



## Domestic Violence at the Workplace

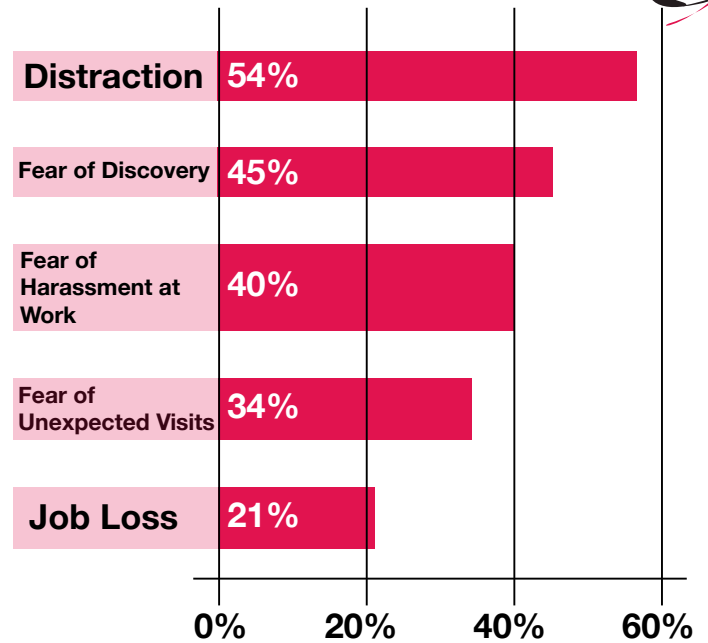
Domestic violence does not occur in a vacuum and the serious consequences do not disappear when victims leave their homes to go to work. A 2005 survey revealed that 21% of full-time workers admit to being victims of domestic violence [CAEPV, 2005].

### Domestic violence affects the workplace:

- Employers can be held liable if it can be proven that the employer was aware of the violence and failed to provide a safe and healthful workplace (OSHA 20 USC 654 (a) (1)).
- Abusers often try to come to the workplace, endangering the victim and coworkers.
- Decreased productivity is common, affecting both victim and coworkers.
- Health care costs increase as abuse becomes more severe.
- Employee absenteeism increases with the abuse.

Of employees surveyed, 84 percent believe corporations should be a part of the solution to address domestic violence. [CAEPV, Liz Claiborne & Safe Horizon, 2007].

While many employers feel they shouldn't get involved in a private family matter, it is important that employers and workers understand that domestic violence is not just a family problem. Of corporate leaders surveyed, 91 percent agreed that domestic violence affects both the private and working lives of their employees. [2nd Corporate Leader Survey. Liz Claiborne, 2002].



### Key Causes For Decline of Productivity in Working Victims

In fact, the annual cost of lost productivity due to domestic violence is estimated at \$727.8 million. The medical and mental care costs of partner abuse surpass \$4.1 billion each year. [Costs of Intimate Partner Violence Against Women in the United States. Centers for Disease Control and Prevention, National Center for Injury Prevention & Control, 2003].

The company may also have to worry about aiding the offender. In one study, 75% of domestic violence offenders surveyed used their company's resources to harass or otherwise communicate with their victim [Kim C Lim et al., Impact of Domestic Violence Offenders on Occupational Safety & Health: A Pilot Study, Maine Dept of Labor and Family Crisis Services, 2004].

## Learn Sources for Help

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Of American men surveyed, 87 percent believed employers should provide information on how victims can get help [Father's Day Poll, Verizon Wireless, 2007].

The National Domestic Violence Hotline can help victims develop a safety plan and find local services, as well as answer questions from employers and friends.

1-800-799-7233 (SAFE)  
TTY 1-800-787-3224

## Develop Guidelines and Provide Training

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Only four percent of all organizations train employees on domestic violence and its impact on the workplace.[The Survey of Workplace Violence Prevention. Bureau of Labor Statistics, October 2006].

Less than 30% of U.S. workplaces have a formal program or policy to address workplace violence. Of those, only 13% include a domestic violence policy for the workplace [The Survey of Workplace Violence Prevention. Bureau of Labor Statistics, October 2006].

For articles & advice on domestic violence and the workplace please see:

<http://www.caepv.org/getinfo/articles.php>



**44%** of full-time workers have seen the impact of domestic violence on their workplace [CAEPV, 2005].

**64%** of full-time workers who were domestic violence victims admit their own work was affected by the abuse. [CAEPV, 2005].

## Role of Leadership

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- **Employers have an obligation to ensure a safe workplace.**

The cost of domestic violence to employers is high. In addition to higher absenteeism, lower productivity, and higher health care expenses, domestic violence can bring violence into the workplace. This is especially true when a victim has left their partner. An obvious place for the abuser to find the victim is at work.

- **Leadership sets the tone.**

Workplace situations will be successful if upper management is fully supportive of efforts for considering, adopting, and implementing guidelines for domestic violence.

- **Influence other corporate and community leaders.**

Several national corporations including Liz Claiborne, Verizon Wireless, the AllState Corporation, and the National Football League have assumed leadership roles in addressing domestic violence in the workplace.