

The Impact of Domestic Violence on the Workplace and How FJCs Can Work with Employers to Address the Issue

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Objectives:

- Identify the impacts of domestic violence on the workplace
- Discuss the role of an FJC in addressing the issue of domestic violence at the workplace
- Examine ideas for partnering with employers toward prevention and intervention

What is CAEPV?

- CAEPV (www.caepv.org) is the only national nonprofit in the US founded by the businesses with a mission to impact partner violence through the workplace.



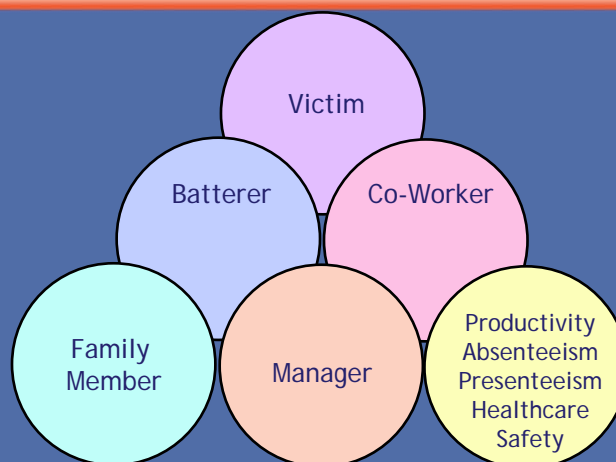
Partner Violence: Definitions

- **Type IV Workplace Violence** (Personal Relationship) –Incidents in which the perpetrator may or may not have a relationship with the workplace, but has a personal relationship with the intended victim.
- **Partner violence** is a pattern of coercive or abusive behavior (not just physically) from one partner to another in an intimate relationship

Why Are We Talking About This?

“When you solve million dollar problems every day for a living, when you have a problem with your partner abusing you, you figure you can solve that problem, too. The trouble is, you can’t, because you did not make the person start hitting you, and you can’t make them stop.”

How Does DV Affect the Workplace?



Partner Violence Costs Employers - Productivity

- Victims lose nearly 8 million days of paid work -- the equivalent of more than 32,000 full-time jobs
- And. . nearly 5.6 million days of household productivity as a result of the violence.
(US Centers for Disease Control and Prevention)

Bureau of Labor Statistics Survey October 2006

Playing the Percentages Game:

13%

24.1%

4%

Who Does It Affect?

- In February of 2008, the CDC released the most comprehensive US survey regarding intimate partner violence –
 - 23.6% of women and
 - 11.5% of men
- Reported at least one lifetime episode of intimate-partner violence.

US National Telephone Survey- Impact on Victim

- 21% of the full-time employed adults polled identified themselves as victims
- 64% percent of them indicated their ability to work was significantly impacted

Telephone Survey – Impact on Co-Worker

- 31% felt obliged to cover for co-worker who as a victim
- 38% were concerned for their own safety
- 27% had to do the victim's work
- 25% resented co-worker due to the situation

Impact on Perpetrator's Work Life

The Maine Department of Labor found that:

- 78% of surveyed perpetrators used workplace resources to express remorse or anger, check up on, pressure, or threaten their victim
- 74% had easy access to their intimate partner's workplace
- 21% of offenders reported they contacted the victim at the workplace in violation of a no contact order

Results 8/1/07 – 09/30/08 J & J Employees Asked About DV In Self- Screening

• Category	# of participants	# Yes	% Yes
• Alcohol	179	23	12.85%
• Depression	487	51	10.47%
• Eating disorder	145	19	13.10%
• Bi-polar	239	42	17.57%
• Generalized anxiety	396	55	13.89%
• PTSD	105	20	19.05%
• Total	1,551	210	13.54%

Why Not Get Rid of All the Victims and Batterers?

- You don't know who they all are –
- You've created a disincentive for reporting – that is a safety concern
- It is less expensive to keep a current employee
- It is against the law in some states and municipalities to get rid of a victim of domestic violence solely because he/she is a victim

What Is An Employer's Role?

- **R**ecognize – domestic violence as an issue impacting the workplace
- **R**espond – appropriately within the context of the workplace
- **R**efers – to the professionals who can assist the employee
- **R**each Out – to community resources for partnership, expertise, and to support them

What Is An FJC's Role?

- **F**lexibility– Provide the services and the expertise employers and their employees need regarding DV. Be willing to take the role they need as their partner as a community expert/resource in this issue.
- **J**udicial interface– Where appropriate, FJC's can provide important information about how OP's and legal system works to better assist employers and employees.
- **C**oordination – Be a “one stop shop” of resources for employers and their employees regarding DV.

