Domestic Violence

A pattern of coercive and controlling behavior that a person uses to gain power and control over their partner. It may include: physical violence, sexual violence, stalking, verbal, emotional, mental/psychological, and economic abuse.

Related Terms:
Intimate Partner Violence
Dating Violence
Relationship Violence
Family Violence
Power and Control Wheel was developed from the experience of battered women who had been abused by their male partners. It has been translated into over 40 languages and has resonated with the experience of battered women world-wide.
Types of Abuse

It doesn’t have to be Physical to be Abuse. Identifying other types of abuse is key to effective intervention.
Types of Abuse

Abuse can take many different forms, including:

- Physical
- Sexual
- Verbal
- Emotional
- Economic
Who are we talking about?

Anyone can be abused, anyone can be an abuser

- Religious affiliation
- Race
- Ethnicity
- Social status
- Educational background
- Geographic location
- Wealth
- Poverty
- Middle class
- Sexual orientation
- Gender identity
- Age
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
- Abusers learn to minimize, deny, and blame others for their actions
- Abusers do what they do because they can
Abuse is **NOT** a result of:

- Anger/Stress
- Substance abuse – alcohol, drugs
- Behavior of the victim
- Problems in the relationship
- Inevitable result of childhood trauma
Possible Responses of Victims

- Staying in the relationship
- Changing the behavior to try to stop the abuse
- Self-harming or risky behavior
- Responding with violence
- Ending the relationship, leaving the abuser
Why Victims May Stay

- fear of the abuser, threats
- love
- thinking he’ll change
- threats of suicide
- religious, cultural and personal beliefs
- self-blame & blaming the abuse on outside factors
- believing that violence is normal
- low self-esteem
- isolation
- fear of the unknown, change
- embarrassment and shame
- believing no one can help/lack of awareness of resources
- denial
- peer pressure to stay
- not wanting to be single
So… how does this play into workplace violence??
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 annual cost of lost productivity due to domestic violence is estimated as $727.8 million, with over 7.9 million paid workdays lost each year.
How can we support someone involved in an abusive relationship?

Become an Active Witness: SEE IT and SAY IT

- Plan it
- Tell what you see
- Express Concern
- Show support
- Offer referrals to resources
Supporting a victim/survivor

- Listen to and believe her/him
- Assess lethality
- Assess resources
- Brainstorm for problem solving alternatives
- Action Plan – including a safety plan
- Reward for strength, courage, taking action/calling today
- Stick with them
Workplace Safety

- Knowledge of daily schedule
- Require identification
- Security
- Utilize the buddy system
- Parking
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. Such characteristics may overshadow possible warning signs of abuse.
Dealing with Aggression

- Be aware of changes
- Use your own communication skills
- Remain calm
- Avoid entering the aggressor’s personal space
- Beware 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.
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
  - Contempt Motion Driven
  - Will require Attorney Assistance
  - Court fee of $165 plus cost of service

- **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
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.
Policy cont.

- http://www.workplacesrespond.org/
Coalition Member Programs

One of 14 member programs of the New Hampshire Coalition Against Domestic and Sexual Violence.
Questions ?
Contact us

Crisis Center of Central New Hampshire

Bianca Monroe

(603) 225-7376 EXT 225
Bianca@cccnh.org

Concord Police Department

Office Christy Spaulding

(603) 225-8600