STANDING FIRM®
The Business Case to End Partner Violence
A National Program of Women's Center & Shelter of Greater Pittsburgh

WHAT SHOULD I DO

IF I SUSPECT AN EMPLOYEE IS A VICTIM OF PARTNER VIOLENCE

RECOGNIZE → RESPOND → REFER

Recognize: Talk to the employee and gather information about the situation

The employee discloses partner violence

If there is an imminent threat

The employee does not disclose partner violence

Call 911, tell Human Resources

Respond

- Express concern for their health and wellbeing and advise that you are there to support the employee
- Assure the employee that you will only disclose information on a need to know basis
- Recommend seeking assistance from an advocate
- Offer an individualized workplace safety plan and discuss reasonable accommodations with the employee; ask about threats to the workplace

Refer

- Provide employee with internal and community resources that are available to assist victims

Do not push the employee or become frustrated. The employee will know what timing and action is best for them.

Respond

- Express concern and advise that you are there to support the employee
- Keep the lines of communication open

Refer

- Provide employee with internal and community resources that are available to assist victims

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