

# Domestic Violence and the Workplace

SUPPORTING FAMILY  
SAFETY DURING THE  
COVID-19 PANDEMIC

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**RUTGERS**

CENTER ON VIOLENCE AGAINST  
WOMEN AND CHILDREN



# 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

# **New Jersey Security and Financial Empowerment Act (NJ Safe Act)**

- **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](http://hotline.rainn.org)
- **NJ DV Hotline**
  - **1-800-572-SAFE (7233)**
- **NJ SA Hotline**
  - **1-800-601-7000**



# What to Expect

## Domestic Violence

- Hotline
- Residential services
- Safety planning and case management
- Legal advocacy and accompaniment
- Counseling and support

## Sexual Assault

- Hotline
- Counseling and support
- Legal advocacy and accompaniment
- Sexual assault nurse examiner (SANE) program

# Contact

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