

## Did you know?

**Intimate Partner Violence (IPV)** includes stalking, physical violence, psychological abuse, and sexual violence within a dating relationship, cohabitating relationship, or marriage. IPV often begins or continues after the relationship ends.

**Chances are that a coworker or employee has been a victim of IPV.**

- 35.6% of women and 28.5% of men in the U.S. have experienced **rape, physical violence, or stalking** by an intimate partner at some point in their lifetime.
- Approximately 42% of men and women have experienced **coercive control** in an intimate relationship.
- **Stalking** of women by itself is rare; it is more than 10x as likely to occur in addition to other forms of IPV.

IPV oftentimes has a **negative impact** on the survivor's work life, which can lead to less income, job loss, and financial insecurity.

**IPV affects the employee's ability to get to work and be productive.**

- 28% of female and 13.6% of male IPV victims **miss at least 1 day of work** or school due to the violence.
- Among stalking victims, the most reported reasons that work was missed was a **fear for safety** and **taking police or legal action**.
- **Homicides** are the second leading cause of death for women in the workplace (4<sup>th</sup> for males); 1/3 of which are carried out by a family member (versus less than 1% in males).

Employment is a **protective factor** and contributes to better outcomes for survivors by providing:

- Income independent of the abuser, making it easier for the victim to exit the relationship.
- Points of contact with others who will notice the abuse and support the victim.
- A refuge away from the violence.

## Resources

**The Cambridge Public Health Department** has guides for workplaces to address domestic violence: [www.cambridgepublichealth.org/publications](http://www.cambridgepublichealth.org/publications) (click on "Domestic Violence Prevention")

**Workplaces Respond to Domestic Violence** is a national resource center that provides information and guidance to employers about how to prevent and respond to interpersonal violence in the workplace. Includes a new workplace tool that can be used to write workplace policy: [www.workplacesrespond.org](http://www.workplacesrespond.org)

**The Workplace Responds to Domestic Violence: A Resource Guide for Employers, Unions, and Advocates.** Comprehensive guide that covers domestic violence in the workplace, workplace policy, how to create a supportive environment, safety and health issues, and legal issues for employers. To find the PDF, google the title of the guide.

**The Soroptimist's Workplace Campaign to End Domestic Violence:** Information on warning signs and how to support victims. Resources for workplace policy and anti-IPV campaign materials. [www.soroptimist.org/workplacecampaign](http://www.soroptimist.org/workplacecampaign)

**National Violence Awareness Months & Campaigns**  
*Websites generally include information and promotion materials.*

- ❖ January: Stalking  
[www.NationalStalkingAwarenessMonth.org](http://www.NationalStalkingAwarenessMonth.org)
- ❖ January: Slavery & Human Trafficking  
[www.dhs.gov/blue-campaign](http://www.dhs.gov/blue-campaign)
- ❖ February: Teen Dating Violence  
[www.teendvmonth.org](http://www.teendvmonth.org)
- ❖ April: Sexual Assault [www.nsvrc.org/saam](http://www.nsvrc.org/saam)
- ❖ October: Domestic Violence [www.nrcdv.org/dvam](http://www.nrcdv.org/dvam)
- ❖ NoMore Week: [www.nomore.org](http://www.nomore.org), under "Take Action"

### Your Local Advocacy Program

Information and data gathered from: The National Intimate Partner and Sexual Violence Survey (2010); Stalking Victimization in the U.S. (2009); Occupational Injuries, Illnesses, and Fatalities Among Women (2005). Quotes of Survivors gathered from: Alsaker, Moen, Baste, & Morken (2016); Rothman, Hathaway, Stidsen, & de Vries (2007)

# Intimate Partner Violence and the Work Place

## Supporting Coworkers and Employees

Violence is Everybody's Business



Wyoming Coalition Against Domestic Violence and Sexual Assault  
PO Box 236 • Laramie, WY 82073 • 307.755.5481 • [www.wyomingdvsa.org](http://www.wyomingdvsa.org)

## More about IPV

Knowing the signs of victimization and creating supportive workplace policies can **reduce the negative impact on your business** and **help your coworker or employee recover**.

IPV **spills over into the workplace** in several ways:

- The perpetrator oftentimes directly interferes with the victim's ability to get to work or causes disturbances at work.
- The psychological and physical injuries caused by IPV might lead to absences, tardiness, or difficulty focusing at work; even after the victimization ends.
- Addressing the IPV may mean hospital visits, counseling, filing protective orders, obtaining public benefits, dealing with lawyers, and court – which usually means taking time off from work.
- The spillover into work may strain relationships with coworkers.

Sometimes, the only thing a victim looks forward to is their job because it takes their mind off the violence and gives them a **sense of purpose**, reminding them that they are capable and intelligent.

*“Out there in working life we are worth something.” ~Susan*

*“My job has been my sanctuary.” ~Tine*

*“For me, it's a kind of freedom.” ~Farris*

Work also provides models of “normal” lives and non-abusive relationships. As one survivor said,

*“It reminds me that people have normal lives that don't involve abuse” ~ Cathy*

## How to Support Coworkers & Employees

These are some suggestions for supporting victims and addressing IPV in the workplace. For more information, see the resources at the back of this pamphlet.

### Gently investigate while respecting boundaries:

! “I've noticed a change in you lately. [List changes]. Is there anything going on?”

**If abuse is acknowledged**, *don't* force them to talk about it, but *do*:

- ✓ Listen. Be patient, show concern, and be supportive.
- ✓ Express concern for physical & psychological safety.
- ✓ Give them materials on IPV, and options for receiving help from trained victim advocates.
- ✓ Let them know that the abuse is wrong and that it's not a “normal” relationship.
- ✓ Try to accommodate the victim & try to work out a work-safety plan.

**TIP:** Be proactive in preventing & addressing IPV! *See the back flap for more information.*

- ! Get materials, including a pamphlet on IPV & contact info for the local advocacy program
- ! Create, enforce, and post an IPV workplace policy
- ! Post IPV awareness materials in break rooms
- ! Acknowledge victim awareness months at work

## Signs that a Coworker or Employee is a Victim of IPV

The following is a list of **red flags** that might mean there is a victim/survivor of IPV at your workplace:

- 🚩 Frequent/disruptive calls, emails, or visits from their partner or former partner
- 🚩 Frequent tardiness or absences
- 🚩 Wears long sleeves, scarves, or sunglasses when not weather or job appropriate (could be hiding injuries)
- 🚩 Undependable childcare
- 🚩 Sensitivity about home life/relationship
- 🚩 Lack of concentration
- 🚩 Anxiety and fear
- 🚩 Often has injuries that are due to “falls”, “being clumsy”, or “accidents”
- 🚩 Excessive use of heavy makeup (to cover bruises)
- 🚩 Changes in job performance
- 🚩 Delivery of gifts/flowers to work after what appears to be an argument
- 🚩 Social isolation or distancing from others
- 🚩 Frequent trouble with transportation
- 🚩 Minimization & denial of the seriousness of harassment or injuries

*“I got coworkers' perspective and viewpoints through my relationship at work. They provided tremendous support and pointed me to the appropriate resources.”*

~ Anna