

NATIONAL COALITION AGAINST DOMESTIC VIOLENCE

DOMESTIC VIOLENCE IN THE WORKPLACE

WHY IT MATTERS

With more than one million people reporting a violent assault by an intimate partner every year in the United States, domestic violence should be a concern for every employer. Domestic violence endangers employee health and safety and undercuts company productivity. Yet uncertainty about preventive roles, a desire to respect employee privacy and the need for guidance sometimes make employers hesitant to address domestic violence in the workplace.¹ Employers who do address this issue, however, can provide real help to victims and prevent associated risks.²

DID YOU KNOW?

- For women, homicide was the second leading cause of death on the job in 2003.³
- Women are the victims in 80% of rapes and sexual assaults that take place in the workplace—at least 29,000 acts of rape or sexual assault each year.⁴
- An estimated 1 million women are stalked each year in the US, and about 1/4 of them report missing work as a result of the stalking, missing an average of 11 days.⁵
- At least one million women and 371,000 men are victims of stalking in the U.S. each year. Stalkers often follow the victim to the workplace.⁶
- 44% of respondents to a recent survey have personally experienced domestic violence's impact on the workplace, most frequently because a co-worker was a victim.⁷
- In a 2002 study, 66% of corporate leaders identified domestic violence as a major social issue.⁸
- 65% of respondents to a recent survey on domestic violence in the workplace noted that an "intimate partner harassed their co-worker at work."⁹
- A study conducted by the Maine Department of Labor and Family Crisis Services found that over 3/4 of domestic violence offenders used workplace resources at least once to express remorse or anger, check up on, pressure, or threaten their victim.¹⁰
- One study of female domestic violence victims found that 44% were left without transportation when the abuser disabled the car or hid the car keys.¹¹

JOB PERFORMANCE AND PRODUCTIVITY

- In a survey of 7,000 women, 37% said domestic violence had a negative impact on their job performance.¹²
- In one study of batterers 41% had job performance problems and 48% had difficulty concentrating on the job as a result of their abusive behaviors.¹³
- Women who have been raped or sexually assaulted report diminished work functioning, sometimes for up to eight months after the attack.¹⁴
- A recent study indicates that 63% of respondents believe domestic violence victims suffered from an "inability to complete assignments on time."¹⁵
- In a 2002 survey of senior corporate executives, 91% said that domestic violence affects both the private and working lives of their employees.¹⁶

COSTS

- The Centers for Disease Control and Prevention estimate that the annual cost of lost productivity due to domestic violence equals \$727.8 million, with more than 7.9 million paid workdays lost each year.¹⁷
- The national health care costs of domestic violence (often absorbed by employers) are high, with direct medical and mental health care services for victims amounting to \$4.1 billion.¹⁸
- Employers who fail to protect their employees may be liable. Jury awards for inadequate security suits average \$1.2 million nationwide and settlements average \$600,000.¹⁹

NATIONAL COALITION AGAINST DOMESTIC VIOLENCE



The Public Policy Office of the National Coalition Against Domestic Violence (NCADV) is a national leader in the effort to create and influence Federal legislation that positively affects the lives of domestic violence victims and children. We work closely with advocates at the local, state and national level to identify the issues facing domestic violence victims, their children and the people who serve them and to develop a legislative agenda to address these issues. NCADV welcomes you to join us in our effort to end domestic violence.

IF YOU NEED HELP

If you or someone you know is in an abusive relationship, call the National Domestic Violence Hotline at 1-800-799-SAFE or visit www.ndvh.org.

For the Rape, Abuse, Incest, National Network (RAINN) call the National Sexual Assault Hotline at 1-800-656-HOPE or visit www.rainn.org.

DOMESTIC VIOLENCE AND THE WORKPLACE RESOURCES²⁰

Corporate Alliance to End Partner Violence

Phone: 309-664-0667

Website: www.caepv.org

Family Violence Prevention Fund

San Francisco, CA and Washington, DC

Website: www.endabuse.org/workplace

Safe@Work Coalition

Website: www.safeatworkcoalition.org

Coalition of Labor Union Women Center for

Education and Research

Washington, DC

Phone: 202-466-4615

Website: www.cluw.org

National Work-Life Alliance

Rockville, MD

Website: www.worklifealliance.org

WHAT YOU CAN DO TO HELP

- Urge your employer and companies in your community to establish employee assistance programs for victims of domestic violence and sexual assault.
- Companies can seek assistance from national domestic violence groups, such as CAEPV (see above) to receive assistance on how to better address domestic violence and sexual assault in the workplace.
- Urge your state legislators and Congress to pass laws that protect domestic violence and sexual assault victims from discrimination in the workplace.

SOURCES

¹ Partnership for Prevention. *Domestic Violence and the Workplace*. http://www.prevent.org/publications/Domestic_Violence_and_the_Workplace.pdf.

² Family Violence Prevention Fund. *Strategic Employer Responses to Domestic Violence*. <http://endabuse.org/workplace/>.

³⁻⁵ Family Violence Prevention Fund. *The Facts on the Workplace and Domestic Violence Against Women*. <http://endabuse.org/workplace/display.php?DocID=33002>.

⁶ Family Violence Prevention Fund. *Seven Reasons Employers Should Address Domestic Violence*. <http://endabuse.org/workplace/display.php?DocID=33001>.

⁷ Corporate Alliance to End Partner Violence. *Domestic Violence Exerts Significant Impact on America's Workplaces, Benchmark Study Finds*. Press Release. 12 October 2005. Bloomington, IL: PRNewswire. <http://biz.yahoo.com/prnews/051012/law049.html?.v=30>.

⁸ Family Violence Prevention Fund. *The Facts on the Workplace and Domestic Violence Against Women*.

⁹ Corporate Alliance to End Partner Violence. *Domestic Violence Exerts Significant Impact on America's Workplaces, Benchmark Study Finds*.

¹⁰ Corporate Alliance to End Partner Violence. *Workplace Statistics*. http://www.caepv.org/membercenter/fact_display.asp?fs_id=3.

¹¹⁻¹⁴ Family Violence Prevention Fund. *The Facts on the Workplace and Domestic Violence Against Women*.

¹⁵ Corporate Alliance to End Partner Violence. *Domestic Violence Exerts Significant Impact on America's Workplaces, Benchmark Study Finds*.

¹⁶⁻¹⁹ Family Violence Prevention Fund. *Seven Reasons Employers Should Address Domestic Violence*. <http://endabuse.org/workplace/display.php?DocID=33001>.²⁰ Family Violence Prevention Fund. *Resources Specific to the Workplace*. <http://endabuse.org/workplace/display.php?DocID=33003>.