

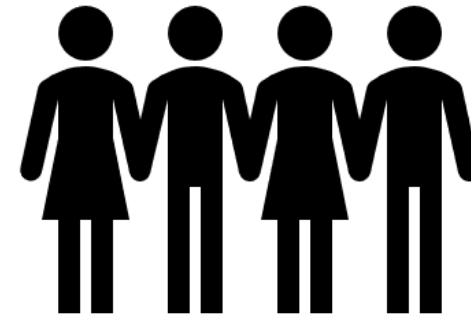
# Partner Violence: Recognition & Response

## Planning for the Next Normal



## STANDING FIRM

- A membership organization of employers dedicated to addressing partner violence impact in the workplace.
- Prepare employers to address the **financial, safety and human costs** of partner violence in the workplace.
- Equip employers with the tools necessary to take action.



# Planning for the Next Normal



# Obstacles to Awareness

**It is an important issue but it won't happen here.**

- We don't look for what we don't believe is there. The first step to addressing partner violence in the workplace is to acknowledge the issue.
- No workplace is immune.

**This is a personal issue.**

- Partner violence is a workplace issue, not just a 'personal' issue. Even if the violence occurs away from work, it has significant impacts on the workplace.
- OSHA General Duty Clause.

**We are not equipped to address this issue.**

- And that's true, but an employer is not expected to be the expert. It is about being able to respond effectively.
- Recognize, Respond, Refer.

# COVID-19 and Partner Violence

- Stay at home is not safe at home.
  - Quarantine, isolation and stressors, such as job loss and financial insecurity increase the risk of partner violence.<sup>1</sup>
- Partner violence tends to increase during emergencies and early indicators point towards the same tendency with the COVID-19 pandemic.
  - Compared with 2017-2019, the incidence of physical intimate partner violence in 2020 during the COVID-19 pandemic is **1.8x higher**.<sup>2</sup>



- **1 in 4** women experience and report severe physical violence from an intimate partner in their lifetime.
- And **1 in 7 men**.<sup>3</sup>

<sup>1</sup> Source: Moreira, Diana Nadine, and Mariana Pinto da Costa. "The impact of the Covid-19 pandemic in the precipitation of intimate partner violence." *International Journal of Law and Psychiatry* 71 (2020): 101606-101606.

<sup>2</sup> Source: Gosangi, Babina, Hyesun Park, Richard Thomas, Rahul Gujrathi, Camden P. Bay, Ali S. Raja, Steven E. Seltzer, Marta Chadwick Balcom, Meghan L. McDonald, Dennis P. Orgill, Mitchel B. Harris, Giles W. Boland, Kathryn Rexrode, and Bharti Khurana. "Exacerbation of Physical Intimate Partner Violence during COVID-19 Lockdown." *Radiology* (2020)

<sup>3</sup> Source: *The National Intimate Partner and Sexual Violence Survey*; <https://www.cdc.gov/violenceprevention/pdf/ipv-factsheet508.pdf>

# Partner Violence and its Impact

**83%** of partner violence victims report that the abuse affected their ability to do their job.



Health care costs for physically abused victims are **42%** higher than non-victims.



**Almost 1/2** of victims missed one or more days of work.



**2/3's** of partner violence victims suffer from mental health symptoms.



**99%** of all partner violence cases include financial abuse.



**53%** of partner violence victims report losing at least one job because of the violence.



**Lacking financial resources is the #1 indicator of whether a victim will stay, leave, or return to an abusive relationship.**

# Workplace Safety: Onsite

- Almost 30% of workplace violence has roots in partner violence.<sup>1</sup>
- As employees in abusive relationships are asked to return to the office or worksite:
  - Returning may be the victim's first opportunity to escape his or her abuser.
  - The employee's return to the worksite may represent a loss of control to the abuser acting as a trigger: presenting an elevated concern for risk of violence at the workplace.
  - The perpetrator may prevent the employee from returning to the worksite.

As employers, continue operations and/or bring employees back to the worksite, emphasis should be placed on promoting a culture that emphasizes the overall safety of their employees.

Clearly communicate the organization's policies and resources for individuals who are victims of partner violence. Creating a culture where disclosure and reporting are encouraged and supported is critical.

Ensure, as applicable, there is a workplace safety plan and/or a personal workplace safety plan for employees who are victims of partner violence who are in or returning to the worksite.

