



The
SHELTER

FOR ABUSED WOMEN & CHILDREN

Domestic Violence In The Workplace

***Violence at home is
everyone's business...***

Presented by:

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The Shelter for Abused Women & Children

Objectives

- Define workplace violence
- Differentiate between forms of workplace violence
- Review statistics
- Discuss power and control
- Review state statutes
- Provide referral information and resources
- Outline next steps

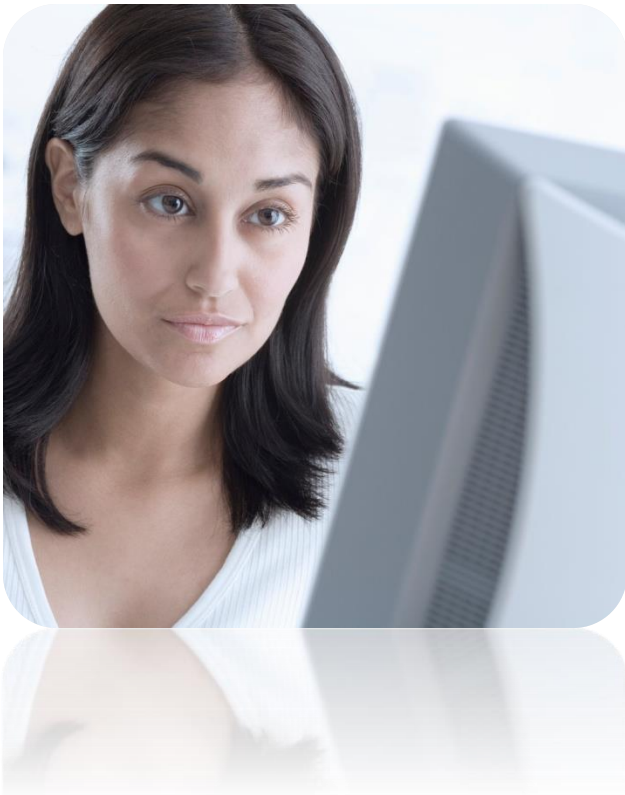
Definition of Workplace Violence

- Workplace violence is violence or the threat of violence against workers. It can occur at or outside the workplace and can range from threats and verbal abuse to physical assaults and homicide, one of the leading causes of job-related deaths. However it manifests itself, workplace violence is a growing concern for employers and employees nationwide.

Types of Workplace Violence

- **Type I. Stranger**
- **Type II. Customer / Client**
- **Type III. Employee Violence**

Statistics



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

Statistics

\$5.8 billion

the financial cost associated
with domestic violence

- Healthcare
- Productivity



Statistics



\$4.1 billion
costs in direct
healthcare expenses

Statistics

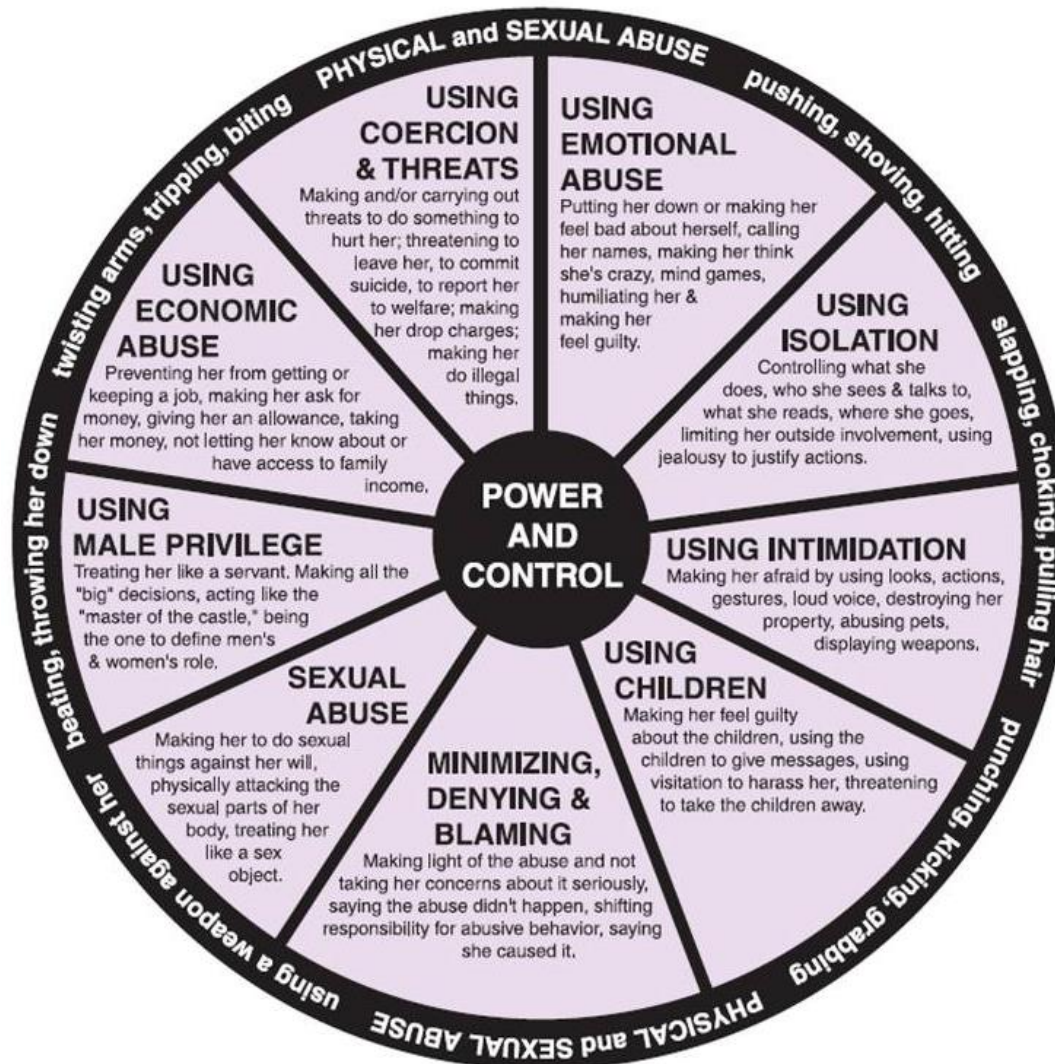
\$900 million
costs in lost productivity



