



Employers Addressing Intimate Partner Violence

IN THE WORKPLACE >>

Roadmap to Action

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Almost every workplace has employees who are not safe at home.



Introduction

At least one in four women and one in seven men report physical abuse, stalking, or threats from an intimate partner in their lifetime – these survivors are our employees. Historically marginalized individuals are more likely to experience partner violence and as employers broaden the diversity and inclusion of their workforce, the proportion of employee survivors increases. More than 50% of Intimate Partner Violence (IPV) survivors report losing at least one job because of the violence. IPV impacts every workplace, and virtually all of us knows or has themselves been a victim of partner abuse.

The clear call to action for employers is to build a workplace culture that acknowledges the challenges and unique needs of IPV survivors. Building this culture requires policy, education, institutional preparedness and resource provision across the organization. Surviving intimate partner violence is described by many as agonizing and embarrassing. Those sentiments isolate employee survivors from the support they need and can only be overcome when the organization makes clear provision for support and safety for all employees.

In 2017, the US Department of Labor reported that 27% of workplace violence incidents had a precursor in domestic violence. If we don't acknowledge and understand the risk, we cannot meaningfully increase workplace safety. This Road Map outlines the recommended steps an organization can take to be prepared when domestic violence comes to work. Preparation and resources made available for employees can mitigate the known risks of domestic violence on the workplace and the workforce.

The goal of our dialogue today is to guide your workplace to enhance safety for each employee and all our constituents in the coming year.

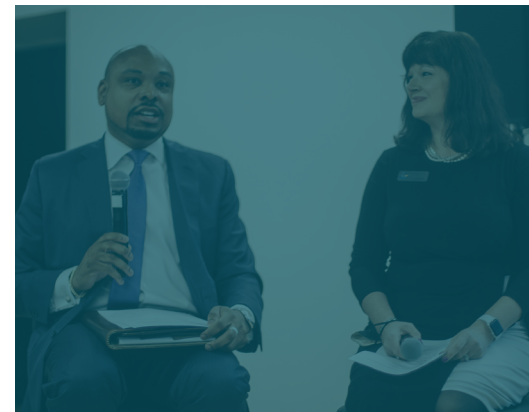
**EMPLOYERS EMPOWER
VICTIMS WITH THE
POTENTIAL TO LEAVE AN
ABUSER THROUGH FINANCIAL
INDEPENDENCE, INCREASED
SELF ESTEEM, AND A SAFE
SPACE TO FIND HELP.**

TAKE ACTION STEP 1:

Assess your Workplace Culture

It is imperative that workplace culture fosters an environment where survivors can expect support, concern, and resources.

Culture is an important part of every workplace and employers work hard to ensure it reflects their values, including standing against IPV. According to a STANDING FIRM survey, 65% of employees said that involvement in IPV at home negatively affected their ability to work.² We know that domestic violence is an issue in our community and that it comes into the workplace. Leaders have identified the divide between the understanding of this issue and an organized response within the workplace.



38%

OF SURVEYED EMPLOYEES HAVE KNOWN A COWORKER WHO WAS AN IPV VICTIM OR ABUSER.²

Think
About It

Does our workplace culture provide for a survivor to seek help or ask for assistance to stay safe?

Do we have a track record of taking employees' concerns seriously in other matters?

What
to Do



Assess your current culture:

- Where are we?
- Where do we want to be?
- What barriers are stopping us from being where we want to be?

TAKE ACTION STEP 2:

Build a Response Team

It's important to form a cross-departmental response team that includes members of key areas of your workplace.

Employers have to be proactive in raising the issue, in letting employees know that IPV is a safe topic to discuss, and communicating that help is available. Survivors have shared with us that they often won't bring up the abuse they are experiencing at home for fear that disclosing this information could result in them losing their job. Additionally, they do not want to be seen as a victim, but rather be regarded for their work product by their colleagues.



Think About It

Do we have everyone at the table thinking about how domestic violence impacts our workplace and affects our employees?

How do we build a culture where employees can be believed, treated with compassion and respect, and gain access to help?

What to Do



Create a response team that includes the following:

- Administration
- HR
- Safety/Security
- Union Representatives
- IPV Champion



**ADDRESS IPV IN
YOUR WORKPLACE:**

RECOGNIZE: KNOW THE SIGNS

RESPOND: KNOW WHAT TO DO

REFER: KNOW WHERE TO TURN TO FOR HELP

TAKE ACTION STEP 3:

Review Workplace Policies

When employers have a plan and educate their employees about how to effectively recognize, respond, and refer, survivors can experience themselves as valued team members and get the support they need.

A formal policy is needed so that employees know where to go when they or a coworker is in an IPV situation. Your employees may not know that confidential help is available through channels like HR, risk management, or EAP. As a result, they may feel they need to hide the abuse and may fear being judged. Creating, implementing, and informing your staff about policies around IPV in the workplace allows your entire staff to know where to turn.

