

# Domestic Violence/Workplace Violence and Safety

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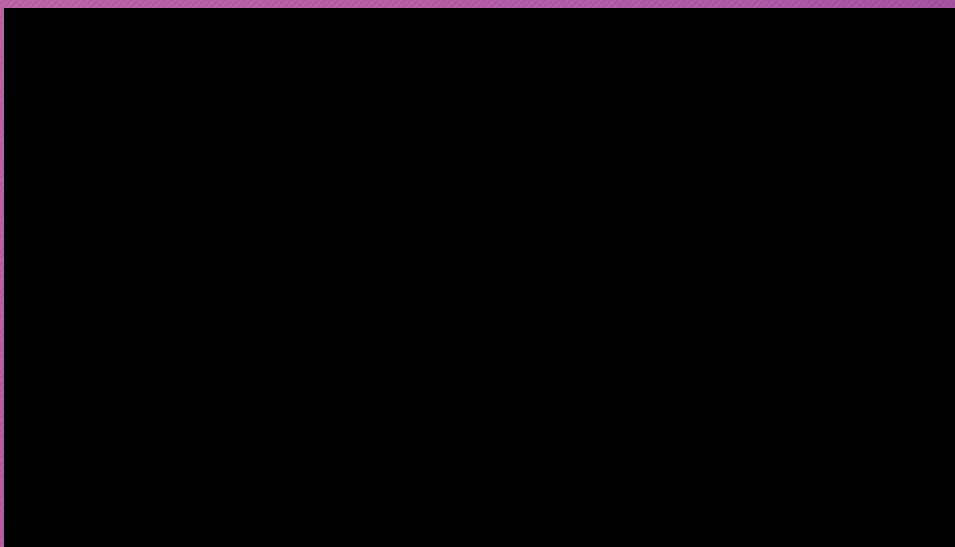


**Domestic Violence  
Awareness Month**

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Promotion and Health Education ASU Intern

# Video

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# Objectives

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- Recent facts & statistics on Domestic Violence also known as Intimate Partner Violence, “IPV”
- Affects on mental and physical health
- How to detect/prevent IPV
- Workplace being vulnerable to IPV
- Methods to address & prevent IPV
- Resources available to address this issue

# Recent facts and statistics on family violence

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According to the AZ Coalition to End Sexual & Domestic Violence

- 1 IN 4 WOMEN & 1 IN 7 MEN  
Have experienced domestic violence  
in their lifetime  
THEREFORE  
804,048 women & 453,689 men in  
Arizona will experience domestic  
violence in their lifetime<sup>[1,2]</sup>
- In Arizona, 1 or more children witness  
violence in their home every 44 minutes.





# More Statistics...

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- 43% of lesbian women and 61% of bisexual women have experienced rape, physical violence and/or stalking by an intimate partner.<sup>[5]</sup>
- 26% of gay men, and 37% of bisexual men have experienced rape, physical violence and/or stalking by an intimate partner.<sup>[5]</sup>
- 2/3 of rapes were committed by someone known to the victim.<sup>[3,5]</sup>
- 1 in 4 women have experienced domestic violence.<sup>[1,2]</sup>
- 1 in 7 men have experienced domestic violence.<sup>[1,2]</sup>
- Native American women experience domestic violence at rates 50% higher than other groups.<sup>[3,5]</sup>



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- Seem afraid or anxious to please their partner
- Go along with everything their partner says and does
- Check in often with their partner to report where they are and what they're doing
- Receive frequent, harassing phone calls from their partner
- Talk about their partner's temper, jealousy, or possessiveness

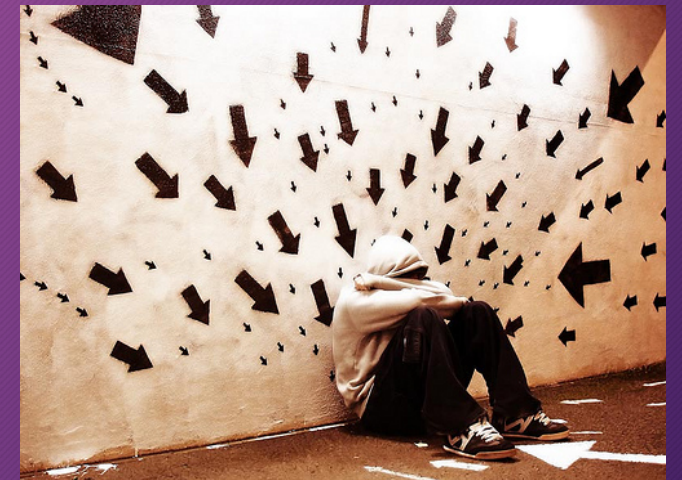




# People may...

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- People who are being physically abused may:
  - Have frequent injuries, with the excuse of “accidents”
  - Frequently miss work, school, or social occasions, without explanation
  - Dress in clothing designed to hide bruises or scars (e.g. wearing long sleeves in the summer or sunglasses indoors)
- People who are being isolated by their abuser may:
  - Be restricted from seeing family and friends
  - Rarely go out in public without their partner
  - Have limited access to money, credit cards, or the car



