

Domestic Violence & the Workplace

[What is Domestic Violence?](#)

[What is a Company's Role?](#)

[Why Your Involvement is Crucial](#)

[Facts & Statistics on DV](#)

[In Their Own Words](#)

[Information for Small Businesses](#)

[DV & Legal Responsibility in NY State](#)

Why Your Involvement is Crucial

This year at least **four million people will suffer physical abuse by their intimate partners. Another twenty million will suffer emotional abuse by "loved ones."** Domestic violence is the leading cause of injury to women in the United States.

Violence against women affects thousands of working women every day. It not only impacts the ability of these women to provide and care for themselves and their families, but it also affects the financial strength and success of the companies for which they work. It has an adverse and disruptive effect on worker morale, customer perceptions of the company and its premises and can increase a company's [legal liability](#).

Become a leader in your company and your community and make a difference in the lives of your employees. By choosing to proactively address this issue in your organization, you can:

- Increase employee productivity and morale
- Create a powerful, positive impact in the community
- Implement effective prevention and intervention strategies that save lives

The effects of this violence are associated with many direct and indirect costs, including:

- decreased productivity
- increased health care costs
- absenteeism
- errors
- employee turnover
- time spent away from work to cope with problems

Domestic violence also affects co-workers. As the perceived danger increases for one employee, the level of distraction and fear for co-workers also increases. Co-workers may:

- Have to fill in for absent or non-productive workers
- Feel resentful of victims needing time off or receiving extra attention
- Try to "protect" victims from unwanted phone calls, visits, etc
- Be completely unaware of how to intervene, often feeling helpless and distracted from their work
- Fear for their own safety
- Hear and/or take part in gossip and rumors

Recent estimates indicate that violence in the home costs American companies as much as \$5 billion a year. Employers have a unique opportunity to address domestic violence in the workplace by providing tools, assistance and resources for employees.

This Web site is provided as an informational resource only and is not intended to be legal or professional advice. If you have questions about the application of issues raised to your particular situation, seek the advice of a competent attorney or other professional.

[site feedback](#) | [dv questions](#)