Think About It

Do employees know that our workplace will provide tangible support to stay safe and connect with resources?

Could updates to our benefits allow for someone to be able to leave an abusive situation?

What to Do >>

Create or update existing policy:

- Consult with HR, safety, and legal counsel
- Create specific policies about keeping employees who have Protection from Abuse Orders (PFAs) safe
- Ensure employees have confidential ways to speak up
- Make it easy for employees to access community resources and get help

56%³

**OF ORGANIZATIONS
DO NOT HAVE
A SAFE LEAVE
POLICY, BUT
ARE INTERESTED
IN ONE.**

TAKE ACTION STEP 4:

Train Employees

Coworkers and managers may not recognize warning signs of abuse, or if they do, they don't know what to do next.

Once you have created a policy, the next step is to train your employees in how to recognize and discuss IPV. By providing bystander intervention guidance, you can ensure employees know what to say and avoid providing good-intentioned but unhelpful, or even dangerous, advice. Knowledge about IPV builds trust and assures employee equity by treating survivors of abuse with respect and concern for their safety.

Think About It

Do we recognize signs that suggest our employees may be unsafe?

Would an employee know where and how to connect with resources for themselves or a colleague?




AMONG ORGANIZATIONS WITH <1000 EMPLOYEES, ONLY ABOUT 25% ARE PROVIDING IPV TRAINING FOR ALL EMPLOYEES OR LEADERSHIP.³

What to Do



Hold trainings on the Recognize, Respond, Refer model, including:

- Signs of IPV
- How to approach someone about IPV
- What resources are available



Do your employees know what to do if a coworker is sending threatening texts to a partner using a workplace device?

TAKE ACTION STEP 5:

Provide Ongoing Education

Your commitment to addressing IPV must remain a pillar of your corporate culture year round.

Education about IPV must be an ongoing commitment. Employees may not know they can access help confidentially. They may not know that there are benefits in place that they can access including: workplace safety plans, workplace response team, and safe leave. Reviewing your policy and employee IPV education should be part of your onboarding process. A successful employer program offers recurring training for leadership, employees, and HR staff.

81%³

OF HR PROFESSIONALS FEEL THAT IT'S IMPORTANT FOR ORGANIZATIONS TO ADDRESS IPV'S EFFECTS ON THE WORKPLACE, YET *ONLY 42%* COMMUNICATE TO STAFF REGARDING IPV.

**Think
About It**

Has our workplace successfully implemented practices that foster compassionate response to survivors?

How do we continue education and awareness past the initial announcement or onboarding process?

What to Do >>

- Make IPV training part of onboarding process
- Remind employees about programs and policies available throughout each year
- Post & refresh break room/restroom posters
- Utilize digital reminders throughout the year

TAKE ACTION STEP 6:

Respond to an Incident

Does your workplace have emergency protocol for partner violence?

27% of U.S. workplace violence incidents are related to partner violence.⁵ Your organization must also be prepared to address an incident connected to IPV in your workplace. In one study, 1 in 5 workers experienced the impacts of domestic violence at work.⁴ Having a response plan in place will help to protect your employees.



74%⁶

**OF ABUSERS REPORT
HAVING EASY ACCESS TO
THEIR INTIMATE PARTNER'S
WORKPLACE**

**Think
About It**

How has domestic violence and assault shown up at our workplace?

Do we have employees that are misusing workplace resources to abuse their partners (sending harassing emails, driving by a partner's workplace on a service call)?

Do our employees know how to report a concern?

What to Do >>

- Create response plans as part of your workplace safety protocols and communicate with employees about how to seek support
- Implement policies to address perpetrators and support survivors

Resources

○ [Survivors Speak Video](#)

○ [STANDING FIRM](#)

[Resources for Victims](#)

[Policies](#)

[IPV and Remote Workers](#)

○ [City of Pittsburgh
Employment Protections
for Survivors of Domestic
Violence](#)

References

- ¹ Center for Disease Control, 2017; Singh, et al, Journal of the American Board of Family Medicine, 2014
- ² "STANDING FIRM SURVEY OF EMPLOYED ADULTS IN SOUTHWESTERN PA April 2013" Accessed April 18, 2022. https://www.standing-firm.org/wp-content/uploads/2018/06/SF_Employee_Survey_2013-Brief_summary.pdf
- ³ Campos. 2020. Quantitative Research Findings Prepared for STANDING FIRM.
- ⁴ "The Facts on Gender-Based Workplace Violence." Workplaces Respond to Domestic and Sexual Violence. Accessed April 18, 2022. <https://www.workplacesrespond.org/resource-library/facts-gender-based-workplace-violence/>
- ⁵ Dept of Labor <https://www.dol.gov/agencies/oasam/centers-offices/human-resources-center/policies/workplace-violence-program>
- ⁶ "Domestic Violence Victims at Work: How ... - Maine." Accessed April 18, 2022. https://www.maine.gov/labor/labor_stats/publications/dvreports/survivorstudy.pdf

Employers Take on Domestic Violence as a Workplace Issue: A Graphic Recording of the 2022 Leadership Breakfast to Prevent Domestic Violence

LEADERSHIP VOICE on **ENDING DOMESTIC VIOLENCE**
CEO BREAKFAST
MARCH 8, 2022

DOMESTIC VIOLENCE IS CRITICAL WORKFORCE ISSUE!