# The psychological warning signs of abuse

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- Victims MAY-
  - Have very low self-esteem, even if they used to be confident
  - Show major personality changes (e.g. an outgoing person becomes withdrawn)
  - Be depressed, anxious, or suicidal





# It is still abuse if...

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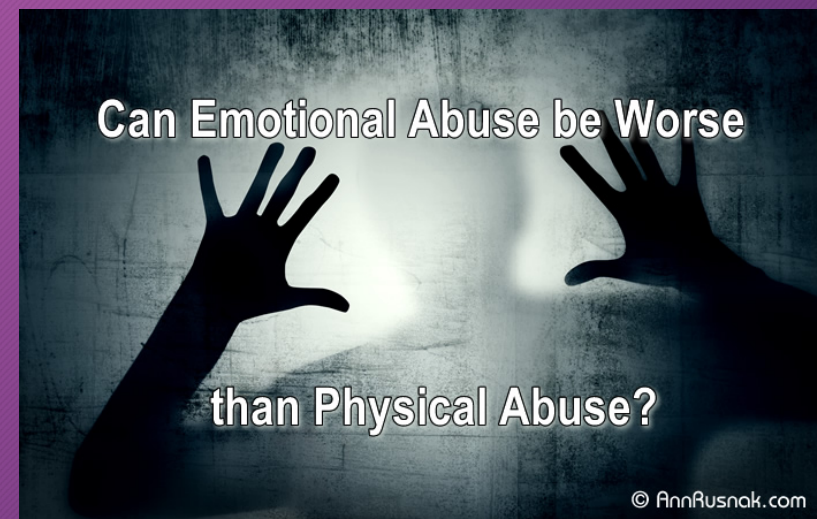


- The incidents of physical abuse seem minor when compared to those you have read about, seen on television, or heard other women talk about.<sup>[7]</sup>
- The incidents of physical abuse have only occurred one or two times in the relationship.<sup>[7]</sup>
- The physical assaults stopped when you became passive and gave up your right to express yourself as you desire, to move about freely and see others, and to make decisions.<sup>[7]</sup>
- There has not been any physical violence.<sup>[7]</sup>

# How intimate partner violence affects mental and physical health

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- Emotional abuse: It's a bigger problem than you think
  - Not all abusive relationships involve physical violence. Just because you're not battered and bruised doesn't mean you're not being abused. Many men and women suffer from emotional abuse, which is no less destructive. Unfortunately, emotional abuse is often minimized or overlooked—even by the person being abused.





# Economic or financial abuse: A subtle form of emotional abuse

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- (Remember, an abuser's goal is to control you, and he or she will frequently use money to do so.) Economic or financial abuse includes:
  - Rigidly controlling your finances
  - Withholding money or credit cards
  - Making you account for every penny you spend
  - Withholding basic necessities (food, clothes, medications, shelter)
  - Restricting you to an allowance
  - Preventing you from working or choosing your own career
  - making you miss work, calling constantly
  - Stealing from you or taking your money



# What are common physical effects of intimate partner violence?

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- Bruises
- Bruises on or around the eyes
- Red or purple marks at the neck
- Sprained or broken wrists
- Chronic fatigue
- Shortness of breath
- Muscle tension
- Involuntary shaking
- Changes in eating and sleeping patterns
- Sexual dysfunction
- Menstrual cycle or fertility issues in women



# What are common mental effects of intimate partner violence?

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- Post-traumatic stress disorder (PTSD), including flashbacks, nightmares, severe anxiety, and uncontrollable thoughts
- Depression, including prolonged sadness
- Anxiety
- Low self-esteem and questioning sense of self
- Suicidal thoughts or attempts. If you or someone you know is feeling suicidal, contact the National Suicide Prevention Lifeline at 1.800.273.8255.
- Alcohol and drug abuse



# What are common emotional and spiritual effects of intimate partner violence?

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- Hopelessness
- Feeling unworthy
- Discouraged about the future
- Inability to trust
- Questioning and doubting spiritual faith
- Unmotivated

## Affects on workplace:

- Less productive at work
- Less inclined to work





# What are common effects on children who witness intimate partner violence?

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Whether children witness or experience abuse, it can take a toll on their development. Domestic violence victims are not isolated to intimate partners. Children are at an increased risk for emotional behavioral problems regardless if they were directly abused or not. The effects include:

- Anxiety
- Depression
- Academic problems
- Fearful



# How intimate partner violence affects the workplace

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## Costs:

- According to the CDC's cost of intimate partner violence, 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.
- The costs of intimate partner violence exceed \$5.8 billion each year, \$4.1 billion of which is for direct medical and mental health care services, much of which is paid for by the employer.
- The national law journal says that in one case, a wrongful death action against an employer who failed to respond to an employee's risk of domestic violence on the job cost the employer \$850,000.





