

# WORKING TOGETHER TO OVERCOME DOMESTIC VIOLENCE

## 74% of domestic violence victims have been harassed at work

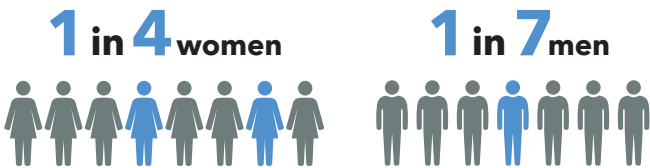
### What is domestic violence?

Also known as intimate partner violence, domestic abuse or relationship abuse, domestic violence is a pattern of behaviors used by one partner to maintain power and control over another partner in an intimate relationship.

### Who is affected?

Domestic violence is a problem in every community and social group. It does not discriminate by geography, ethnicity, income level, religion, gender or educational attainment.

- One in seven men and one in four women have experienced severe physical violence by an intimate partner during their lifetime.
- More than one million Americans report a violent assault by an intimate partner every year.
- 85 percent of reported domestic violence victims are women.

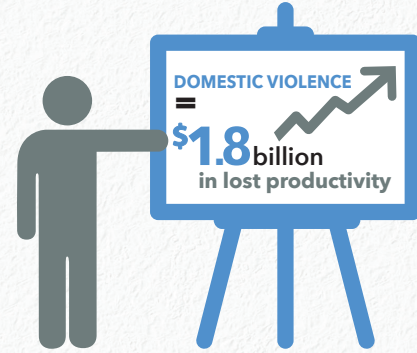


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### How does it affect work?

Domestic violence is a concern for every employer.

- 19 percent of employers have dealt with a domestic violence issue in the past year and another 16 percent of organizations have had an incident in the past five years.
- Domestic violence costs American businesses \$1.8 billion in lost productivity each year.
- 21 percent of full-time employees have said they were victims of domestic violence.
- Employers lose more than 8 million days of paid work per year because of domestic violence.
- 74 percent of victims report that their abuser has harassed them on the job.
- Domestic violence leads to decreased productivity, higher health insurance claims and potential liability.



### Why should employers take action?

Employers have an ethical and legal responsibility to ensure the safety of their employees and addressing domestic violence has direct business benefits.

- OSHA and other laws create legal liabilities for employers.
- Workers who feel safe are more productive.
- 65 percent of companies lack a formal workplace domestic violence prevention policy.
- Only 20 percent of employers offer training on domestic violence.

### What can employers do?

Employers who address this issue can provide real help to victims and prevent associated risks. Sheltering Wings has the tools and training to equip any employer with the following:

- Become educated about the realities of domestic violence.
- Provide ongoing training to all employees and supervisors.
- Create a culture of safety throughout the workplace.
- Believe and support employees who say they are victims.
- Develop a formal policy to prevent and respond to domestic violence.
- Take active steps to protect employees who are victims.
- Make resources available to employees.
- Include domestic violence in Employee Assistant Programs (EAPs).
- Publicly support efforts to bring an end to domestic violence.

**For help with any of the above or if one of your employees needs assistance, we stand ready to assist. Call the Sheltering Wings Help Line at 317-745-1496 (24 hours).**

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