



FACTS

FACTSHEET

Domestic Violence and Your Workplace: What You Need to Know

Domestic violence is a pervasive problem: Each year, 1.3 million women experience abuse in an intimate relationship. Over a lifetime, 1 in 4 women will experience abuse. While there are many factors that lead women to stay with their abusers, money is one of the most commonly cited reasons. That's why, through Higher Ground, NCJW seeks to end domestic violence by promoting women's economic security. And, because nothing is more central to economic security than work, NCJW is dedicated to ensuring that the workplace is a safe and productive environment for all.

- ▶ **Did you know? Approximately 24 percent of workplace violence¹ is committed by an individual targeting a current or former intimate partner.** In almost any workplace, there are likely to be individuals who have been or are currently dealing with domestic or sexual violence. While it is unusual for domestic violence to lead to violent incidents in the workplace itself, it can lead to an unsafe workplace for the victim and other employees.
- ▶ **Did you know? 50 percent of employed battered women are harassed at work by their abusers.** Some abusers try to stop women from working by calling them frequently during the day or coming to their place of work unannounced.
- ▶ **Did you know? Violence in the workplace reduces productivity.** A 2005 study found that women experiencing physical intimate partner violence reported an average of 7.2 days of work-related lost productivity.
- ▶ **Did you know? More than 70 percent of US workplaces do not have a formal program or policy that addresses workplace violence.** Victims of domestic violence may need a variety of workplace accommodations to help protect themselves and their co-workers, including time off to address the violence in their lives. Additionally, employees can be perpetrators of domestic violence, too, using work time and resources to victimize a partner.
- ▶ **Did you know? Employers can help.** By engaging employees in education and training on these issues, employers can help prevent workplace violence and create an environment in which victims can safely speak up when a problem arises. With understanding employers who are trained on these issues, individuals are able to alert their employers to orders of protection so that all employees remain safe should those orders be breached. Further, by establishing a policy to address workplace violence, employers will have the tools they need to respond to incidents if and when they happen in supportive, safe, and effective ways.

For More Information...

Check out these helpful resources to learn more about how employers can keep their workplaces safe and productive.

- ▶ Workplaces Respond to Domestic and Sexual Violence: A National Resource Center², <http://www.workplacesrespond.org/>
- ▶ Legal Momentum's State Law Guides, <http://www.legalmomentum.org/our-work/domestic-violence/state-law-guides.html>
- ▶ The Corporate Alliance to End Partner Violence, <http://www.caepv.org/>

¹ The National Institute for Occupational Safety and Health defines workplace violence as "violent acts, including physical assaults and threats of assaults, directed toward persons at work or on duty."

² Many of the facts contained in this document were taken from [Workplaces Respond to Domestic and Sexual Violence: A National Resource Center](http://www.workplacesrespond.org/)