TEVIN MCMAHON
THE WORKPLACE HAS CHANGED... INFUSE A CULTURE OF JUST SAY NO TO DOMESTIC VIOLENCE

RICH FITZGERALD
CONTINUED PARTNERSHIP IN PUBLIC SAFETY

KRISTY TRAUTMANN
1 IN 3 WOMEN AFFECTED BY DOMESTIC VIOLENCE!
THE WORKPLACE IS ONE OF THE FEW SAFE PLACES

BOBBI WATT BEER
THANK YOU FOR JOINING US!
COMMITMENT TO DOMESTIC VIOLENCE MOBILIZE COMMUNITIES BY INVOLVING CORPORATIONS
BRING COMMUNITIES TOGETHER TO ADDRESS INTIMATE VIOLENCE SAY NO MORE!

ED GRINET
CAMPAIGN FOR ZERO VIOLENCE!
ABUSE CONTINUES TO HAPPEN IN SILOS

NO MORE PLEDGE
SAFETY AND RESPECT IS A COMPANY VALUE

MEANINGFUL CHANGE
BUILD AWARENESS AND DESIGN POLICY

IMPACT OF PANDEMIC
MOVE FORWARD IN OUR DOWN OFFICES TO ADDRESS THE ISSUE TO MAKE

FINANCIAL CONTROL
EMOTIONAL
SPIRITUAL
USING CHILDREN

POWER AND CONTROL
OVER PARTNER
INCREASE IN NUMBERS AND IN SEVERITY DUE TO ISOLATION

SURVIVORS SPEAK
ABUSE WAS NOT ALWAYS HITTING
SELF ESTEEM WAS WORN DOWN
MENTAL MANIPULATION
SHAME
ENDANGERING OTHERS
CAN'T TALK ABOUT IT
DON'T WANT TO BE KNOWN AS A VICTIM
WORK WAS SAFE HAVEN
EVERYONE DESERVES A PLACE OF SAFETY AND NON JUDGEMENT

EMPLOYERS TAKE ON DOMESTIC VIOLENCE
STEVE THOMPSON
GODS GIVEN RIGHT TO LIVE WITHOUT FEAR!
DEI IS IDENTIFIABLE BUT DOMESTIC VIOLENCE IS HIDDEN
NOT ALWAYS AN EASY WAY OUT
WHY SHOULD SHE PUT UP WITH THAT ABUSE?
WORK GIVES POTENTIAL TO TAKE CARE OF SELF → FINANCIAL ESTEEM SAFE SPACE

INTENTIONAL DIVERSITY
HOPE AND COURAGE

EMPLOYERS CAN HELP BY PROVIDING RESOURCES
HELP AND HOPE IS AVAILABLE

EDUCATE AND PREVENT
AWARENESS IS IMPORTANT
SOCIAL MEDIA TRAINING
PROVIDE SAFETY, CARE, and RESPECT

CRACKS EXISTED BEFORE PANDEMIC
DAVID HOLMBERG
HAVE HEADS UP BE AWARE AND REACH OUT TO HELP
DON'T TAKE A PASS
BE WILLING TO BE HELPFUL IN ANY FASHION WHERE USEFUL
KNOW WHAT TO DO IN THE EVENT OF A SITUATION
CALL 911
DRAW ATTENTION
SHOW THE ABUSE DOWN IF POSSIBLE

THIS IS AN EVERYONE ISSUE!
BRIAN SCHREIBER
BUILD A COALITION OF VOICE AND NARRATIVE
KEEP ANTENNAS ON AND DON'T STAND IDLE BY

ABUSORS OFTEN ACCOMPANY THEIR VICTIMS TO DOCTOR SO HARD TO TALK ABOUT THE ABUSE
CYNTHIA HUNDFORF
NEED TO TALK TO SOMEONE!

ARE YOU OKAY?
BE AWARE
WE ALL KNOW SOMEONE AFFECTED
WE CAN'T ALWAYS INTERVENE IN STOPPING THE IN-PERSON VIOLENCE BUT WE CAN RAISE AWARENESS AND CREATE WAYS FOR NEXT STEPS

SUPPORT AND HELP SURVIVORS
SURVIVORS ARE INVISIBLE TO US IN WORKPLACE
WE SHOULD ADDRESS THEIR RESILIENCE...
ACCESS TO EQUITY IS ACCESS TO SUPPORT AND THAT THEY WON'T LOSE THEIR JOB

Graphic recording by: [Leah Silverman](#)

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