PARTNER VIOLENCE WORKPLACE AWARENESS CAMPAIGN

- Webinar for managers
- Handouts & posters
- Prepared campaign materials
Since 2009, STANDING FIRM’s mission has been to educate employers on the impact of intimate partner violence (IPV) in the workplace and to provide resources for employers to respond effectively.

This campaign offers prepared materials, to launch a workplace campaign.

The campaign includes resources for:

- Employees
- Managers via a web-based training module
- Printable handouts and posters
- Resources in support of an awareness campaign

Employers can create a culture supportive of employees who are victims of intimate partner violence (IPV) by raising awareness, adopting policies, & training their workforce.
1. Employee Resource Center
   For victims and/or survivors of intimate partner violence (IPV) or those concerned about a coworker or loved one.

2. Managing Remote Employees

3. Fact Sheet

4. Resource Posters

5. Up to Date Research

6. National & Regional Resources

7. Social Media Campaign
   Week 1: What is Intimate Partner Violence? (IPV)
   Week 2: IPV and the Workplace
   Week 3: Recognize, Respond, Refer
   Week 4: Resources for Victims
This interactive resource offers information and support to victims of partner violence and anyone concerned about a coworker or loved one. To access an interactive version please contact us at contactsf@standing-firm.org
MANAGING REMOTE EMPLOYEES

To view click here

This 10 minute manager briefing coaches supervisors on how to effectively recognize, respond, and refer employees who are experiencing IPV in a remote work environment. Employers can share this link with managers:

standing-firm.org/covid-19-manager-training
FACT SHEET

STANDING FIRM

“The Business Case to End Partner Violence”
Employers play a vital role in addressing intimate partner violence (IPV) in their workplaces. IPV may happen at home, but it also walks through the doors of your workplace.

When an employer is prepared, proactive, and informed about IPV, its employees are more productive and the employer benefits.

ABOUT US
STANDING FIRM is a nationally recognized expert in workplace violence prevention and response. We use best practices to educate employers on the financial, health, and safety costs of IPV and customize consultation to meet your needs.

We will customize a training and consultation package that meets the specific needs and requirements of your organization, and we will deliver a service that is right for you.

Visit our website to become an employer member and to access resources available to your organization:
Standing-Firm.org | ContactSF@standing-firm.com | P.O. Box 9024 | Pittsburgh, PA 15214

STANDING FIRM is a national program of Women’s Center & Shelter of Greater Pittsburgh.

Information Sources:
https://www.cdc.gov/uk/sexual-assault-workplace.pdf
https://www.who.int/news-room/fact-sheets/detail/sexual-assault-workplace

THE ISSUE
IPV is the leading cause of homicide for women over 35 years old.
96% of all IPV cases involve financial abuse.
53% of people surviving IPV report losing at least one job because of the violence.

1 in 4 women and 1 in 7 men experience and report IPV relationships in their lifetime.

THE BUSINESS IMPACT

Workplace Violence: 28% of workplace violence incidents are related to IPV.
Impact on Performance: 63% of IPV survivors report that the abuse impacted their ability to do their job.
Health Care Costs: Health care costs for people experiencing physical abuse are 60% higher than peers.

THE RESPONSE

Recognize
Recognize IPV as an issue with bottom line effects on workplace productivity and safety.

Respond
Respond appropriately by adopting policies and implementing training for employees and management.

Refer
Refer employees survivors to internal and community resources for assistance.

The fact sheet offers reliable statistics on IPV in the workplace collected from sources including the CDC and the U.S. Department of Labor. The back lists resources and more information on STANDING FIRM.
Resource posters can be emailed or displayed in restroom stalls, break rooms, human resource offices, and hallways.
Alarming Trends in US Intimate Partner Violence (IPV) During the COVID-19 Pandemic
Following shut down actions, the San Antonio Police Department noted they received an 18% increase in calls pertaining to family violence in New York when stay-at-home orders started on March 22, 2020, the New York City Police Department reported a 10% increase in IPV reports.

