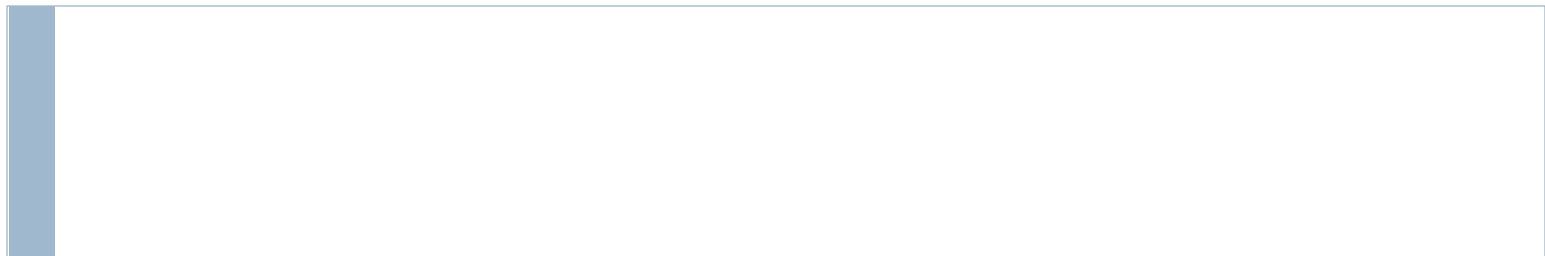


Effects of Domestic Violence on the Workplace



Study Introduction

Statewide study on the effects of DV on the workplace by interviewing male participants in batterer intervention programs (BIP)

Study sample of 193 is representative of men enrolled in BIPs in VT
95% confidence level, +/- 4.5% margin of error

Examined the impact of DV on the perpetrator and victim's workplace

- Abusive contact at the workplace

- Paid and unpaid time taken off from work

- Productivity and safety

Examined the workplace response to DV

- Supervisors and co-workers

- Policies and procedures

Gathered offenders' perspectives on useful measures employers can implement to improve the workplace response to DV

Employment Two Years Prior to Present

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Men lost a total of 52,731 unpaid days of work – equivalent to 27 years of full time employment – because consequences related to his domestic violence

Average 273 days/person

Estimated lost wages for unpaid time out of work related to domestic violence totaled \$5.4 million

Average \$29,876 per person

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Men lost a total of 337 days of work paid by employers because consequences related to his domestic violence

Average 1.7 paid days/person

Estimated wages paid by employers for time out of work related to domestic violence totaled \$37,564

Average \$197 per person

Abusive Behavior at Work

49% (87) spent time keeping track of where partner was and what she was doing

29% (50) contacted her to say something that scared or intimidated her

Example:

Example:

40% of supervisors were aware that employees were contacting their partner in this way while at work

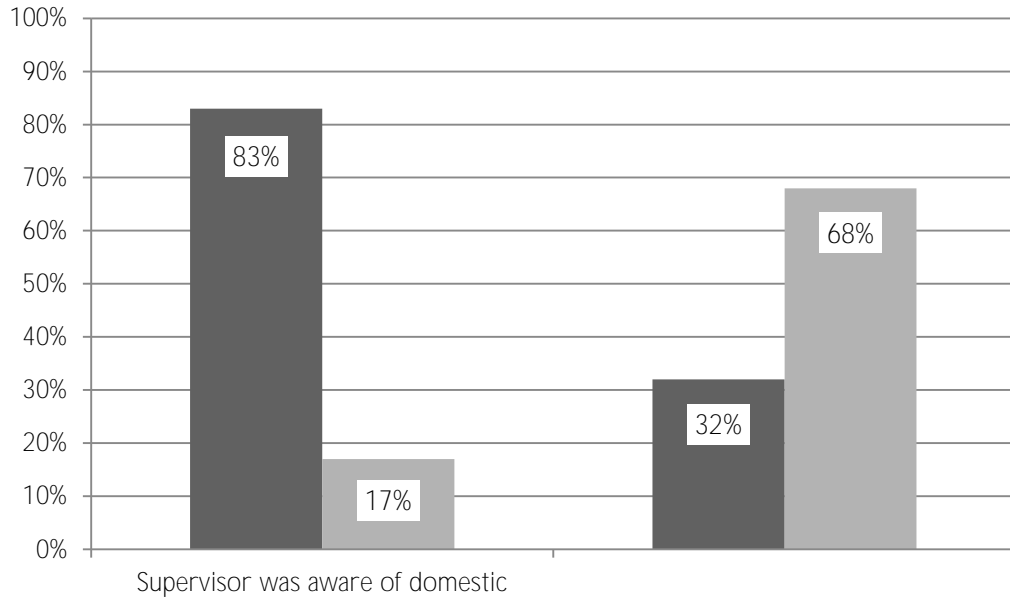
25% (44) left or were late to work to be abusive

12 men used a company vehicle when they left

Impact on Safety and Productivity

80% (140) said their job performance was negatively affected because of their abuse

19% (34) caused or almost caused an accident at work



Response from Supervisors

Response from Co-Workers

The overwhelming majority of responses were not constructive or were colluding, including disparaging remarks about his partner, blaming her, or taking responsibility for his abuse off of him.

Examples:

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Victims Recounted How DV Affected Their Employment

Study Implications

Domestic violence is not just a private, family matter. It impacts the workplace of both offender and victim and, therefore, employers must be responsive and proactive.

Workplace responses demonstrate a culture that largely supports or ignores domestic violence.

DV causes a significant loss of paid and unpaid work time, lost work productivity, and safety hazards for employees.

Offenders' suggested workplace strategies to prevent and address DV are opposite of their experiences.

Resources Developed from this Study

Full Report

http://www.uvm.edu/crs/reports/2012/VTDV_WorkplaceStudy2012.pdf

Suggested citation: Schmidt, M.C. & Barnett, A. (2012).

Burlington, VT: University of

Vermont, Center for Rural Studies.

Executive Summary

http://www.uvm.edu/crs/reports/2012/VTDV_WorkplaceStudy2012_ExecSummary.pdf

Model Policies

http://www.uvm.edu/crs/reports/2012/Model_Policy_2012.pdf

Sample Brochure

<http://women.vermont.gov/sites/women/files/pdf/dvinwkpl2011.pdf>
