WHY IS DOMESTIC VIOLENCE AN IMPORTANT WORKPLACE ISSUE?

“Domestic violence is a workplace issue because what happens in the home or in one’s personal life follows a worker to the office. Furthermore, the workplace often represents either a safe place for the victim, or it’s a place where the abuser knows he or she can locate their victim. Someone suffering from physical abuse is likely to call in sick, come in late, or be distracted from their work, increasing the workplace’s health care costs and absenteeism as well as decreasing overall productivity. This is the impact that this supposed “private matter” has on the workplace.”

Jane Randel, VP of Corporate Communication, Liz Claiborne Inc.

WHAT IS DOMESTIC VIOLENCE?

“Domestic violence may include not only the intimate partner relationships of spousal, live-in partners and dating relationships, also familial, elder and child abuse may be present in a violent home. Abuse generally falls into one or more of the following categories: physical battering, sexual assault and emotional or psychological abuse, and generally escalates over a period of time” (National Coalition against Domestic Violence, 2005).

Sometimes the broader definition of intimate partner violence is used as “domestic” implies “married,” while intimate partners could be living together or could be homosexual partners.

Want more related DEFINITIONS?
http://wfnetwork.bc.edu/topic_extended.php?id=31&type=6

HOW DOES DOMESTIC VIOLENCE AFFECT YOUR ORGANIZATION?

- Lower productivity and reduced job performance
- Higher absenteeism rates
- Increased turnover
- Greater medical and mental health expenses
- Lost earnings
- Potential liability issues
- Negative impact on co-workers of victims
- Security concerns for victim of domestic violence and their co-workers

REPORTS WITH MORE INFORMATION

- Center for Prevention and Health Services. (2002). The impact of intimate partner violence on employee health and productivity. Center for Prevention and Health Services Issue Brief, 1(3), 1-12.

Want more OVERVIEWS AND BRIEFS or the full references for above reports?
http://wfnetwork.bc.edu/topic_extended.php?id=31&type=7

SUGGESTED READINGS


Want more READINGS?
http://wfnetwork.bc.edu/topic_extended.php?id=31&type=2&linktype=suggested

The Effective Workplace Series provides a summary of the Domestic Violence Topic Page.
To visit the Domestic Violence Topic Page, go to http://wfnetwork.bc.edu/topic.php?id=31

A Network Supporting Research and Teaching, Promoting Best Practices at the Workplace, and Informing State Policy