COVID-19 and IPV: An Indirect Path to Social and Economic Crisis
Co-workers’ support is integral to supporting victims of domestic violence but Covid-19, which has enacted work-from-home or remote working on a mass scale, is affecting people’s social circles, their daily conversations, and, more importantly, preventing in-person support teams from continuing their roles and helping victims to survive abuse.

Exacerbation of Physical IPV During COVID-19
Although the overall number of patients who reported IPV decreased during the pandemic, the incidence of physical IPV was 1.8 times greater (95% CI: 1.1, 3.0; P = .01). The total number of deep injuries was 28 during 2020 versus 16 from 2017 to 2019. Click the hyperlink to learn more about the long-term effects of COVID-19 on IPV.

Domestic Violence and the Workplace: What Employers Should Know
U.S. Department of Labor’s statistics show that domestic violence causes victims to lose eight million days of paid work each year, resulting in a $1.8 billion loss in productivity. The Connecticut Business & Industry Association’s 2021 article sites IPV workplace policy and employee education as the best ways to address partner violence that threatens the workplace and employees.

Harvard Business Review: IPV Is a Workplace Issue
A Harvard Business Review found that the workplace often served as the only space for victims to receive help. And often it’s co-workers who worry that a colleague is unsafe at home. One employer-based chat resource indicated that at least 10% of callers were concerned coworkers unsure of how to help. It is critical that employers build a plan that includes training to recognize IPV, and foster a safe environment for employees to ask for help.

Protecting Domestic Violence Victims at Work: What’s Your Responsibility?
Negligence lawsuits can result when an employer fails to implement adequate safety measures to address threats and prevent violence in the workplace due to intimate partner relationships.

Each resource is a clickable hyperlink that will bring you to the research article or study.
NATIONAL & REGIONAL RESOURCES

To download click here

The National Domestic Violence Hotline
LGBT National Help Center
State-by-State Resources
RUSafe App
Women's Law Resource
National Sexual Assault Hotline
Childhelp National Child Abuse Hotline
Casa de Esperanza for Latinx Survivors
Western PA Resources

Each resource is a clickable hyperlink that will bring you to the organizations' website.
SOCIAL MEDIA CAMPAIGN

Users can download each week's content. We have designed them to be posted as one post with multiple slides once a week. Each week's file is a PDF that can be converted to PNG file.

Week 1
Subject: What is IPV?
Slides: 4

Week 2
Subject: IPV and the Workplace
Slides: 4

Week 3
Subject: Recognize, Respond, Refer
Slides: 6

Week 4
Subject: Resources
Slides: 5
SOCIAL MEDIA CAMPAIGN
WEEK 1: WHAT IS IPV?

To download click here

INTIMATE PARTNER VIOLENCE (IPV)

Is a pattern of behaviors used by one partner to maintain power & control over another partner in an intimate relationship.

Also known as Domestic Violence (DV).

SOURCE: NATIONAL DOMESTIC VIOLENCE HOTLINE

TYPES OF POWER & CONTROL

Emotional Abuse: Intentionally making a partner feel bad about themselves, mind games, humiliation, guilt, and name calling.

Economic Abuse: Preventing a partner from being financially independent, accessing income, or giving them an allowance.

Threats & Intimidation: Making or carrying out threats to do something to hurt the partner or themselves.

Physical & Sexual Violence: Any intentional act causing injury or trauma to a partner.

SOURCE: NATIONAL DOMESTIC VIOLENCE HOTLINE

LOCAL & NATIONAL RESOURCES

National Domestic Violence Hotline
Call: 1-800-799-7233
Text LOVEIS to 1-866-331-9474

National Coalition Against Domestic Violence
A list of resources by state can be accessed at ncadv.org

Women’s Law Project
WomensLawProject.org

RUSafe
App available for iPhone or Android
SOCIAL MEDIA CAMPAIGN
WEEK 2: IPV & THE WORKPLACE

To download click here

1

WEEK 2:
INTIMATE PARTNER
VIOLENCE (IPV) &
THE WORKPLACE

2

HOW ARE THEY CONNECTED?

