

When Domestic Violence Comes to Work

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How DV Affects the Workplace

- ▶ Increase in bottom line expenses, including medical expenses and lost productivity.
- ▶ The Department of Labor reports that victims of domestic violence lose nearly 8 million days of paid work per year in the U.S.
- ▶ Safety of victim and other employees.
- ▶ Batterers working for your company using company resources to abuse.

*Sources used: US Department of Labor statistics and Employers Against DV

Definition of Domestic Violence

Domestic violence is the systematic use of **physical, emotional, economic, spiritual,** and/or **sexual** abuse tactics to gain and maintain power and control in an intimate relationship.

Power and Control

PHYSICAL VIOLENCE

POWER AND CONTROL

SEXUAL VIOLENCE

The Purple and Green Model can be used as a tool for the assessment of domestic violence. It is not a diagnostic tool. It is a tool for assessment and intervention. It is not a substitute for professional judgment. It is not a substitute for professional judgment. It is not a substitute for professional judgment. It is not a substitute for professional judgment.

The Cycle of Abuse

Cycle of Abuse

Tension Building

Incident

Honey Moon Phase

As the relationship progresses, the length and frequency of each stage can change.

Why doesn't she just leave?

- ▶ **Practical**
 - ▶ Finances
 - ▶ No support system
 - ▶ Disability/addiction
 - ▶ Safety
 - ▶ Kids
- ▶ **Emotional**
 - ▶ Love
 - ▶ Hope
 - ▶ Responsibility
 - ▶ Fear
 - ▶ Self Esteem
 - ▶ Guilt and Shame
- ▶ **Institutional**
 - ▶ Oppression
 - ▶ Disbelief
 - ▶ Society
 - ▶ Culture
- ▶ **Past Abuse**

Are there signs I could see at work?

- ▶ Excessive tardiness, increased and/or unexplained absences
- ▶ Decreased job performance, changes in behavior on the job
- ▶ Unkempt, disheveled appearance or sudden changes to appearance
- ▶ Suicidal comments
- ▶ Bruises or injuries that are unexplained or come with explanations that just don't add up.
- ▶ Fear, anxiety, depression
- ▶ Difficulty making decisions alone
- ▶ Flowers and other gifts sent to the employee at the workplace for no apparent special occasion. Significant other who comes to or calls the workplace frequently.
- ▶ Chronic headaches, abdominal pains or pelvic pain
- ▶ Recurrent bladder or vaginal infections as reported by the employee
- ▶ Increased use of drugs and alcohol

How can I help?

- ▶ Ask – Are you ok?
- ▶ Provide resources and support
- ▶ Help with a safety plan for employee at home and at work
- ▶ Create a work environment that does not tolerate violence and supports victims. – Contact us to help you train your employees and managers!

Resources


