

Resources for Support

Suggest that your co-worker discuss a violent home situation with any of the following resources.

- **Employee/Physician Assistance Program (EAP)**
- Supervisor
- Security Manager
- Department of Psychiatry (if employee is Kaiser Permanente member)
- Primary Care Provider
- Union*
- National Domestic Violence Hotline
1-800-799-SAFE

*KP and its partnering unions collectively recognize this issue and have developed programs to address it. If you are a union member, contact your union to see if your union has a program in place regarding domestic violence and the workplace.

¹ The Centers for Disease Control and Prevention and The National Institute of Justice, *Extent, Nature, and Consequences of Intimate Partner Violence*, July 2000.

² Lieberman Research Inc., Tracking Survey conducted for The Advertising Council and the Family Violence Prevention Fund, July – October 1996

³ Bureau of Justice Statistics Crime Data Brief, *Intimate Partner Violence, 1993-2001*, February 2003

⁴ Lucy Friedman and Sarah Cooper, *The Cost of Domestic Violence*, New York: Victim Services Research Department, 1987.

⁵ EDK Associates, *"The Many Faces of Domestic Violence and its Impact on the Workplace,"* New York: Author, 1997: 2-4.

⁶ National Safe Workplace Institute survey, as cited in "Talking Frankly About Domestic Violence," *Personnel Journal*, April, 1995, page 64.



Kaiser Permanente Responds to Domestic Violence in the Workplace



The prevalence of domestic violence is in epidemic proportions in this society. However, people often feel that it is an issue that could not impact them personally or in the workplace. The reality shatters this myth. Kaiser Permanente Northern California is taking an active role to address this important issue.



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The Reality and Prevalence of Domestic Violence

Definition

Domestic violence is defined as a pattern of coercive behavior in which one person attempts to control another through the threat or actual use of physical, sexual, verbal or psychological violence. Domestic violence occurs between current or former intimate partners, adults or adolescents.

Domestic violence is more than physical assault. It can include stalking, making harassing or threatening phone calls, threats to children and pets, or taking away jointly-owned money.

Domestic violence is common

- One in four American women report having been physically abused by a husband or boyfriend.¹ Domestic violence affects people of all cultures, races, religions, ages, sexual orientations, educational backgrounds and income levels.
- One in three of all Americans say they know a woman who has been physically abused.²
- 85% of adult domestic violence victims are women. 15% are men.³

Violence at home can spill over into violence in the workplace

- 94% of corporate security directors rank domestic violence as a high security problem.⁶

Domestic violence doesn't stay at home when an employee comes to work. It affects employee productivity, creativity, attendance and morale.

- 74% of battered women surveyed in one study report that their abusers harassed them at work. Domestic violence caused half of these women to miss at least three full days of work a month.⁴
- In another study, 37% of women who had experienced domestic violence report that the abuse had an impact on their work performance in the form of lateness, missed work, keeping a job or career promotions.⁵

Signs of Domestic Violence in the Workplace

- Victim acknowledges domestic violence in the home.
- Unexplained bruises or explanations that don't fit the injuries.
- Repeated unsettling telephone calls.
- Quality of work fluctuates for no apparent reason.
- Increasing tardiness or missed work due to medical appointments or stated concern of leaving children home alone with spouse or partner.
- Distractibility or hyper-vigilance.

Talking to a Co-Worker About Abuse

- Recognize domestic violence. The first step toward supporting an abused co-worker is simply to recognize the signs of domestic violence.

- Reach out, state concern and let co-worker know that you are there if she or he wants to talk about an issue.
- Listen without judging.
- Let your friend know that the abuser is responsible for the abuse, not the victim. Explain that physical violence is never acceptable in any relationship. There's no excuse for it—not alcohol, drugs, financial pressure, depression, jealousy or any behavior of the victim.
- Let your friend know she or he is not alone. Explain that millions of people face abuse and find it extremely difficult to deal with the violence.
- Explain that domestic violence is a crime. Your friend can seek protection from the police, courts and/or a domestic violence program.
- Emphasize that help is available whenever your friend is ready. See resources (other side).