

Domestic Violence in the Workplace



Domestic Violence (DV)

At its core, domestic violence is a pattern of abusive behavior that one person uses to gain power and control over another person. Abusive behaviors might include physical and sexual violence, threats or intimidation, emotional abuse, and financial abuse.

Stalking

Just like domestic violence, stalking is about power and control. Stalking is a pattern of repeated and unwanted attention, harassment, or contact directed at a specific individual that would cause a reasonable person to feel fear. It is the most prevalent form of violence in the workplace.



Fast Facts

8 million

The number of days of paid work that victims of DV lose per year in the U.S., resulting in a \$1.8 billion loss in productivity for employers. The estimated lifetime cost of intimate partner violence is \$1.3 trillion (37%) in lost productivity among survivors and perpetrators.¹

1 in 2 women

According to the Centers for Disease Control and Prevention, almost 1 in 2 women and 2 in 5 men experience sexual violence, physical violence, or stalking by an intimate partner in their lifetime.²

1 in 5 workers

In one study, one in five workers experienced the impacts of intimate partner violence at work. Of these workers, 66% had this type of violence perpetrated in the workplace or on their workplace premises.³

5+ days of work lost

Of 130,000 stalking survivors surveyed, more than half lost five days or more from work and many were fired or asked to leave their job because of the stalking. About one in eight employed stalking survivors lost time from work because of fear for their safety or because they needed to get a restraining order or testify in court.³

Need Help?

Peace at Home Family Shelter is here to help survivors of domestic violence find safety.

Our services are free and available to survivors of all ages, racial and gender identities, and sexual orientations.

Contact Us

24-Hour Crisis Hotline

(479) 442-9811

24-Hour Help Email

help@peaceathomeshelter.com

Violence & the Law in Arkansas

1. 40.8% of Arkansas women and 34.8% of Arkansas men experience intimate partner physical violence, intimate partner sexual violence and/or intimate partner stalking in their lifetimes.⁵
2. In 2022, Arkansas had the fourth highest rate in the United States of women murdered by men.⁴
3. Employers are required to allow employees time off to attend criminal justice proceedings, even if the employee is not required to attend but attendance is reasonably necessary to protect the interests of the victim. In such cases, employees shall not be disciplined or dismissed.⁸
4. Employees are not disqualified for labor benefits when, after making reasonable efforts to continue employment, the employee left their last work due to: 1) a personal injury or illness to themselves or an immediate family member; 2) the threat of domestic violence where continued employment is reasonably believed by the employee to jeopardize the safety of the employee or immediate family member; or 3) due to a personal emergency of compelling urgency and which nature makes disqualification contrary to good conscience.⁹

Symptoms

- Minimization of harassment or injuries⁶
- Sensitivity about home life or hints of trouble at home — comments may include references to bad moods, anger, temper, and alcohol or drug abuse⁶
- Inappropriate clothing such as long sleeves in the summer or wearing sunglasses indoors to hide injuries⁶
- Stress-related illnesses, unusually fearful or tearful, depression, suicidal thoughts or attempts⁷
- Inconsistent attendance, unexplained tardiness, or resistance to going home⁷
- Decreased job performance⁶
- An unusual number of upsetting phone calls/text messages and disruptive personal visits⁶
- Inflexibility to changes in starting and ending times, or inability to travel away from the office for work-related events⁷
- Abrupt changes in personality, including isolating from other coworkers and lack of participation in office functions/events⁷
- Notable lack of access to money⁶
- Excessive fear of job loss⁶
- Alcohol or other addictions⁶

Sources

1 Maurer, Roy. (2015). When domestic violence comes to work. Society for Human Resource Management.
<https://www.shrm.org/resourcesandtools/hr-topics/risk-management/pages/domestic-violence-workplace-nfl-ray-rice.aspx>

2 Leemis, R.W., et al. (2022). The national intimate partner and sexual violence survey: 2016/2017 Report on intimate partner violence. Centers for Disease Control and Prevention: National Center for Injury Prevention and Control.
https://www.cdc.gov/violenceprevention/pdf/nisvs/NISVSReportonIPV_2022.pdf

3 Workplaces Respond to Domestic and Sexual Violence: A National Resource Center. (2020). The facts on gender-based workplace violence.
<https://www.workplacesrespond.org/resource-library/facts-gender-based-workplace-violence/>

5 Violence Policy Center. (2022). When men murder women.
<https://vpc.org/when-men-murder-women-section-one/>

4 National Coalition Against Domestic Violence. (2020). Domestic violence in Arkansas.
https://assets.speakcdn.com/assets/2497/ncadv_arkansas_fact_sheet_2020.pdf

6 Western University Centre for Research on Violence Against Women & Children. Warning signs for the workplace. Make it Our Business.
<https://www.makeitourbusiness.ca/warning-signs/warning-signs-workplace.pdf>

7 State University of New York: Rockland Community College. Recognizing and responding to domestic violence in the workplace.
<https://sunyrockland.edu/about/dei/domestic-violence/recognizing-and-responding-to-domestic-violence-in-the-workplace/>

8 AR Code § 16-90-1105 (2020)

9 AR Code § 11-10-513 (2020)