

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 (4th 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 (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

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

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

- ❖ January: Stalking
www.NationalStalkingAwarenessMonth.org
- ❖ January: Slavery & Human Trafficking
www.dhs.gov/blue-campaign
- ❖ February: Teen Dating Violence
www.teendvmonth.org
- ❖ April: Sexual Assault www.nsvrc.org/saam
- ❖ October: Domestic Violence www.nrcdv.org/dvam
- ❖ NoMore Week: 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



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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