



DOMESTIC ABUSE INTERVENTION SERVICES

Domestic Violence Affects Us All

In Our Workplaces...

- Victims lose eight million days of paid work each year due to domestic violence, the equivalent of about 32,000 full-time jobs.
- The annual cost of this lost productivity due to domestic violence is estimated as \$727.8 million a year.
- One out of five workdays missed by women is related to domestic violence.
- 21% of adults employed full time were victims of domestic violence.
- Over 75% of perpetrators use workplace resources to harass, pressure, stalk or threaten victims.
- 20% of threats to victims and 72% of stalking incidents occur at work, potentially putting other employees and customers at risk.
- In the U.S., homicide by intimate partners is one of the leading causes of workplace death for women.
- Only 4% of workplaces train employees on domestic violence and its impact on the workplace.
- Over 70% of U.S. workplaces have no formal program or policy that addresses workplace violence.

“As employers we need to understand that someone who experiences domestic violence one day will carry the effects into the workplace. By raising awareness and helping to prevent violence we will both support those victims and build safer, healthier, and more productive workplaces.”

-Michael Victorson, President, M3 Insurance

What Businesses Can Do To Help Stop Domestic Violence (DV)

1. Speak out on the issue.
2. Sponsor a Domestic Violence Awareness Day or a brown-bag lunch.
3. Include articles about domestic violence in internal publications.
4. Distribute materials about domestic violence (such as tear off posters or paycheck inserts with helpline number).
5. Improve security measures to address employee harassment and stalking, including training security personnel.
6. Enhance benefit packages (i.e. include leave policies that allow victims to go to court, or programs that allow employees to volunteer at local shelters).
7. Hold employee training programs on how to identify victims at work and direct them to services in the community.
8. Require managers to attend domestic violence awareness training.
9. Enhance your employee assistance program to include counseling and referrals to domestic violence programs.
10. Adopt a DV shelter.
11. Provide confidential materials on local programs in a variety of forms and locations.