

Resources

- ❖ American Institute on Domestic Violence:
Education, information, and resources for employers
 - <http://www.aidv-usa.com>
- ❖ Corporate Alliance to End Partner Violence:
Information for employers on domestic violence
 - <http://www.caepv.org>
- ❖ Family Violence Prevention Fund:
Information on domestic violence, with resources and a kit for employers
 - <http://endabuse.org>
- ❖ Partnership for Prevention: Background document on domestic violence and the workplace
 - <http://www.prevent.org/violenceprevention.htm>
- ❖ U.S Department of Justice, Violence Against Women Office: "Toolkit to End Violence Against Women" with a section for the workplace
 - <http://www.ojp.usdo/vawo>
- ❖ American Bar Association, Commission of Domestic Violence: Legal information, a guide for employers and useful links and resources
 - <http://www.abanet.org/domviol>

ATVP

Celebrating 25 Years of Survivors' Strength in 2005

PO BOX 37
1125 NW NYE, SUITE A
PULLMAN, WA 99163
TEL: (509)332-0552
FAX: (509)332-3314



A UNITED WAY AGENCY

PO BOX 8517
627 N. VAN BUREN
MOSCOW, ID 83843
TEL: (208) 882-2490
FAX: (208) 883-1041

Web Address
www.atvp.org

E-Mail Address
atvp@turbonet.com

24-Hour Hotline
Collect Crisis Calls Accepted

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Domestic Violence in the Workplace



Alternatives to Violence of the Palouse

Help for victims and
survivors of domestic
violence and
sexual assault

24-hour Crisis Hotline
(208) 883-HELP
Or
(509) 332-HELP

Recognizing signs of abuse

- Obvious injuries: bruises, black eyes, broken bones, hearing loss
- Wearing clothing that may be covering possible injuries
- Uncharacteristic absenteeism or lateness to work
- Change in job performance, poor concentration, slowness
- Uncharacteristic signs of anxiety and fear
- Isolation, unusually quiet
- Emotional distress, tearfulness, depression, disclosure of suicidal thoughts
- Minimizations and denial of harassment or injuries
- Unusual number of phone calls
- Sensitivity about home life or hints of trouble at home
- Disruptive personal visits at workplace

Recognizing an abusive partner

- The abuser may be “invisible” due to exemplary job performance
- S/he may be abusive at work
- Blames others for problems
- Bullies others at work
- Denies problems
- Shows “defensive injuries”, such as scratches or bite marks
- Is knowledgeable of the legal and social service system and uses it to their advantage; for example, may threaten to call CPS on partner even though they live together

What to do if you are being abused

- Talk with someone at your workplace you trust
- Notify security of your safety concerns
- Provide a picture of the batterer and a copy of any protective orders to employers and security
- Have calls screened, transfer harassing calls to security or remove your name and number from automated phone directories
- Review the safety of your parking arrangements, ask for accommodations if needed (e.g. ask somebody to walk you to your car)
- Ask co-workers to call the police if your partner threatens or harasses you at work
- Ask about flexible or alternative work hours
- Ask to relocate your work space to a more secure area
- Review the safety arrangements of your child care



How to talk to someone you suspect may be abused

- Let them know what you have observed
 - “I noticed the bruises you had last week and you look upset and worried today”
- Express your concern about the abuse to the employee;
 - “I thought it was possible that you are being hurt by someone and I am concerned about you”
- Make a statement of support
 - “No one deserves to be abused”

Statistics

- Domestic violence costs U.S. companies \$3-\$5 billion dollars a year (American Institute on Domestic Violence, 2002)
- 82% of Americans say they would do something to reduce domestic violence if they knew what to do (Lieberman Research Inc, 1995)
- 3/4 of battered women who work report having been harassed by their partner while at work (Barusch, 1999)
- 75% of domestic violence victims are harassed at work (U.S. Department of Labor, 2001)
- The US Justice Department estimates 60,000 incidents of on-the-job violence each year by intimate partners (U.S. Department of Labor, 2001)
- 47% of senior executives believe domestic violence affects employee attendance and productivity (U.S. Department of Labor, 2001)
- 94% of security directors rank domestic violence at the workplace as a major safety concern (U.S Department of Labor, 2001)

Preventing domestic violence in the workplace

- Make the workplace a safe place to talk about domestic violence
- Provide information and educational material about domestic violence in a common area
- Disseminate policies and procedures with no tolerance for violence
- Leave safety plans in common areas
- Offer training by local domestic violence programs