



**CRISIS CENTER**

— of —  
Central New Hampshire

*Supporting those affected by domestic and sexual violence*

## Domestic Violence and the Workplace

# Disclaimer!

For the purposes of this presentation:

- Language/Terminology
- Generalizations based on statistics available
- Experiences differ!

**Intimate Partner Violence,  
Domestic Violence or Dating Violence:**  
a pattern of  
coercive, manipulative and abusive behaviors  
systematically used to gain power and control  
over another individual.

# Types of Violence

## Physical Violence

- Hitting, grabbing
- Pulling, shoving
  - Choking
- Destroying belongings

## Sexual Violence

- Forced Intercourse
- Positions or acts one is not comfortable with
- Forcing victim to have sex with others

## Threats & Intimidation

- Do what I say or else \_\_\_\_
  - Threatens to kill victim
  - Threatens to kill self
- Threatens to kill children, family

## Possessiveness

- Treating as property
- Ownership & control
  - Jealousy

## Stalking

- Constant phoning, testing
  - Following around
- Showing up at workplace or other places you go

## Emotional Abuse

- Name calling
- Put downs
- “crazy making”

## Isolation

- From family
- From friends
- From co-workers

## Economic Abuse

- Controls all money & finances
- Ownership in abuser's name – house, phone, car, etc.
- Takes all of victim's resources – paychecks, savings
- Accounting for every penny spent

# Who are we talking about?

*Anyone can be abused, anyone can be an abuser*

- ❖ Religious affiliation
- ❖ Race
- ❖ Ethnicity
- ❖ Age
- ❖ Social status
- ❖ Educational background
- ❖ Geographic location
- ❖ Wealth
- ❖ Poverty
- ❖ Middle class
- ❖ Sexual orientation
- ❖ Gender identity

# Why Does Abuse Happen?

- Abuse occurs for many reasons:
  - It is learned as normal behavior
  - Many men and women still believe in traditional, rigid, hierarchical gender roles.
  - Attitudes that objectify and devalue women are common
  - Equality is perceived as a loss by the abuser
  - Abusers learn to minimize, deny, and blame others for their actions
  - Abusers do what they do because they can

## Abuse is . . .

- Abuse is **willful, intentional, purposeful** behavior that originates in the mind of the individual who chooses to act.
- The purpose of abuse is to establish and maintain *power, control, and dominance* in the relationship.
- It is a lifestyle . . . not a singular event

## Abuse is *NOT* a result of:

- Loss of control
- Anger
- Substance abuse – alcohol, drugs
- Stress/anxiety
- Behavior of the victim
- Problems in the relationship
- Inevitable result of childhood trauma



## Remember . . .

- Abuse is behavior that
  - physically harms
  - arouses fear
  - prevents a victim from doing what she/he wishes.
- Domestic violence is different from other forms of violence
- Power and Control

# Dynamics of Domestic Violence

- Victim is forced to change her behavior in response to the abuse
- Occurs in current or former dating relationships, married or cohabitating relationships, and LGBT relationships

# POWER AND CONTROL WHEEL

Physical and sexual assaults, or threats to commit them, are the most apparent forms of domestic violence and are usually the actions that allow others to become aware of the problem. However, regular use of other abusive behaviors by the batterer, when reinforced by one or more acts of physical violence, make up a larger system of abuse. Although physical assaults may occur only once or occasionally, they instill threat of future violent attacks and allow the abuser to take control of the woman's life and circumstances.

The Power & Control diagram is a particularly helpful tool in understanding the overall pattern of abusive and violent behaviors, which are used by a batterer to establish and maintain control over his partner. Very often, one or more violent incidents are accompanied by an array of these other types of abuse. They are less easily identified, yet firmly establish a pattern of intimidation and control in the relationship.



Incident/Assault

**CYCLE  
OF  
VIOLENCE**

Tension  
Building

Honeymoon

# Stalking Facts

- 18-24 year olds experience the highest rate of stalking.
- 3 in 4 stalking victims are stalked by someone they know.
- 2/3 of stalkers pursue their victims at least once a week.
- 78% of stalkers use more than one means of approach.
- 30% of stalking victims are stalked by a current or former intimate partner.
- 46% of stalking victims experience at least one unwanted contact per week.
- Intimate partner stalkers frequently approach their targets, and their behaviors escalate quickly.

# Separation -The Most Dangerous Time

- 25 – 50% of women killed by intimate partners are killed during the process of and after separation.
- Up to 75% of DV calls to law enforcement occur after separation.
- Up to 73% of visits by battered women to emergency rooms are made after separation.
- Up to 90% of domestic hostage takings may be in the context of DV.

So... how does this play into  
workplace violence??

# DV in the Workplace

- An employee uses a work cell phone and calls and threatens a coworker with whom he or she had a prior intimate relationship.
- A survivor of domestic violence has fled her abusive relationship and is now being followed by her abuser at work.
- A former dating partner stalks an employee.
- A customer stalks a coworker.
- A supervisor sexually assaults an employee in an isolated part of a factory or farm.
- An employee's estranged husband attacks the employee at the parking lot leading to severe injuries.
- An employee's former partner gains access to the workplace with a weapon and kills the employee and her coworker.



