



# Violence in the Workplace

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# Overview

- ▶ Define DV
- ▶ Define SA and Sexual Harassment
- ▶ Barriers
- ▶ Recognize the warning signs
- ▶ Learn how to discuss
- ▶ Benefits

# Domestic Battery

- ▶ A person commits domestic battery if he or she intentionally or knowingly without legal justification by any means causes bodily harm, or makes physical contact of an insulting or provoking nature, with any family or household member.

# DV 101

- ▶ Types of violence
  - ▶ Emotional
  - ▶ Gas lighting
  - ▶ Intimidation
  - ▶ Isolation
  - ▶ Financial
  - ▶ Neglect
  - ▶ Sexual Disrespect
  - ▶ Using children
  - ▶ Physical

# Barriers to leaving

- ▶ Financial
- ▶ Children
- ▶ Stigma
- ▶ Pets
- ▶ No where to go
- ▶ LOVE

# Sexual Assault

- ▶ The crime is committed when an individual commits a penetrative sexual act against another without their consent or ability to give consent.
- ▶ Continuum

# Sexual Harrassment

- ▶ Unwelcome **sexual** advances, requests for **sexual** favors, and other verbal or physical conduct of a **sexual** nature when either: The conduct is made as a term or condition of an individual's employment, education, living environment
  - ▶ a qualified individual is denied employment opportunities and benefits after rejecting the supervisor's sexual advances or request(s) for sexual favors or the individual is terminated.
  - ▶ an individual is subjected to unwelcome sexual conduct by co-workers because of his or her gender which makes it difficult for the employee to perform his or her job.

# May also include

- ▶ Verbal
- ▶ Non verbal
- ▶ Visual
- ▶ Physical
- ▶ Text/electronic
  
- ▶ IT'S ALL ABOUT THE INTENT!!



# Consequences

- ▶ Increased health care costs
- ▶ Increased absenteeism
- ▶ Increased turnover
- ▶ Decreased productivity
- ▶ Heightened safety risk

# Consequences

- ▶ 8 Million work days lost
- ▶ \$4 Billion health care

# Barriers for Employer Involvement

- ▶ Uncomfortable
- ▶ Confidentiality
- ▶ Intrusion in personal life
- ▶ Lack of information/protocols/resources

# Potential Warning Signs

- ▶ Be Observant
  - ▶ 96% of victims reported that the abuse affected their job performance
  - ▶ 56% were late for work
  - ▶ Changes in behaviors, dramatic and extended periods of time
  - ▶ Substance use
  - ▶ Depression
  - ▶ Isolation

# Warnings Signs

- ▶ Issues handling conflict
- ▶ Stress related illnesses
- ▶ Visible injuries

# How do we talk about it?

- ▶ What do you need?
- ▶ How can I help?
- ▶ Be concrete and specific:
  - ▶ “I have noticed xyz, would you like to talk about it” or “Is there anything bothering you?”

# Separation Violence

- ▶ 75% of all DV homicides occur after a victim leaves
- ▶ You don't need to have all of the answers
- ▶ or SAVE a victim... just open the dialog and be able to offer resources.

# Safety Plan

- ▶ Change hours
- ▶ Screen calls
- ▶ Parking lot safety
- ▶ Understand Orders of Protection



# Training

- ▶ All Staff or management
  - ▶ Protocol/procedures
  - ▶ Encourage perpetrators to successfully complete classes

# Benefits

- ▶ Increase productivity
- ▶ Enhance customer support
- ▶ Reduced absenteeism
- ▶ Lower employer liability risks average settlement is \$600,000.

# Contact Information

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