

# Getting Down to Business: The Importance of Employers as Part of the Community Response to Intimate Partner Violence

PACAH

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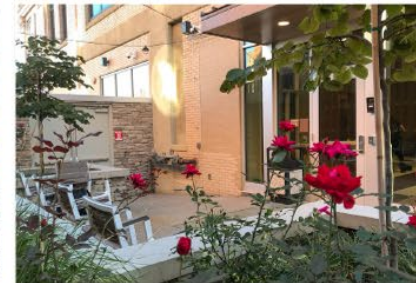
**Presented by:**

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# STANDING FIRM at Women's Center & Shelter of Greater Pittsburgh

- One of the first 6 battered women's programs in U.S.
- Has grown to annually serve 7,000 – 8,000 adult and child survivors and over 500 men who batter
- Comprehensive services are informed by the Sanctuary Model & driven by JARS



2018 © Rothschild Doyno Collaborative

# STANDING FIRM's History

- **2009:** Began at the University of Pittsburgh as a grant-funded program; grew with close ties to the foundation and victims' services communities.



- **2010:** Public launch of website and workplace initiatives.

[25 employer members]



- **2017:** Became a program of Women's Center & Shelter of Greater Pittsburgh.

[209 employer members]



- **2019:** Became a national provider for DV services in the workplace

[391 employer members]



# Partner Violence Can Affect Anyone



## Partner Violence and its Impact in the workplace

**83%** of partner violence victims report that the abuse affected their ability to do their job.



**Health care costs for physically abused victims are 42% higher than non-victims.**



**Almost 50%** of victims missed one or more days of work.



**2/3's** of partner violence victims suffer from mental health symptoms.



**99%** of all partner violence cases include financial abuse.

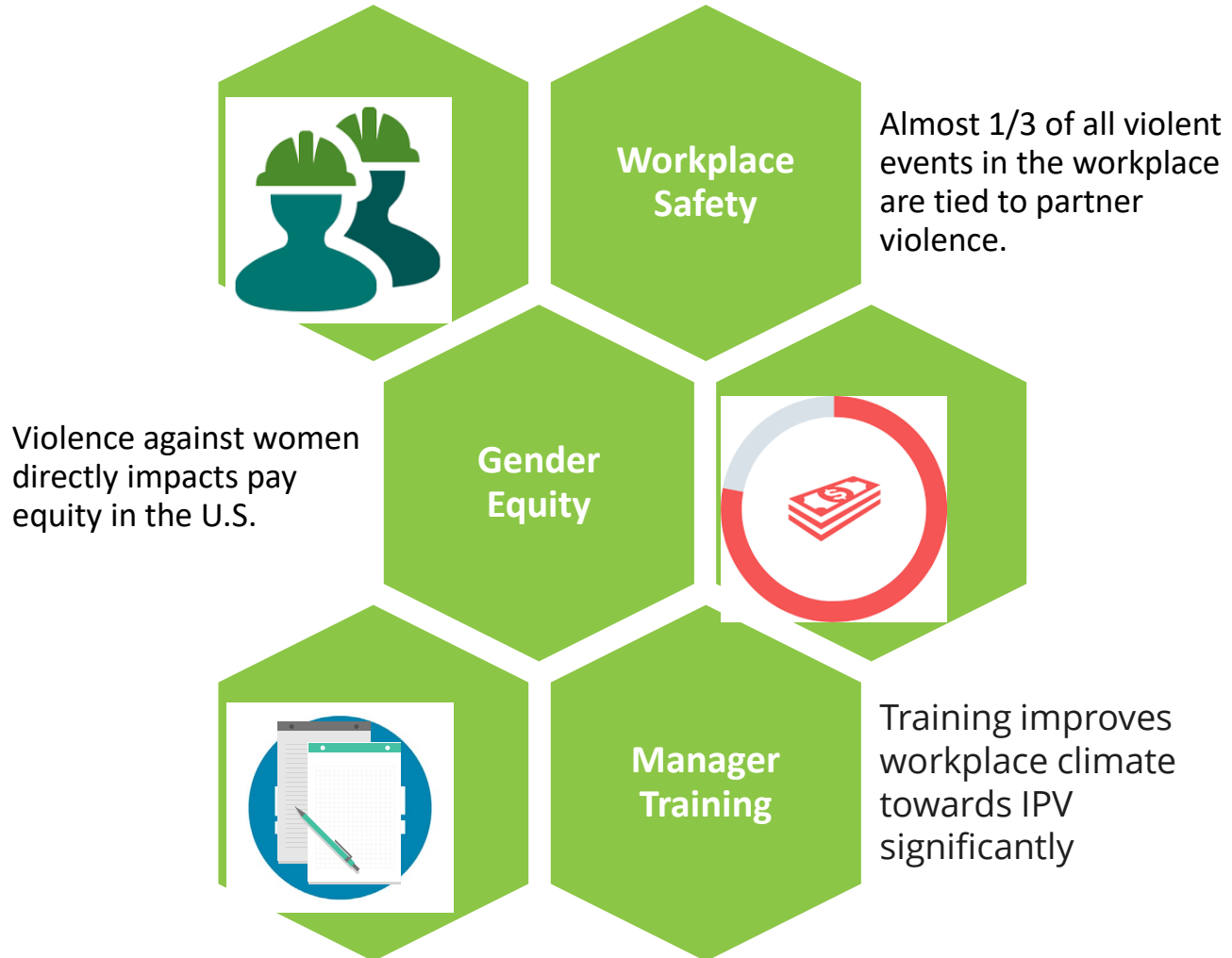


**53%** of partner violence victims report losing at least one job because of the violence.



**Lacking financial resources is the #1 reason a victim will stay, or return to an abusive relationship.**

# Partner Violence & the Workplace





## Survivors Speak

STANDING FIRM

# Survivors Speak

Domestic Violence and the Workplace

# The Spectrum of Power and Control

Psychological  
Abuse

Physical  
Violence

Sexual Violence

Financial  
Control

Interference  
with Ability to  
Work

Isolation from  
Friends and  
Family

Threats and  
Intimidation

Threats to Harm  
Children and  
Pets



# Financial Security

"Survivors measure their experience of intimate partner violence in months and years, not days. And the longer a survivor is trapped, the worse their financial situation becomes.

We need an enduring continuum of support... to ensure that survivors and their families can continue ***to financially*** recover, heal, and build the financial security they need to remain safe."

(Free From, 2020)

## STANDING FIRM's Mission and Model

There is a business case to support the idea that employers have a crucial role to play in protecting the workplace from violence related to partner abuse and in improving productivity and worker health by addressing partner violence as a workforce issue.

**STANDING FIRM strategizes with** employers to address the financial, safety and human costs of partner violence on the workplace and on the workforce. We equip them with tools for taking safe and effective action to support survivors.

**We invite employers to:**



# **Job Stability-Financial Security**

**Employers empower victims with the potential to leave an abuser through**

- **financial independence**
- **increased self esteem**
- **a safe space to find help**

# The STANDING FIRM ROADMAP

- **Assess your Workplace Culture**
- **Provide Resources**
- **Build a Response Team**
- **Review Workplace Policies**
- **Train Employees**
- **Provide Ongoing Education**
- **Respond to an Incident**



## JOIN WITH STANDING FIRM



- Champion the issue as a workplace concern that requires employers to take straightforward steps to prepare a safer workplace that supports employees who are dealing with the realities of domestic violence, their managers and co-workers

# Introducing- The Bright Sky App

