

For more information on domestic violence services or to arrange an on-site educational program contact:

**The Women's Center, Inc.**

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Bloomsburg, PA 17815

570.784.6632  
Office

570.784.6631  
24-hour Hotline

PROVIDING:

**Legal Services**

**Shelter Accommodations**

**Counseling Services  
for Survivors and Family Members**

**Medical Advocacy**

**Accompaniment to Court, Legal  
Appointments and Social Service  
Agencies**

with

Danville and Berwick Satellite Offices

**All Services are Free and  
Confidential**

The Women's Center, Inc.  
is a member of  
Pennsylvania Coalition Against Domestic Violence  
(PCADV), and Pennsylvania Coalition  
Against Rape (PCAR).

**The Women's Center, Inc.**

This material was adapted from the publication entitled, "The Workplace Responds to Domestic Violence: A Resource Guide for Employers, Unions and Advocates" produced by the Family Violence Prevention Fund. Edited by Donna Norton, Esq., Stephen T. Moskey, Ph.D., and Elizabeth Bernstein.



The Women's Center is a United Way Agency



**MAKE  
RESPONSE  
TO DOMESTIC  
VIOLENCE  
A PART OF  
YOUR  
AGENDA.**

**“Healthy, happy employees are a company's most important asset. Domestic violence awareness training helps us give employees the support they need to continue being a productive member of our workforce while they take action to improve their quality of life.”**


**- BERNARDI ITALIAN FOODS -  
Bloomsburg, Pennsylvania**


## WHAT IS DOMESTIC VIOLENCE?

Domestic violence is the *pattern* of assaultive and coercive behaviors, including physical, sexual, and psychological attacks, as well as economic coercion, that adults or adolescents use against their intimate partners.

Domestic violence knows no boundaries. No matter what your economic, educational, religious or social background is, domestic violence can occur at any time and can have devastating effects on your life.

 A woman is battered *every 9 seconds* in the United States.

 In the United States each year, between 150 to 180 women are *murdered* at work. That's an average of *three* women a week murdered. *All* employees are at risk. (NIOSH, Nov. 1993)

 Women are *five* times as likely as men to be victims of violence at work at the hands of an intimate partner.

## DOMESTIC VIOLENCE IS A WORKPLACE ISSUE


Almost four *million* women are physically abused by their intimate partners every year. The effects of the violence at home can filter into the victim's workplace causing reduced productivity, increased medical expenses, impaired job performance, frequent absenteeism, higher turnover, and an increased risk of violence at the workplace. The *victim* also faces a higher likelihood of losing their job.


Domestic violence has a cost estimated between \$3 to \$5 billion dollars *annually* to U.S. business.


There is a *direct link* between home and workplace violence. Domestic violence has the potential to filter into the workplace which can put the lives of you and your employees at risk.

### "What does Domestic Violence have to do with *my* business?"


Domestic Violence impacts workplace productivity. One study of survivors of domestic violence found that abusive partners harassed 74% of employed battered partners at work, causing:


 56% of them to be late for work at least five times a month;


 28% to leave early at least five days a month;

 54% to miss at least three full days of work a month. (NY Victim Service Agency Report on the Costs of DV, 1987)

*Other lethal effects* of domestic violence in the workplace can include:

 Physical harm to employees.

 Destruction of company property.

 Hostile work environment.

All employers must understand that domestic violence is not a private family affair. Domestic violence affects all those who come in contact with the victim.

***"Business leaders should know that violence at home and in the workplace is more than a moral issue. It's a bottom line issue too. It raises absenteeism and health care costs, and it drives down productivity."***

**Paul R. Charron**  
Chairman and CEO of Liz Claiborne, Inc.

## A WORKPLACE RESPONSE CAN MAKE A DIFFERENCE

As awareness of domestic violence has increased on both the local and national level, more and more businesses are getting involved in the action to help end domestic violence.

By implementing simple awareness programs, companies are *doing better business* by better serving their work force. Here are some easy ways for your business to get involved:

- 1 *Most importantly, provide a supportive work environment for your employees and ensure confidentiality.*
- 2 *Create your own company response policy to domestic violence.*
- 3 *Host workshops and seminars to educate your managers/employees about domestic violence including workplace policies.*
- 4 *Train security officers to handle domestic violence situations that may occur at the workplace.*
- 5 *Display posters/signs with phone numbers where victims can get help in rest rooms, lunch room or break room.*
- 6 *Be informed of available domestic violence resources in your community. The Women's Center offers a wide range of services, including: emergency shelter; legal options; personal support for victims and their family; and on site training for managers and employees. All services are free and confidential.*
- 7 *Be sensitive in your responses to employees disclosing domestic violence.*