Statistics

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

Power And Control



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 (3) days of leave in a 12-month period, without fear of losing their jobs.*

Florida Domestic Violence Leave Act

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
- Seek legal assistance or attend/prepare for court-related proceedings arising from the abuse

Assist

- Know and implement your local and state domestic violence laws and ordinances
- Invite representatives from The Shelter to provide support and assistance in dealing with domestic violence in the workplace
 - Domestic violence overview
 - Signs of abuse
 - Starting the conversation



Act

- Work with your leadership team to develop and implement a domestic violence policy:

www.workplacesrespond.org

- Help The Shelter develop and implement a marketing plan to reinforce that *violence at home is everyone's business*



<https://www2.texashealth.org/dv/>

Texas Health Resources Domestic Violence Cost Calculator		
COMPANY DATA	Please input the following information for your company and click the Calculate button:	
	250	TOTAL WORKFORCE
	50%	PERCENTAGE FEMALE
	\$20.56	AVERAGE HOURLY WAGE FOR YOUR COMPANY
<input type="button" value="Calculate"/> <input type="button" value="Reset"/>		
\$53,547 Total annual cost to your company due to domestic violence		
BASED ON YOUR INPUT ABOVE, YOUR COMPANY'S POTENTIAL DOMESTIC VIOLENCE (DV) COSTS ARE HIGHLIGHTED BELOW. THE BLUE TEXT REPRESENTS NATIONAL DV STATISTICS THAT ARE USED TO CALCULATE THE TOTALS.		
VICTIMIZATION	250	Total workforce
	50%	Percentage female
	125	Total estimated female employees
	0	Number of female employees divided by 1000
	116	National DV rate per 1,000 Female Employees*
	15	Expected number of female DV victims at your company per year
	3.4	Average number of victimizations per DV victim per year*
51 Total expected victimizations at your company/year		
MEDICAL COSTS	38.86%	Percentage of victimizations that result in injury*
	20	Total expected victimizations resulting in injury at your company per year
	29.55%	Average percentage of victims seeking medical care nationally*
	6	Predicted number of your company's DV victims seeking medical care per year
	1.9	Average number of medical visits per victimization*
	11	Predicted total number of medical visits by DV victims for your company
	\$3231	Average medical cost per victimization (adjusted to 2007 prices)*
75%	Average U.S. percentage paid by insurance*	
\$26,656 Total predicted medical costs/victimization for your company/year		
MENTAL HEALTH	29.70%	Average percentage of victimizations resulting in mental health service usage*
	15	Estimated number of victimizations resulting in mental health service usage
	12.65	Average number of visits per victimization*
	191	Total predicted mental health visits
	\$107.29	Average cost per visit (adjusted to 2007 dollars)*
	66%	Average U.S. percentage paid by insurance*
\$13,568 Total predicted mental health cost/victimization for your company/year		
LOST PRODUCTIVITY	19.5%	Percentage of victimizations that result in lost work days*
	10	Estimated number of victimizations resulting in lost work days
	8.09	Average number of lost work days per year per victimization*
	81	Total estimated lost work days due to DV for your company
	\$20.56	Average hourly wage for your company

Domestic Violence In The Workplace

Violence at home is everyone's



To Prevent. To Protect. To Prevail.

Confidential 24-hour crisis line:

239.775.1101, TTY 239.775.4265

www.naplesshelter.org

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