# What' s going on in the Workplace

- **25%** of workplace problems such as lower productivity, turnover and excessive use of medical benefits are due to family violence.
- A study found that **74 %** of employed battered women were harassed by their partner while they were at work.

# The cost...

- Cost of intimate partner rape, physical assault and stalking = **\$8.3+ billion**
- 7.9 million paid workdays (32,000 full time jobs) - lost **each year.**

# Warning Signs of Possible Abuse

- Social withdrawal
- Bruises or physical complaints
- Crying or outbursts of anger when on the phone
- Frequent personal calls that leave them upset

# What Should I Do?

## **Become an Active Witness: SEE IT and SAY IT**

- Plan it
- Tell what you see
- Express Concern
- Show support
- Offer referrals to resources

# How Do I Know If an Employee is Abusive?

- The existence of domestic violence may be undetected or “invisible” due to the abuser’s exemplary job performance or ability to “act the role” while at work.
- Some abusers may appear to be charming, socially responsible, and an “ideal” husband or father to the outside world.

# Dealing with Aggression

- Be aware of changes
- Use your own communication skills: what you say vs. how you say it
- Remain calm
- Avoid entering the aggressor's personal space
- Be aware of your own body language.
- Be assertive but avoid meeting aggression with aggression.
- Use exit strategies

If all else fails...your aim is to get away!

**Remember,** the earlier you spot a potential problem arising the more choices you have to avoid it.



## Continuum of Threats

- Warning of impending violence
- Attempts to intimidate
- Thrill of causing a disruption
- Attention-seeking, boasting
- Fleeting expressions of anger
- Jokes
- Figures of speech

# The Reality of DV in the Workplace

- 21% of full-time employed adults said they were victims of domestic violence
  - 74% of that group said they've been harassed at work.
- 65% of companies don't have a formal workplace domestic violence prevention policy, according to research conducted by the Society for Human Resource Management (SHRM)
- Only 20% offer training on domestic violence
- 16% of organizations had a DV incident in the past 5 years
  - 19% within past year



## Policy wise... what can we do

- It is crucial that domestic abuse be seen as a serious, recognizable, and preventable problem like thousands of other workplace health and safety issues that affect a business and its bottom line.
- Fully and thoroughly addressing domestic violence as a workplace issue is a process involving the participation of employers, employees, and community advocates.
- Have a response protocol

# Policy Needs to Address:

- Conduct that occurs off-duty.
- Security concerns.
- Violations of an employment agreement or other condition of employment.
- Non-actionable conduct that nonetheless needs to be addressed because knowledge regarding the issue is raising concerns or otherwise disrupting the work environment.
- Employer's acknowledgement that domestic violence happens and may impact the workplace, and that employers will do what they can to accommodate those experiencing it
- Training and referrals to resources <http://www.workplacesrespond.org/>

# Workplace Safety

- Knowledge of daily schedule
- Require identification
- Security
- Utilize the buddy system
- Parking

# Personal Safety for Your Employees and You

- Changing regular habits.
- Plan out your travels.
- Keeping a watchful eye.
- Be prepared
- Protect your information

# Safety Planning

A tool to assist in identifying options, evaluating those options and committing to a plan to reduce the risk when confronted with threat of harm or with actual harm.

Safety planning is not a one-time event but an on-going process that evolves as risk changes.

# Personal Safety for Your Clients and You

- Changing regular habits, travel routes, times to shop.
- Parking: Try to plan where you will park before you go.
  - Park as close to your destination as possible.
  - If you will be returning after dark, consider what the area will be like then and try to park near street lights.
- If possible, get someone you trust to keep an eye on your house while you are away. They might even be prepared to visit your home to move mail away from your door, open and shut curtains etc.

# Personal Safety Cont.

- Try and have your keys ready when you approach your home, so you don't have to fumble in bags or pockets for them on your doorstep.
- If you have a landline phone, think of getting an unlisted number. \*67 can be dialed before dialing to block the caller's number from showing up on a caller ID.
- Close all windows and doors whenever you leave your home. Many people forget to close their windows, especially in hot weather.
- Try to use sites run by organizations you trust. Using a reputable and 'secure' site is especially important when purchasing goods or services.

