

VIOLENCE AND THE WORKPLACE

YOU CAN MAKE A DIFFERENCE!

WHAT CAN I DO?

IT'S YOUR CONCERN

Domestic and sexual violence and stalking are not "personal" problems that stay at home. Chances are that in your workplace, many employees are victims, perpetrators, or have a friend or family member who is a victim. The violence has effects in the workplace including:

- ▶ **Lost time and productivity**
36% of rape/sexual assault victims lost more than 10 days of work after their victimization.
The annual cost of lost productivity due to domestic violence is \$727.8 million (in 1995 dollars).
- ▶ **Harassment, threats or violent incidents**
94% of corporate security and safety directors at companies nationwide rank domestic violence as a high security concern.
- ▶ **Medical costs**
The costs of direct medical and mental health care services related to intimate partner violence total nearly \$4.1 billion a year.

To learn more about the impact of violence on the workplace, take the quiz at www.workplacesrespond.org.

For help contact _____ at (____) _____

IF I'M EXPERIENCING VIOLENCE

It's not your fault. You're not alone and there are resources that can help.

- ▶ National hotlines can connect you to your local advocates and other resources and provide support. The safety card in the Workplace Toolkit at www.workplacesrespond.org can help you decide what to do and where to find help.

IF I'M A CO-WORKER

Don't be a bystander, be an upstander! You don't have to be an expert or a social worker, but you can help.

- ▶ Recognize that someone you know is dealing with a difficult situation or acting differently
- ▶ Respond by letting them know you're concerned about them
- ▶ Refer them to resources that can help, like a national hotline, human resources, or EAP, and give them the safety card in the Workplace Toolkit.

IF I'M A SUPERVISOR/MANAGER

- ▶ Support an employee who is experiencing violence by listening to their workplace needs, connecting them to expert resources, and avoiding judgment. The training video in the Workplace Toolkit can help you work through these issues.
- ▶ If an employee is a perpetrator of domestic or sexual violence or stalking, hold them accountable for their acts, including discipline and termination.