Domestic Violence and the Workplace

SUPPORTING FAMILY SAFETY DURING THE COVID-19 PANDEMIC

Laurie Johnson, PhD
Domestic Violence

- A pattern of coercive controlling behavior
- Approximately 1 in 4 women and 1 in 10 men are victims
- 1.3 million nonfatal victimizations occur annually and 76% involve a female victim
- Significant public health issue associated with physical and mental health issues
Impact of Pandemic on Domestic Violence

- Research has found associations between natural disasters and increased domestic violence
  - Increased psychological and financial stress
  - Social isolation
  - Increased time victims must spend with their abusers

- COVID-19
  - Several countries have reported increases in domestic violence already
  - In U.S. some cities are reporting significant increases in domestic violence-related 911 calls; some hotlines reporting this as well
  - Provides another mechanism in which abusers can control a victim
Why Workplaces Should Care

▪ It is well-documented that domestic violence impacts the workplace
  ▪ Lost time and productivity
  ▪ Security concern
  ▪ Medical costs
  ▪ Legal responsibility

▪ Workplaces can also serve as a lifeline for victims
How To Help

- Pay attention to changes in behavior
- Engage in safe communication
- Express concern
- Share resources
- Supervise with compassion
- Be as flexible as possible
- Listen and offer support without judgement
▪ Any employee of an employer in the State who was a victim of an incident of domestic violence or a sexually violent offense, or whose child, parent, spouse, or domestic partner was a victim shall be entitled to unpaid leave of no more than 20 days in one 12-month period

▪ Each incident is considered a separate offense provided the employee has not exhausted their 20 days
NJ Safe Act Eligible Activities

- Seeking medical attention or recovering from physical or psychological injuries
- Obtaining services from a victim services organization
- Obtaining psychological or other counseling
- Participating in safety planning
- Seeking legal assistance or remedies
- Participating in criminal or civil court proceedings
Resources

▪ National DV Hotline
  ▪ 1-800-799-7233 or text LOVEIS to 22522

▪ National SA Hotline
  ▪ 1-800-656-HOPE (4673) or live chat at hotline.rainn.org

▪ NJ DV Hotline
  ▪ 1-800-572-SAFE (7233)

▪ NJ SA Hotline
  ▪ 1-800-601-7000
## What to Expect

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