

Domestic Violence & The Workplace

VIBS Family Violence and Rape Crisis Center

VIBS SERVICES

- Counseling
 - Children's Program
 - Elder Abuse Program
- Community Education
 - SANE
- Volunteer Programs
 - Advocacy
 - 24 hour hotline

Intimate Partner Violence

- At the core of all abusive relationships, is the power and control that the abuser seeks to achieve and maintain. The batterer uses different forms of abuse to achieve that goal.

Statistics

- **1 in 3** women
- **94%** of corporate security directors rank DV as a high security problem.
- **37%** of abused women reported a negative impact on work
- For women, **homicide** was the second leading cause of death on the job in 2003.

Forms of Abuse

- Isolation
 - Verbal
 - Emotional/Mental
 - Extreme Jealousy
- Threats/Intimidation
 - Stalking
- Destruction of Personal Property
 - Financial
 - Sexual
 - Physical

Methods of Abuse at Work

- Employee harassed on the job
- Victim absent/less productive due to injury
 - Violence occurs in the workplace

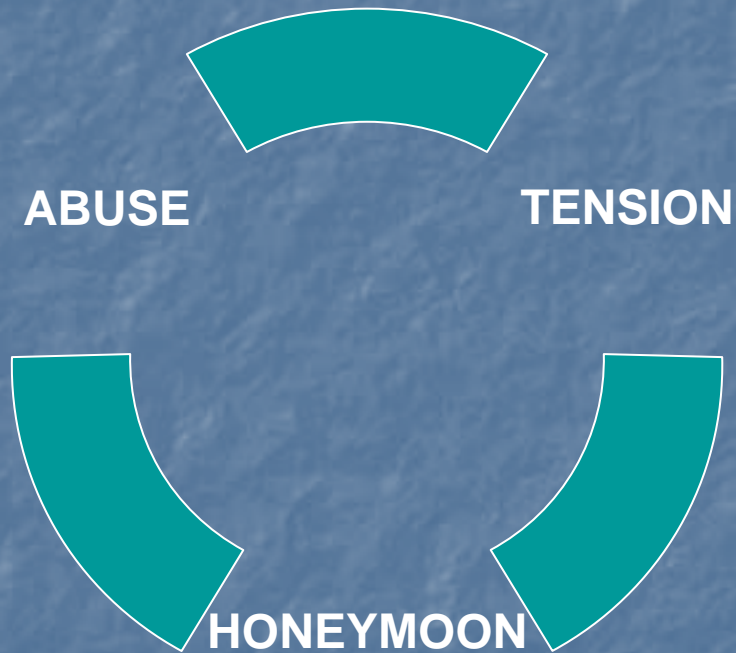
Methods of Abuse at Work

- Constant telephone calls interfering with work.
 - Showing up at the workplace.
 - Trying to get victim fired.
- Interfering with their partners sleep so they are late to work.
- Loitering at the workplace or in the parking lot.

Power & Control Wheel



The Battering Cycle



Why don't they leave?

- Love
- Hope
- Shame
- Isolation
- Fear
- Self-blame
- Cultural/Religious Pressure
- Will leaving end the violence?

Why don't they leave?

- **Practical Problems**
 - **Financial support**
 - Housing
 - **Transportation**
 - Shelter
 - **Employment**
 - Childcare
 - **Social Support**

Batterers - FACTS

- Stopping alcohol and drug abuse will not stop abuse.
- People do not batter because they are mentally ill.
- Relieving stress will not stop abuse.
- Increasing self esteem alone will increase abuse.
- A batterer does not have an "anger management" problem.

Effects of Abuse

- Sleeping problems
- Depression
- Anxiety attacks
- Low self-esteem
- Lack of trust in others
- Anger
- **Diminished mental and physical health**
- **Inability to work**
- Poor relationships with their children and other loved ones
- Substance abuse as a way of coping

Indicators of Abuse

- **Injuries and excuses**
- **Absences from work or school**
- Low self esteem
- Personality changes
- Not knowing what one wants or how one feels
- Self blame
- Hyper vigilance
- **Anxiety**
- **Depression**
- Isolation
- **Compromised self-care**
- Excuses for partner

Employers Can Help

- Partner with DV experts
- Have a written DV policy
- Employee and management training on DV

Workplace DV Threat

- Ask about and assess facts relevant to the workplace threat.
- Avoid personal questions about the relationship.
- Keep information confidential when possible.
- Do not advise employee about personal safety issues or what to do in the relationship.
- Do not hold the victim responsible.

Employer Actions

- Keep the perpetrator out of the workplace.
- Quickly respond to and intervene if the perpetrator enters the workplace.
- Keep a copy of all OP's on hand.
- Have the agency apply for an OP.
- Safety plan with the victim.
- Assess the route of access to the employee.
- Ask for a picture of the batterer.
- Relocate the employee and/or change work schedule.
- Save any correspondence from the abuser.
- Screen all phone calls to the employee.
- Offer debriefing if violence occurs.

Treatment

- **Appropriate Things To Say To A Battered Person**
 - I am afraid for your safety and the safety of your child/children.
 - The abuse often gets worse, not better.
 - You do not deserve to be abused.
 - You have the right to be in a non-violent home.
 - You are not responsible for abuser's behavior.
 - Let them know that you care.
 - Give them the VIBS hotline number for free confidential help, or just someone to talk to.
 - Do not get involved with the relationship by confronting the abuser.

Community Resources

- VIBS 24 Hour Hotline
 - 631-360-3730

- National Domestic Violence Hotline
 - 1-800-799-7233