83% of IPV survivors report that the abuse affected their ability to do their job.

Abusive relationships increase an employers healthcare costs, can decrease employee productivity, and introduces the threat of potential for violence into the workplace.

SOURCE: STANDING FIRM IPV FACT SHEET

3

STATISTICS

53% of IPV survivors report losing at least one job because of the violence.

Almost 1/2 of victims missed one day of work due to the violence.

Health care costs for IPV survivors are 42% higher than non-victims.

27% of all workplace violence incidents are related to IPV.

SOURCE: STANDING FIRM IPV FACT SHEET

4

LOCAL & NATIONAL RESOURCES

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National Coalition Against Domestic Violence
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Women’s Law Project
WomensLawProject.org

RUSafe
App available for iPhone or Andriod
SOCIAL MEDIA CAMPAIGN
WEEK 3: RECOGNIZE, RESPOND, REFER

To download click here

1

WEEK 3: RECOGNIZE, RESPOND & REFER

2

RECOGNIZE WARNING SIGNS

Warning signs include, but are not limited to:

- Unexplained changes in attendance at work
- Changes in work performance & productivity
- Changes in behavior or demeanor
- Obvious injuries or unusual clothing for the season

Victims may try to hide these signs due to embarrassment or fear, so signs may be subtle.

3

RESPOND

- Be open to the conversation and show your support
- Your role is not to solve the problem- there are experts who are trained to assist the employee
- Don’t tell them what to do, it could jeopardize their safety

4

WHAT TO SAY

- I believe you.
- You are not alone.
- You don’t deserve to be hurt.
- This is not your fault.
- How can I help?

WHAT NOT TO SAY

- Why don’t you just leave?
- Why did you return to your partner?
- I think I know what’s best for you...

The most lethal time for a victim of intimate partner violence (IPV) is when they leave their abuser.

5

REFER

If you are concerned about a coworker or a loved one, your role is to refer them to the appropriate workplace & community resources.

It is important to know the available resources to assist in the situation. Contact your Human Resources Team for more information.

6

LOCAL & NATIONAL RESOURCES

National Domestic Violence Hotline
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Text LOVEIS to 1-866-331-9474

National Coalition Against Domestic Violence
A list of resources by state can be accessed at ncadv.org

Women’s Law Project
WomenLawProject.org

RUSafe
App available for iPhone or Android
SOCIAL MEDIA CAMPAIGN
WEEK 4: RESOURCES

To download click [here]

1. WEEK 4: RESOURCES

2. APP DOWNLOAD
   RUSafe is an app that helps users assess a relationship through a short questionnaire, offering local resources in all 50 states.
   RUSafe is available for iPhone or Android users. It will find the closest domestic violence resource based on the zip code that was entered.

3. HOTLINE ADVOCACY
   Hotlines are open 24/7 and are a quick, discreet way to assess relationships and get in touch with an advocate. The advocate can assist with personal safety planning, legal, housing, counseling, or financial.
   National Domestic Violence Hotline
   Call: 1-800-799-7233
   Text LOVEIS to 1-866-331-9474
   National Coalition Against Domestic Violence
   A list of resources by state can be accessed at ncadv.org

4. EMPLOYEE ASSISTANCE PROGRAM (EAP)
   Provides professional services to help employees and family members address a variety of personal, family, life and work-related issues.
   Available 24/7
   Confidential
   To find out more information, contact your Human Resources Team

5. LOCAL & NATIONAL RESOURCES
   National Domestic Violence Hotline
   Call: 1-800-799-7233
   Text LOVEIS to 1-866-331-9474
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