Respond - Critical Events and Opportunities

- **Critical Events**

- Visible warning signs and risk factors
 - » Should raise possibility of danger

- **Opportunities**

- A chance to intervene
- Can be missed because of uncertainty or missing information

Respond - Critical Events and Opportunities

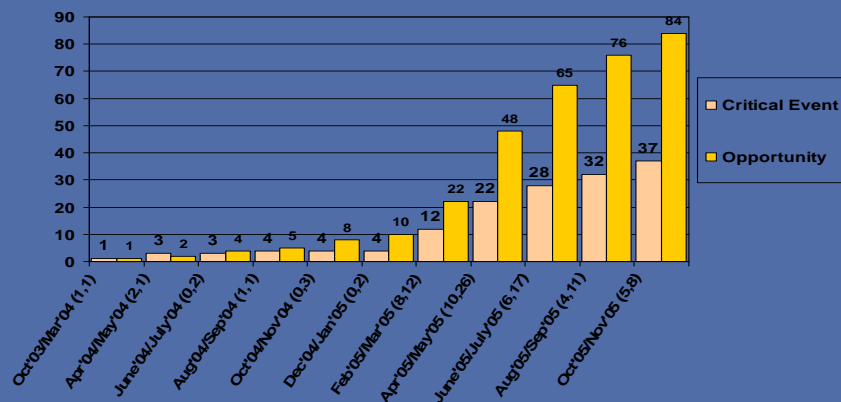
Murder victim was preparing for a new beginning (11-18-05)

Lori Dupont and her young daughter Taylor were preparing for a happy new stage in their lives when the 36-year-old nurse was brutally murdered at Hotel-Dieu Grace Hospital in Windsor last week. Dupont was stabbed to death with a military-style dagger at Hotel-Dieu by Dr. Marc Daniel, an anesthesiologist with whom she had a relationship until it ended acrimoniously last spring.

Daniel was under police guard when he died in a London hospital room Tuesday, three days after he was found unconscious and suspected of having taken a drug overdose shortly after the stabbing.

According to senior hospital administrators and court documents obtained by The Star, Daniel was under psychiatric care during the past year, had attempted suicide on one occasion and had his hospital privileges withdrawn briefly. Dupont's death has already sparked calls in the provincial legislature for changes to laws to protect women in the workplace. (Windsor Star)

Critical Events/Missed Opportunities DuPont Inquest



Possible Warnings Signs Potential Victim

- Uncharacteristic absenteeism or lateness for work
- Sudden or sustained drop in productivity
- Uncharacteristic signs of anxiety or fear
- Isolation, unusual quietness, keeping away from others
- Unexplained injuries or injuries that do not fit the explanations of how they occurred
- Minimization and denial of harassment or injuries
- Sensitivity about home life or hints of trouble at home

Possible Warning Signs Potential Victim

- Excessive calls/visits/faxes from a current/former partner (Do these interruptions seem to cause distress to the employee? Is there a reluctance to converse or respond to messages?)
- Irrational or unfounded fear about losing his/her job
- Inability to travel for work
- Clothing inappropriate to season (long sleeves in warm weather/wearing sunglasses inside)
- OVERACHIEVER (remember – work may be this person's only lifeline)

Possible Warning Signs: Potential Batterer

- May (or may not) demonstrate violence at work
- May bully others at work
- Blames others for problems, especially the victim
- Denies problems
- Defensive injuries (scratches)
- Absent or late due to court or other issues related to the abuse
- Calls victim repeatedly during work hours

Creating A Workplace Program

Step One:

- **Get buy in from the top**
- **Organize a multi-disciplinary team to oversee the process**
 - Human Resources
 - Legal
 - Security
 - Other (Medical, Communications, EAP, etc)
 - Subject Matter Experts

Creating A Workplace Program

Step Two: **Develop a workplace policy on Domestic Violence**

- Make it clear that using your workplace time and resources to threaten or commit domestic violence is not acceptable

Creating a Workplace Program

Step Three: Develop and Provide Training

- Multidisciplinary Team
 - These individuals should be trained on the policy and protocol and also “DV 101.” Local subject matter experts can assist with this.
- Managers
- Employees

Creating a Workplace Program

Step Four: Build awareness through workplace communications

- New Employee Orientation
- Posters
- Brochures
- Employee Health Fairs
- Department Meetings
- Intranet/Internet

Creating a Workplace Program

Step Five: Enlist employees' help in ensuring the workplace is a violence-free zone