# Personal Safety for Your Employees and You

- Changing regular habits.
- Plan out your travels.
- Keeping a watchful eye.
- Be prepared
- Protect your information



# Legal Protection

- **Equity Order**- Provided by Superior Court
  - This order can be issued to a business and is meant to protect from continued harassment
- **No Trespassing Order**- Can be initiated by the business or with police assistance.
  - Meant to keep unwanted persons from property
  - Punishable by arrest
  - No Attorney Assistance required
- **Civil Restraining Orders**

# Supporting a victim/survivor

- **Listen to and believe** her/him
- Trauma informed response
- Reflect & validate their feelings – *mad, glad, sad, scared*
- Assess lethality, consult with security team
- Assess resources
- Brainstorm for problem solving alternatives
- Action Plan – including a **safety plan**
- Review , refer (EAP, DV/SA services)
- Reward for strength, courage, taking action/calling today
- **Stick with them**

# Get involved!

- Crisis Center Volunteering
- Events – WAM 2016 (October 5)
- Continuing education





***Gillian Bartlett***

***Education/Outreach & Volunteer Coordinator***

***Crisis Center of Central NH***

***(603) 225-7376***

***[gillian@cccnh.org](mailto:gillian@cccnh.org)***

***Questions ?***

# References

- Catalano, S., Smith, E., Snyder, H., Rand, M. 2009. Female Victims of Violence. U.S. Department of Justice, Bureau of Justice Statistics. Available at: <http://bjs.ojp.usdoj.gov/content/pub/pdf/fvv.pdf>
- U.S. Centers for Disease Control and Prevention. 2008. Adverse Health Conditions and Health Risk Behaviors Associated with Intimate Partner Violence. *Morbidity and Mortality Weekly Report*, 57(05):113-117. Available at: <http://www.cdc.gov/mmwr/preview/mmwrhtml/mm5705a1.htm>
- U.S. Department of Labor, Bureau of Labor Statistics. 2010. Occupational Homicides by Selected Characteristics, 1997-2009. Available at: [http://www.bls.gov/iif/oshwc/cfoi/work\\_hom.pdf](http://www.bls.gov/iif/oshwc/cfoi/work_hom.pdf)
- Tiesman H, Gurka K, Konda S, Coben J, Amandus HE. (2012). Workplace Homicides Among U.S. Women: The Role of Intimate Partner Violence. *Ann Epidemiol*; 22:277–284. Available at: [http://www.annalsofepidemiology.org/article/S1047-2797\(12\)00024-5/abstract](http://www.annalsofepidemiology.org/article/S1047-2797(12)00024-5/abstract).
- U.S. Department of Labor, Bureau of Labor Statistics. 2006. *Survey of Workplace Violence Prevention*, 2005. Washington, DC. Available at: <http://www.bls.gov/iif/oshwc/osnr0026.pdf>
- CAEPV National Benchmark Telephone Survey. 2005. Bloomington, IL: Corporate Alliance to End Partner Violence. Available at: [http://www.caepv.org/getinfo/facts\\_stats.php?factsec=3](http://www.caepv.org/getinfo/facts_stats.php?factsec=3)
- Arias I, Corso P. 2005. Average Cost Per Person Victimized by an Intimate Partner of the Opposite Gender: a Comparison of Men and Women. *Violence and Victims*, 20(4):379-91.
- Baum, Katrina, Catalano, Shannan, Rand, Michael and Rose, Kristina. 2009. Stalking Victimization in the United States. U.S. Department of Justice Bureau of Justice Statistics.
- Ridley, E, Rioux, J, Lim, KC, Mason, D, Houghton, KF, Luppi, F, Melody, T. 2005. Domestic Violence Survivors at Work: How Perpetrators Impact Employment. Maine Department of Labor and Family Crisis Services. Available at: [http://mainegov-images.informe.org/labor/labor\\_stats/publications/dvreports/survivorstudy.pdf](http://mainegov-images.informe.org/labor/labor_stats/publications/dvreports/survivorstudy.pdf)
- CAEPV National Benchmark Telephone Survey. 2005. Bloomington, IL: Corporate Alliance to End Partner Violence. Available at: [http://www.caepv.org/getinfo/facts\\_stats.php?factsec=3](http://www.caepv.org/getinfo/facts_stats.php?factsec=3)
- Costs of Intimate Partner Violence Against Women in the United States. Centers for Disease Control and Prevention, National Center for Injury Prevention and Control. 2003. Available at: <http://www.cdc.gov/violenceprevention/pdf/IPVBook-a.pdf>
- Max, W, Rice, DP, Finkelstein, E, Bardwell, R, Leadbetter, S. 2004. The Economic Toll of Intimate Partner Violence Against Women in the United States. *Violence and Victims*, 19(3) 259-272.
- Costs of Intimate Partner Violence Against Women in the United States. Centers for Disease Control and Prevention, National Center for Injury Prevention and Control. 2003. Available at: <http://www.cdc.gov/violenceprevention/pdf/IPVBook-a.pdf>
- Tennessee Economic Council on Women, The Impact of Domestic Violence on the Tennessee Economy: A Report to the Tennessee General Assembly, January, 2006.
- Corporate Leaders and America's Workforce on Domestic Violence Survey. 2007. Safe Horizon, the Corporate Alliance to End Partner Violence and Liz Claiborne Inc. Available at: [http://www.caepv.org/about/program\\_detail.php?refID=34](http://www.caepv.org/about/program_detail.php?refID=34)