# Impact on employees

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- The 2011 National Domestic Violence and the Workplace Survey found that:
  - **48%** of respondents who reported family violence said the violence had affected them getting to work.
  - **16%** of victims reported being distracted, or tired and **10%** needed to take time off work.

# Impact on Coworkers

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## Concern for victim

- Fear of violence coming into the workplace
- Concern for personal safety
- Productivity decreases
- Resentment towards victim (heavier workload for coworkers covering)
- Perceived special treatment from managers



# Impact on Workplace

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- Compromised safety at workplace
- Increased threat of violence
- Increased health care costs
- Turnover and recruitment costs
- Productivity decreases

# What Employers Can Do

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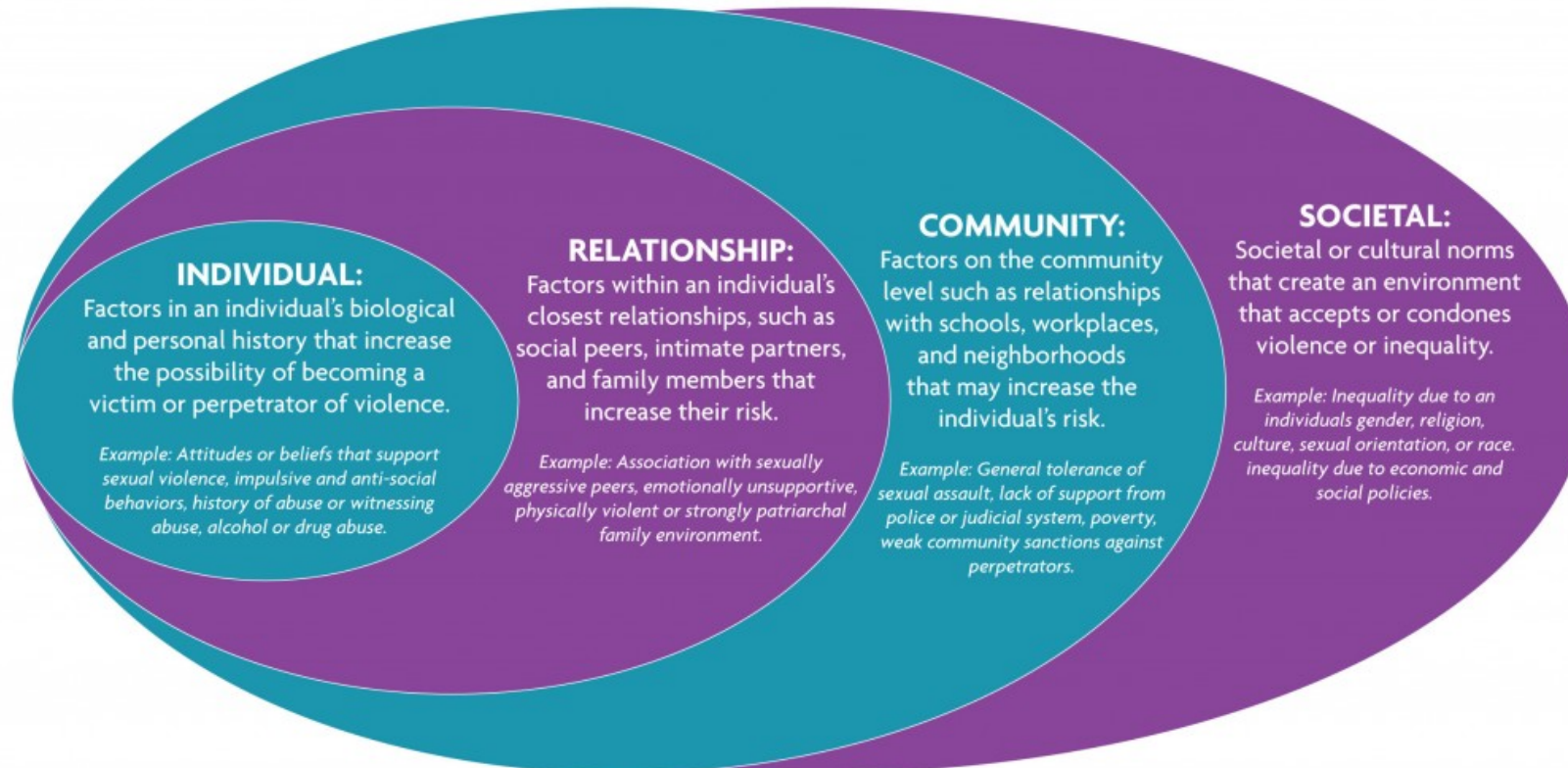
- Start the conversation
- Training managers and supervisors
- Build Awareness
- Offer counseling services through EAP (Employee Assistance Program)
- Choose Health Plans that include counseling
- Create policies and procedures
- Create partnerships with local shelters (attached)



