

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

Facts & Statistics on Domestic Violence

The statistics regarding domestic violence are staggering:

- According to the Federal Bureau of Investigation, in 2001, over 1,300 murders were committed by a spouse or intimate partners. These numbers equate to nearly **four murders a day**
- More women are injured by their partners than by rape, auto accidents and muggings combined!
- The U.S. Department of Justice estimates that intimate partners -- husbands, ex-husbands, and current and former boyfriends -- commit violent crimes against approximately 937,000 women every year.ⁱ
- Over 25% of women have been victims of violence perpetrated by an intimate partner in their lifetime.ⁱⁱ
- According to the Bureau of Labor Statistics, homicide is the leading cause of death for women on the job, and 20% of those murders were at the hands of their partners

The following statistics have a direct impact on all American companies:

COST:

- It is estimated domestic violence costs employers **\$3 to \$5 billion** a year in lost days of work and reduced productivity.ⁱⁱⁱ
- The aggregate annual cost to victims of domestic violence is about \$8.8 billion, or \$67 billion when pain, suffering, and lost quality of life are included.^{iv}

IMPAIRED JOB PERFORMANCE:

- As many as 50% of domestic violence victims have lost a job due, at least in part, to the domestic violence.^v
- 96% of employed domestic violence victims experience problems at work due to their abuse or abuser.^{vi}

ABSENTEEISM:

- One study found that 74% of employed battered women reported being harassed while at work by their abusive partners in person or by telephone.^{vii}
- Studies of battered women have found that 50 to 85% of abused women missed work because of abuse; over 60% reported arriving late due to abuse.^{vi}

i. See Callie Marie Rennison & Sarah Welchans, U.S. Dep't of Justice, *Intimate Partner Violence* 2, 8 (May 2000) (finding that, between 1993 and 1998, an average of 937,490 women annually were victims of intimate partner violence; and reporting 1320 murders of women by intimate partners in 1998); see also Patricia Tjaden & Nancy Thoennes, U.S. Dep't of Justice, *Full Report of the Prevalence, Incidence, and Consequences of Violence Against Women* 26, 30-31 (Nov. 2000) (finding 1,812,546 women per year are victims of rape, physical assault, and stalking by an intimate partner, and describing disparities from studies based on other methodologies)

ii. See Tjaden & Thoennes, *supra* note 3, at 26

iii. Bureau of Nat'l Aff., *Special Rep. No. 32, Violence and Stress: The Work/Family Connection* 2 (1990)

iv. See Miller, *supra* note 5, at 18-19; see also Lawrence A. Greenfeld et al., U.S. Department of Justice, *Violence by Intimates: Analysis of Data on Crimes by Current or Former Spouses, Boyfriends, and Girlfriends* 21-22 (Mar. 1998) (during 1992-1996, average yearly medical expenses incurred by female victims of intimate violence was over \$61 million)

v. U.S. Gen. Acct. Office, *Domestic Violence Prevalence and Implications For Employment Among Welfare Recipients* 19 (Nov. 1998)

vi. Connie Stanley, *Domestic Violence: An Occupational Impact Study* 3 (1992)

vii. Domestic Violence Intervention Services, Inc. study 1992

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