<sup>1</sup> Source: Department of Labor; <https://www.dol.gov/agencies/oasam/centers-offices/human-resources-center/policies/workplace-violence-program>

# Workplace Safety: Remote

- Victims may be experiencing heightened physical and emotional abuse.
- For some, workplaces and schools function as protective environments.
  - The loss of work and school as an escape valve and the increased stress created by job losses, financial setbacks and forced contact can increase the risk of violence and abuse.
- Perpetrators may use restrictions due to COVID-19 to further reduce access to services, help, and psycho-social support from both formal and informal networks.

As an employer you may have the greatest opportunity to help – you have the chance to 'go behind closed doors' and check in with people via a phone or video call.

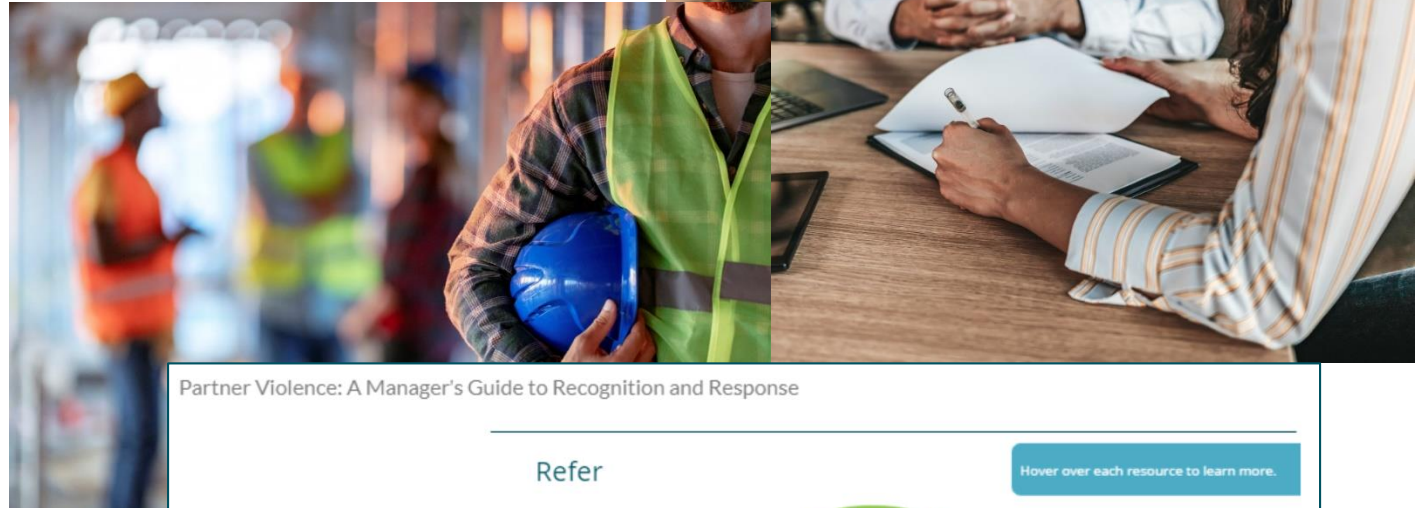
We build strong and trusted relationships through work. These relationships may be the only connection vulnerable workers have with the outside world, even if limited to video chats, emails, and phone calls.

Employers have access to workplace resources and accommodations which can alleviate pressure around work responsibilities and arrangements which may be contributing to heightened risks for the victim.

# EAPs and Intimate Partner Violence

## HR and Safety's Strategic Partner

- Awareness
- Education
- Resources
- Consulting



Partner Violence: A Manager's Guide to Recognition and Response

Refer Hover over each resource to learn more.

<b>Workplace Resources</b>	<ul style="list-style-type: none"><li>• Policy and Procedures</li><li>• Human Resources/Security</li><li>• Employee Assistance Program (EAP), if available</li></ul>	<b>Employee Assistance Program</b> Your employer's Employee Assistance Program is a confidential resource that is able to assist a potential victim of partner violence connect with the resources they need to safely handle their situation.
<b>Community Resources</b>	<ul style="list-style-type: none"><li>• RUSafe app</li><li>• 24-7 Hotlines and Victim Advocates</li><li>• Domestic Violence Programs and Shelters</li><li>• Legal Help</li></ul>	

# Resources

- COVID-19 Resources
  - <https://www.standingfirmswpa.org/resources/covid-19-response-and-resources/>
- Workplace Toolkit
  - <https://www.standingfirmswpa.org/wp-content/uploads/2020/11/DV-Month-Social-Package-V-24.pdf>
- Resource Kit
  - [www.standingfirmswpa.org/resources-for-victims](http://www.standingfirmswpa.org/resources-for-victims)
- Model Policy and/or eLearning Courses (demos)
  - Contact: [sdegregorio@standingfirmswpa.org](mailto:sdegregorio@standingfirmswpa.org)



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