



DOMESTIC ABUSE INTERVENTION SERVICES

Domestic Violence Affects Us All

In Our Workplaces...

- Victims lose **8 million** days of paid work each year due to domestic violence - the equivalent of about **32,000** full-time jobs. The annual cost of this lost productivity is estimated as **\$727.8 million** a year. **20%** of workdays missed by women are related to domestic violence.
- **21%** of adults employed full time have been victims of domestic violence.
- Over **75%** of perpetrators use workplace resources to harass, pressure, stalk or threaten their victims. **20%** of threats and **72%** of stalking incidents occur at work, potentially putting other employees and customers at risk.
- In the U.S., homicide by intimate partners is one of the **leading** causes of workplace death for women.
- Only **4%** of workplaces train employees on domestic violence and its impact on the workplace. Over **70%** of U.S. workplaces have no formal program or policy that addresses workplace violence.

What Businesses Can Do to Help Stop Domestic Violence:

- 1) Distribute information and materials about domestic violence to employees. Train employees on how to recognize domestic violence and confidentially direct employees in need to services in the community.
- 2) Sponsor a Domestic Violence Awareness Day or a brown-bag lunch. Adopt a DV shelter.
- 3) Improve security measures to address employee harassment and stalking. Enhance employee benefit packages (i.e. include leave policies that allow victims to go to court) and employee assistance programs to include counseling and referrals to domestic violence programs.
- 4) Establish a relationship with DAIS or any other organization that works to help victims and survivors of domestic violence. Contact DAIS for more information or if you have any questions or concerns.

“As employers we need to understand that someone who experiences domestic violence one day will carry the effects into the workplace. By raising awareness and helping to prevent violence we will both support those victims and build safer, healthier, and more productive workplaces.”

- Michael Victorson, President , M3 Insurance