# Social Ecological Model

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## SOCIAL ECOLOGICAL MODEL



# Take Action

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## FIVE STEPS TOWARD TAKING ACTION

- 1** Notice the event along a continuum of actions
- 2** Consider whether the situation demands your action
- 3** Decide if you have a responsibility to act
- 4** Choose what form of assistance to use
- 5** Understand how to implement the choice safely

*Source: Darley and Latane, 1968*



# Policies and Procedures

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## Creating a Policy:

- Include legal dept. if you have one.
- Sample template policy from HAWP.
- Employee Code of Conduct and Workplace Violence that includes Domestic Violence.
- Include Workplace Safety
  - Bringing a copy of order of protection and giving to appropriate staff, include picture of person to front desk staff, make accommodations with hours etc. if needed, involve security if needed. Maintain confidentiality.

# Policies and Procedures Continued...

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## Ariz. Rev. Stat. § 13-4439 : Right to leave work

- An employer who has fifty or more employees for each working day in each of twenty or more calendar weeks in the current or preceding calendar year, and any agent of that employer, shall allow an employee who is a victim of a crime to leave work to:
- Exercise the employee's right to be present at a proceeding.
- Obtain or attempt to obtain an order of protection, an injunction against harassment or any other injunctive relief to help ensure the health, safety or welfare of the victim or the victim's child.
- An employer may not dismiss an employee who is a victim of a crime because the employee exercises the right to leave work.



# Policies and Procedures Continued...

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## Ariz. Rev. Stat. § 12-1810: Injunction against workplace harassment; definitions

- An employer or an authorized agent of an employer may file a written verified petition with an official, justice of peace or superior court judge for an sanction prohibiting workplace harassment.

# Policies and Procedures Continued...

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## Proposition 206: The Fair Wages and Healthy Families Act

- The most recent ballot initiative on November 8, 2016 establishes a new state minimum wage effective January 1, 2017, and entitles employees to accrue earned paid sick time beginning July 1, 2017.
- An employer can require reasonable documentation of absences of three or more consecutive work days, an employer may not require that an employee specify the relevant health condition or the details of domestic violence, sexual violence, abuse or stalking.
- FMLA doesn't mention domestic violence but could offer job protection to employee still.



# October: Domestic Violence Awareness Month

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Events throughout the month:

Supervisor Steve Gallardo : coffee and a chance at winning a Maricopa County mug while gaining awareness at one of these Domestic Violence events.

“October is Domestic Violence Awareness Month. In partnership with the State of Arizona and the City of Phoenix, the County Administration building will be lit purple each night to shine light on this serious issue that impacts so many.”

-Chairman Denny Barney, District 1

“We need to work together to ensure our community understands the impact of domestic violence so we can help stop the abuse of power and control in relationships.”

-Supervisor Steve Gallardo, District 5

# WINGS: Women Initiating New Goals of Safety

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- It is an evidence-based, single-session Screening, Brief Intervention tool, and referral to treatment services. It is designed to address Intimate Partner Violence.
- Starts the conversation about substance abuse and IPV
- It is a 'harm reduction' approach using Motivational Interviewing





# Conclusion/ Resources

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- Attached:
  - Statewide Sexual and Domestic Violence Services list
  - Arizona Coalition to End Sexual & Domestic Violence (ACESDV) list of activities to do for Domestic Violence awareness in the workplace
  - Sample Domestic Violence/Intimate Partner Violence Policy
- You can also call the National Domestic Violence Hotline at 1-800-799-SAFE (7233)
- SHRM: “Society for Human Resource Management”
- Wings: [blogs.cuit.Columbia.edu/wings/](https://blogs.cuit.columbia.edu/wings/)
- Encourage help-seeking behaviors, Adopt policies to encourage engagement, and Celebrate the actions of bystanders.
- Workplaces Respond - [workplacesrespond.org](https://workplacesrespond.org)



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# Questions??

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