



Domestic Violence: A workplace issue

JACQUI FILBECK, LISW

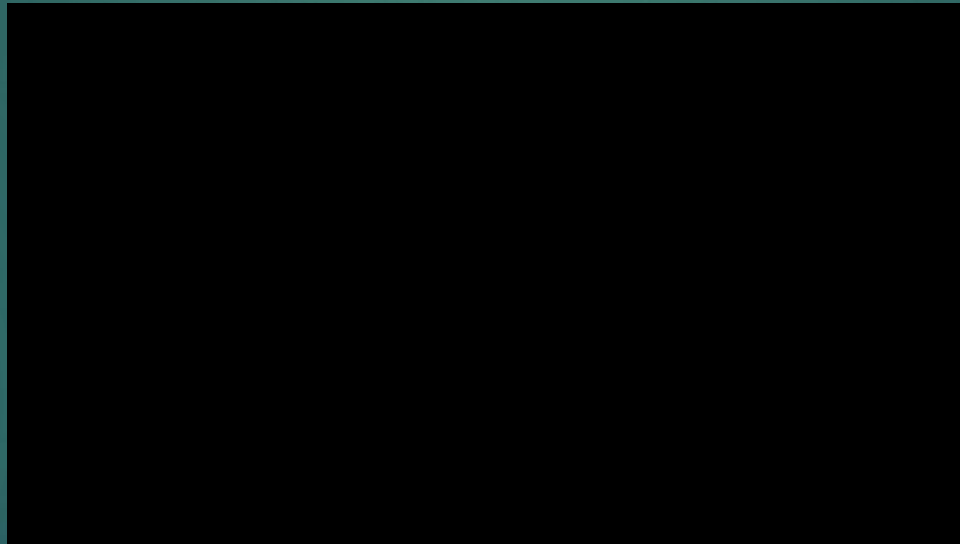
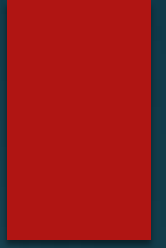
Agenda

- ▶ Domestic Violence Defined
- ▶ Realities of Domestic Violence in the Workplace
- ▶ Cost to employers
- ▶ Responsibility of employers
- ▶ EAP response

Domestic Violence

- ▶ South Carolina Code of Laws: Title 16 Chapter 24
- ▶ It is unlawful to cause or attempt to cause physical harm or injury to a person's own household member [...] creating fear or imminent peril.
- ❖ Domestic Violence in the First Degree
- ❖ Domestic Violence in the Second Degree
- ❖ Domestic Violence in the Third Degree

Domestic Violence at Work



Domestic Violence in the Workplace

Perpetrators

Not employed by the agency/company

Constant calls

Sitting in waiting room/lobby

Confronts other employees

Employed Perpetrators

HR complaints

Sabotage projects

Confront employees

Termination

Productivity

Victims

Decreased Concentration

Productivity

Tardiness

Absenteeism

Co-worker distance themselves

Termination

Facts of Domestic Violence in the Workplace

National

- ▶ 21% of full time employees reported experiencing DV
- ▶ 74% report being harassed at work
- ▶ 96% experience problems at work due to abuse
- ▶ 56% are late
- ▶ 28% leave early
- ▶ 54% attendance issues

South Carolina

- ▶ Top 5 for DV murders in the state
 - ▶ 2011 was double the national average.
 - ▶ 2012 2nd highest rate in the country

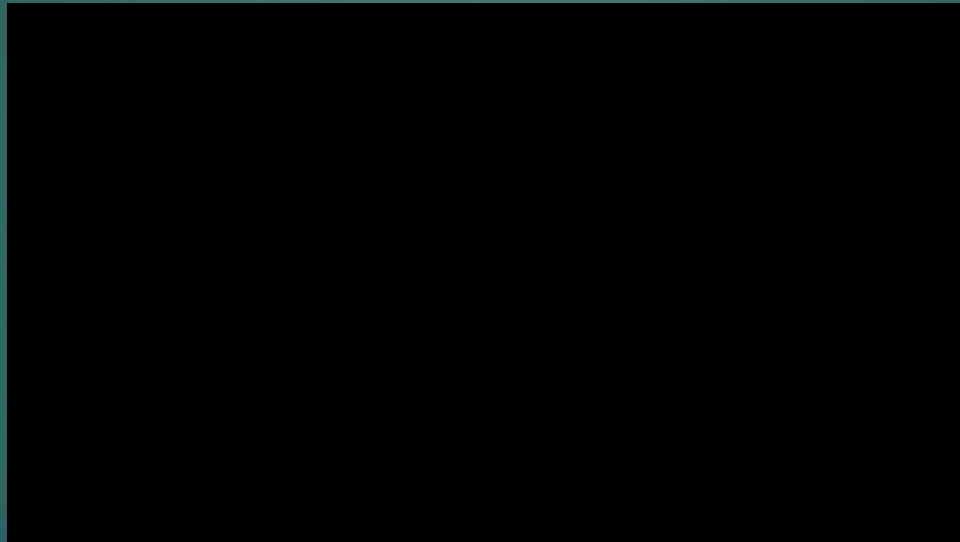
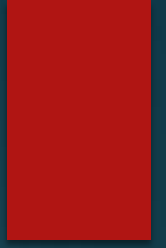
Cost to Employers

- ▶ Department of Labor reports:
 - ▶ 8 million aid days of work, yearly
 - ▶ \$1.8 billion loss in productivity
- ▶ Equivalent to 32,000 full time jobs
- ▶ \$5.8 billion a year in direct medical cost and health care services
- ▶ Liability
 - ▶ Privacy concerns
 - ▶ Failure to protect

Responsibility of Employers

- ▶ Risk Management
 - ▶ Physical Deterrence
 - ▶ Policy prevention
 - ▶ Affordable means
- ▶ Safety
 - ▶ Workplace Protection Orders
 - ▶ Worker's Compensation, Tort Action, and OSHA
- ▶ South Carolina Tory Claims Act

Domestic Violence and EAP



EAP Response

- ▶ Recognize- Impact to employers and employees
- ▶ Respond- train
- ▶ Support- assist companies with creating Policies for employees
- ▶ Connect- identify resources for use

Workplace Policy for Domestic Violence