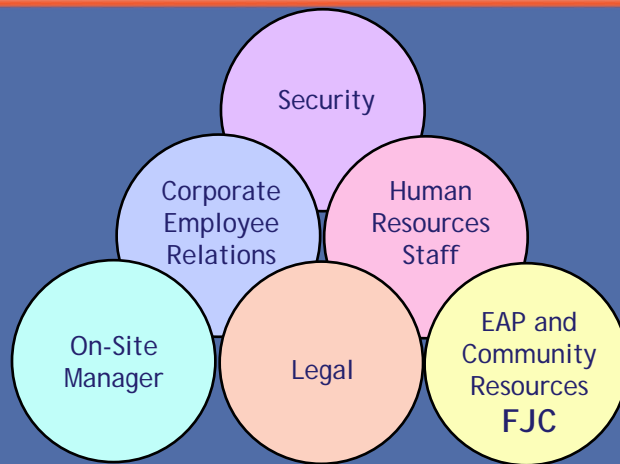
- Employees won't be penalized for seeking help
- Employees won't be penalized if they are concerned about someone else

Creating a Workplace Program

Step Six: Broaden communications to include members of the community including stakeholders in your industry and other organizations

Reach out into the community to strengthen community response to domestic violence– this enables community organizations to be good resources for employees

FJC As Part of the Team



FJC As Part of the Team

- Subject Matter Experts
- Community Resource for Victims
- Connectors to other resources
- Interface with judicial system
- What else?

So – How Do You Get ON the Team?

- Make sure you have your OWN DV and the workplace policy and program first!
- Become a partner to the employer
- Help employers understand value of what you do for them and their employees
- Become a connecting point for them

So – How Do You Get ON the Team?

DISCUSSION:

- What have you tried?
- What has worked?
- What hasn't worked?

Preliminary Key Findings (Harris Poll of Women Using EAPs)

- Among EAP users, nearly half (46%) of women contacted their EAP after being encouraged by someone they know; 20% were encouraged by a manager or supervisor.
- The vast majority of EAP users (89%) used the help they received.
- 71% of EAP users report that their work performance improved after contacting their EAP.

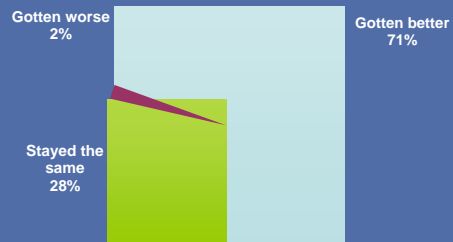
Preliminary Key Findings (cont'd)

Satisfaction with EAPs and Areas for Improvement

- Nearly all EAP users (93%) say that they would recommend that other women who have had similar experiences contact their EAPs for help.

Change in Work Performance

Since Contacting my EAP, my work
performance has...



BASE: CONTACTED EAP AS A RESULT OF IPV OR SIDE EFFECT (n=760)
Q1000 Did you use any of the help you received when you contacted your EAP about...?
Q1005 Which of the following actions, if any, did you take as a result of contacting your EAP about ...? Please select all that apply.

So – How Do You Get ON the Team?

How can you show an employer that
investing in the FJC provides a similarly
positive return on investment to the EAP
poll I just showed you?

What Happens In A “Four R” Workplace?

- **Workplace policy** -- and understand DV affects workplace productivity, absenteeism, turnover, healthcare costs, and safety
- **Managers/HR DO** -- understand how to recognize potential warning signs, how to respond in the workplace
- **Managers/HR are NOT** -- domestic violence counselors – but provide referrals to resources –
- **Leave/Benefit Policies** -- PTO is available for use to go to court, counseling, move to shelter, etc.

What Happens In A “Four R” Workplace? (cont.)

- **Education/Communications** – Employees are provided with information about domestic violence, how it impacts the workplace, where they can get assistance.
- **Safety** – Safety of employees is primary consideration
- **Integration** – Messages are integrated into all aspects of work/life.
- **Workplace culture** – People understand they can come forward to get help and won't lose their jobs
- **Partnerships** – Volunteerism, donations, use of business services, etc.

Resources

- CAEPV Sample Policy
- CAEPV Article on “Six Steps” for creating a workplace program
- Liz Claiborne Sample Policy & Guidelines
- Liz Claiborne RRR Wallet Card & Tri-Fold Pamphlet
- CAEPV Newsletter National Telephone Survey Results

For More Information

Corporate Alliance to End Partner
Violence

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It's everybody's business.

“The world is a dangerous place to live, not because of the people who are evil, but because of the people who do not do anything about it.”

Albert Einstein