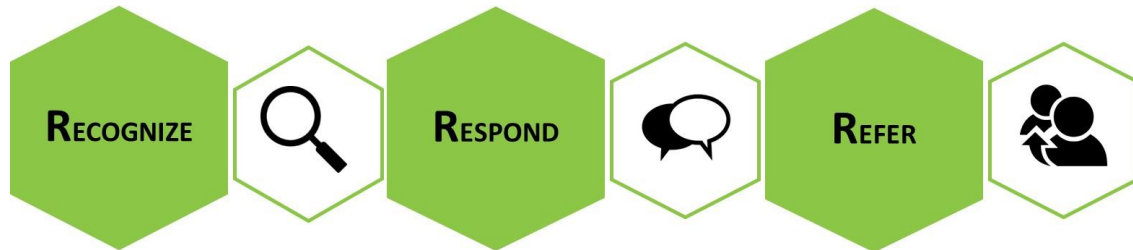


Employee: Recognize Guide



Always share your concerns and observations with your manager or Human Resources if you think a coworker may be a victim of partner violence.

Recognize

Victims of partner violence do not fit a particular profile. However, there are common behaviors that suggest a person may be in an abusive relationship. Remember, victims may be trying to hide these things out of embarrassment or fear, so signs can be very subtle. One or two of these behaviors may not mean anything, but if a pattern emerges, especially without reasonable explanation, consider seriously if partner violence might be the issue.

Recognize warning signs of partner abuse:

Changes in attendance at work	Changes in work performance and productivity	Changes in behavior or demeanor	Physical changes	Other factors
<ul style="list-style-type: none"> Arriving to work later than usual or very early. Wanting to change work hours or leave early. Frequent unexplained absences from work. Increase in sick leave/unplanned leave. Spending an unusual number of hours at work. Frequent breaks. 	<ul style="list-style-type: none"> The quality of work has deteriorated – performance targets and deadlines missed, and mistakes made. Work quality is affected by frequent text messages, emails, phone calls and/or disruptive visits by your coworker's partner. Avoidance of phone calls and signs of distress or anxiety when your coworker receives a text or phone message. 	<ul style="list-style-type: none"> Becoming quiet, anxious, frightened, distracted, or depressed. Or an intense startle reaction. Becoming isolated from colleagues – not joining colleagues for lunch or at work social events. Secrecy/sensitivity about home life and relationships or repeated discussions about relationship problems. Fear about not leaving work on time. Tiredness and irritability. 	<ul style="list-style-type: none"> Obvious injuries such as bruises, black eyes, broken bones, hearing loss. Including minimization or denial of injuries. Changes in the pattern or amount of make-up used. Clothing that is inappropriate for the season, such as long sleeves and turtlenecks to hide injuries — also wearing sunglasses. Substance use/misuse. 	<ul style="list-style-type: none"> Partner stalking your coworker at/around the workplace or on social media. Partner exerting unusual control over a coworker's work schedule. Partner questioning other employees about your coworker's whereabouts/schedule Unenthusiastic response to flowers or gifts. Coworker is always driven to/from work by partner. Sudden changes in address/reluctance to divulge living location.