

# Intimate Partner Violence and the Workplace

1 in 3 women and 1 in 4 men have experienced intimate partner violence in their lifetimes. LGBTQ individuals face higher rates of abuse: 44% of lesbians, 61% of bisexual women, 26% of gay men, 37% of bisexual men, and 31% of transgender individuals have experienced intimate partner violence. Money is one of the most commonly cited reasons that lead people to stay with their abusers, particularly in instances of men abusing women. The National Council of Jewish Women (NCJW) seeks to end intimate partner violence in part by promoting economic security. NCJW is dedicated to ensuring that the workplace is a safe and productive environment for all.

- **Approximately 24 percent of workplace violence<sup>1</sup> 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. Intimate partner violence can lead to an unsafe workplace for the victim and other employees.
- **50 percent of employed abused 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.
- **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.
- **More than 70 percent of US workplaces do not have a formal program or policy that addresses workplace violence.** Victims of 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 violence, too, using work time and resources to victimize a partner.
- **Employers can be a part of the solution.** By engaging employees in education and training on these issues, employers can prevent workplace violence and create an environment in which victims can safely speak up. 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.

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<sup>1</sup> 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.”