

Responding to Signs – What Can be Done to Help?

- Ask – listen without judgment
- Understand and show empathy – tremendous impact on lives
 - Cycle of Change – Pre-contemplation, Contemplation, Preparation, Action, Maintenance
- 5 things to say to someone having difficulty
 - I am afraid for your safety
 - I am afraid for the safety of your children
 - It will only get worse
 - I am here for you when you are ready to leave
 - You don't deserve to be abused
- Use local resources and professional services – we are prepared to assist
 - Shelter
 - Support Groups
 - Community-based Advocacy – going to court, support and case management
 - Counseling
 - Children's Services
 - Safety Planning
- Workplace
 - In-person trainings and workshops
 - Website or newsletter articles
 - Distributing Information at employee health fairs, events, etc.
 - Referral resource lists in printed or web formats
 - Have a policy, review it regularly
 - Be open to the needs of those needing help – safety planning, etc.
 - Posters, brochures, safety cards, etc.
 - Distributed in lunchrooms, meeting areas, restrooms, etc.
 - Distributed to all employees
 - Distributed through Human Resources
- Social Change – Support legislative efforts
- Support local programs and efforts
 - Volunteer
 - Cash and In-Kind Donations

Domestic Violence: the Impact on East Tennessee and the Workplace

Seven Reasons Employers Should Address Domestic Violence – Adapted, Family Violence Prevention Fund

Reason 1: Domestic violence affects many employees.

- More than one million people report a violent assault by an intimate partner every year in the U.S. (U.S. Dept. of Justice)
- In East Tennessee – sampling of reported incidents to the TN Bureau of Investigation in 2006 –
 - Anderson County 126 victims
 - Clinton Police 99 victims
 - Oak Ridge Police 234 victims
 - Knoxville Police 1,745 victims and 6 murders
 - Knox County Police 1,654 victims and 1 murder

Reason 2: Domestic violence is a security and liability concern.

- 94% of corporate security directors surveyed rank it as a high security problem at their company (National Safe Workplace Institute Survey)
- Employers who fail to protect their employees may be liable – jury awards nationwide average \$1.2 million

Reason 3: Domestic violence is a performance and productivity concern.

- In a study of batterers, 41% had job performance problems and 48% had difficulty concentrating on the job (Maine Dept. of Labor)
- 37% of women who experienced it reported the abuse had an impact in the form of lateness, missed work, keeping a job or career promotions (EDK Associates for the Body Shop)

Reason 4: Domestic violence is a health care concern.

- The national health care costs of domestic violence are high with medical and mental health care estimates at nearly \$4.1 billion (U.S Dept. of Health & Human Services)
- Among women in an emergency room for violence-related injuries, 37% were abused by an intimate partner (U.S. Dept. of Justice)

Reason 5: Domestic violence is a management issue.

- Survey of corporate executives, 91% said it affected private and working lives of employees (Patrice Tanaka & Co.)
- In the same survey, 56% were aware of employees who were affected by violence

Reason 6: Taking action to domestic violence works.

- After participating in training at a factory, the rate of employees asking for counseling services for domestic abuse problems was 14 times higher than pre-training (Urban, B.Y.; 2000)
- In the same survey, taking a sample group of 40 – after using the counseling services, the employees reduced absenteeism rates to normal

Reason 7: Employers can make a difference.

- Numerous corporations, government agencies, and domestic violence experts are working to address domestic violence, with great success. You can make a difference in your workplace and in the lives of employees who are facing abuse!