



# Domestic Violence, Sexual Assault and Stalking at Work

Training by Safety and Respect at Work, LLC (508) 494-4317 www.makeworksafe.com

## Did you know?

- 74 percent of employed battered report being harassed by their partner while at work - Family Violence Prevention Fund, 1998
- 25 percent of women who are stalked report missing work as a result -National Violence Against Women Survey, 2000
- Each year 1.8 billion dollars are lost in wages and productivity due to domestic violence - Campaign for Funding to End Violence Against Women, 2006.

## PERPETRATORS AT WORK

Over 75% of offenders used workplace resources at least once to express remorse or anger, check up on, pressure, or threaten the victim- Maine Dept. of Labor, 2004

## How to Address Victims and Perpetrators at Work Manager Training



Through real life cases, victim testimony and role plays, participants will learn how to:

- Create a climate for victims to disclose abuse
- Effectively respond to victims who identify and/or show signs of abuse in the workplace
- Ensure policies are in line with Massachusetts laws and best practices
- Handle high risk cases with sensitivity
- Respond to active protective orders in the workplace
- Establish workplace safety plans
- Respond to perpetrators who use work resources to stalk and harass victims
- Learn skills to address reluctant employees
- Train key stakeholders within your organization

**Most victims do NOT disclose abuse to their employers out of fear of retaliation , stigma and safety**

**DOES YOUR POLICY MEASURE UP?** Over 70 percent of United States workplaces have no formal program or policy that addresses workplace or domestic violence- Bureau of Labor Statistics

Do your organization have a workplace policy that specifically addresses victims of domestic violence, sexual assault and stalking? If so- does it contain language that:

- Ensures no retaliation for victims who need to take time off to seek legal and or shelter services?
- Outlines all available resources for victims in your area?
- Details how the workplace will respond to protective orders and requests for time off?

