears anxious, upset or distressed
- Quality of work fluctuates for 'no apparent reason'
- Mentions difficulties at home
- Exhibits changes in behavior
- Clothing that doesn't "match the season" or work environment - e.g. wearing long sleeves in summer (to hide bruises)
- Isolation from friends, family and coworkers
- Tearfulness, excessive stress, depression, thoughts of suicide
- Current or former partner/spouse shows-up randomly at work resulting in more distress
- Frequent arrival of gifts/flowers from partner or spouse to apologize for arguments

resources

National Domestic Violence Hotline:
1.800.799.7233
TTY 1.800.787.3224
www.thehotline.org

Workplaces Respond to Domestic & Sexual Violence, A National Resource Center:
www.workplacesrespond.org

or call
Futures Without Violence
415.678.5500

safe@workcoalition
www.safeatworkcoalition.org

American Bar Association Commission on Domestic Violence
202.662.1737
www.abanet.org/domviol

The Shelter for Abused Women & Children
239.775.1101 crisis line
239.775.3862 admin
www.naplesshelter.org

Domestic violence in the workplace, aware, assist, act, is a program of



To Prevent. To Protect. To Prevail.

The Shelter for Abused Women & Children does not discriminate in any of its programs because of sexual orientation, race, age, gender, citizenship, marital status, ethnicity or culture, country of origin, immigration status, religion, physical or mental ability or language spoken.

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act

a guide to addressing domestic violence in the workplace because...

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signs of an abuser

- Bullies others or is abusive at work
- Drug or alcohol use
- Blames others for problems, especially the victim
- Absenteeism or tardiness
- Contacts victim repeatedly during the work day
- Denies any problems
- Legal issues, arrests, etc.

Domestic violence is about power and control, not anger management.

While abusers may bully at work, most often they appear normal and 'together' in public. At home, however, they unleash a fury specifically designed to mentally and emotionally immobilize their victims.

Understand that this abuse is *not* about losing control in the moment. Abusers don't hit their bosses during a review or yell at wait staff for running out of dessert.

Abusers are experts at 'anger management,' saving their violence to unleash on their loved ones - spouses/partners, children, parents and pets - at home.

If you witness domestic violence, call 911. Contact your local domestic violence center for further information.

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According to the Florida Domestic Violence Leave Act, Section 741.313, Florida Statute, effective July 1, 2007: Florida businesses with 50 or more employees are required to provide victims of intimate partner abuse three days of leave in a 12-month period, without fear of losing their jobs. Leave can be used to seek an injunction for protection; access medical care and/or mental health counseling; obtain services from a victim-services organization; secure their home from the abuser or escape to safety; and seek legal assistance or attend/prepare for court-related proceedings arising from the abuse.

This law applies to employees as well as family or household members of the employee who are being abused. Employers must keep the employee's information confidential, and the affected employee must request the time off in advance, except in cases of imminent danger.

If you believe **an employee or coworker is abused, start a conversation.** Try phrases such as "I'm concerned about you, is there anything I can do to help you?," or "I'm afraid for the safety of you and/or your children."

- Believe any coworker who shares that she is abused
- Validate the experience, don't blame them
- Understand there may be economic, social, religious and psychological reasons why the victim may stay in the relationship
- Ask the victim to teach any children in the home how to dial 911
- Let the victim know that no one deserves to be abused and that the abuse is NEVER the victim's fault
- Don't expect immediate open communication or 'miracle cures'
- Empower the victim to make her own decisions and respect her choices
- Encourage her to keep a "escape bag" and extra set of keys in your office
- Have her contact the company's Employee Assistance Program (EAP)
- Offer help but do not take risks with your own safety
- Call The Shelter's confidential 24-hour crisisline for support: 239.775.1101/TTY 239.775.4265

As an employer, you have a responsibility to assist victims

- Know and implement your local and state domestic violence laws and ordinances
- Develop and implement a domestic violence policy - see "Resources" section for contact information on organizations providing tools to help you develop a domestic violence workplace policy
- Vary the employee's work hours or work location
- Train at least one staff member in recognizing the signs of abuse and ways to address domestic violence (call your local center for support)
- Provide security and reception staff with specific instructions for responding to domestic violence in the workplace - call 911, who to notify within the company should an incident occur and what to do if an employee has an order for protection (restraining order)
- Remember that a victim may require flexibility with scheduling, benefits, policies and procedures while addressing the abuse

also

Companies can also help by:

- Being sensitive to the victim's need for confidentiality
- Ensuring copies of restraining orders are kept onsite (in case the abuser shows up at the victim's place of employment)
- Asking the victim for a photograph of the abuser so security and reception staff are aware of potential danger
- Asking the victim to keep and print out all abusive texts, emails or phone calls (may be used in court)
- Requesting any coworkers threatened by the abuser notify Human Resources and the police
- Encouraging the victim to keep a "escape bag," extra set of keys and important paperwork at the office

For what to include in an escape bag visit <http://www.naplesshelter.org/finding-help/help-for-myself>

For assistance and support in dealing with domestic violence in the workplace, contact:

- Workplaces Respond to Domestic & Sexual Violence, A National Resource Center at www.workplacesrespond.org
- Safe @Work Coalition at www.safeatworkcoalition.org
- National Domestic Violence Hotline at 1.800.799.7233
- The Shelter for Abused Women & Children at 239.775.1101

Please see Resources list on back for more information