
REMEMBER TO...

- ☒ Be clear about your plan to return to work.
- ☒ Make arrangements for receiving your paycheck while you are absent.
- ☒ Maintain communications with your Human Resources Administrator throughout your absence.

CO-WORKERS CAN HELP, TOO

- Be alert to possible signs of domestic violence in co-workers: changes in behavior and work performance, lack of concentration, increased or unexplained absence, placing or receiving harassing phone calls, bruises or injuries that are unexplained or come with explanations that just don't add up.
 - If co-workers confide in you that they are being abused, believe them.
 - Listen without judging. Victims of abuse often believe their abusers' negative messages and feel responsible, ashamed and afraid they will be judged.
 - Tell them they do not have to stay in the abusive situation and that help is available.
 - Call the Employee Assistance Program or a local domestic violence program for confidential advice and resources.
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If you need help, please call:

National Domestic Violence Hotline

1-800-799-SAFE

1-800-799-7233

1-800-787-3224 (TDD)

Se habla Español

Program's phone
number in your area:

When 
ABUSE
Follows 
You to
WORK



Nevada Network Against
Domestic Violence
220 S. Rock Blvd., Ste. 7
Reno, NV 89502
Voice/TTY (775) 828-1115
Fax (775) 828-9911
www.nnadv.org

WHAT IS DOMESTIC VIOLENCE?

Domestic violence is **NOT** a disagreement, a marital spat, or an anger management problem. It is a pattern of assaults and controlling behavior that restricts the activity and independence of another individual. It can include physical, sexual, or psychological attacks and economic control. Domestic violence affects persons of all cultures, religions, ages, sexual orientations, educational backgrounds, and income levels.



WHAT IS DOMESTIC VIOLENCE IN THE WORKPLACE?

Domestic violence **DOES NOT** stay home when its victims go to work: it affects productivity, increases absenteeism and raises the risk of violence in the workplace. It costs employers hundreds of millions of dollars each year in increased health care costs. With nearly one-third of American women (31%) reporting physical abuse by a husband or boyfriend at some point in their lives, it is a certainty that in any mid-to large-sized company, domestic violence is affecting employees.

Information courtesy of the
Family Violence Prevention Fund

FACTS ON DOMESTIC VIOLENCE IN THE WORKPLACE¹

- A study of domestic violence survivors found that 74% of employed battered women were harassed by their partner while they were at work.
- Homicide was the second leading cause of death on the job for women in 2000.
- 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.

¹ "The Facts on the Workplace and Domestic Violence." Family Violence Prevention Fund. <http://endabuse.org/resources/facts/Workplace.pdf>.

WORKPLACE SAFETY PLAN

It is a good idea for anyone facing violence at home to create a safety plan, both for home and for work. Here are some ideas:

- ☑ Talk with someone at the workplace you trust, such as your supervisor, human resources manager or employee assistance counselor.
- ☑ Notify security of your safety concerns, if your company has security. Consider providing a picture of the abuser and a copy of protective orders to security, supervisors and reception area.
- ☑ Have your calls screened, transfer harassing calls to

security, or remove your name and number from automated telephone directories.

- ☑ Review the safety of your parking arrangement. Have security escort you to your car, and obtain a parking space near the building entrance.
- ☑ Ask co-workers to call the police if your partner threatens or harasses you at work.
- ☑ Ask about flexible or alternate work hours.
- ☑ Ask to relocate your workspace to a more secure area.
- ☑ Review the safety of your childcare arrangements. Give a picture of your abuser and a copy of your protective order to the day care provider. If necessary, consider selecting a new day care site.
- ☑ Notify your supervisor/manager of the situation and the possible need to be absent. Employers **CANNOT** assist until an employee self-discloses.
- ☑ Discuss options available to you with your supervisor and Human Resource Administrator. Involve your local Employee Counselor, if necessary. The counselor can assist you with developing a safety plan.

