

# Employee Assistance Program

*Health and Wellness  
Presentations*



EAP



# DOMESTIC VIOLENCE:

## *Effects on the Workplace*

# Objectives

- Define domestic violence or intimate partner violence
- Explain how domestic violence can affect the workplace
- Review strategies for assisting a colleague experiencing domestic violence
- Suggest ways employers can create a safe workplace

# What is “domestic violence”?

- Historically called domestic violence, often referred to now as “intimate partner violence”
- Pattern of abusive behavior in any relationship that is used by one intimate partner to gain or maintain control and/or power over the other intimate partner
- May be verbal, emotional, physical, sexual, even economic

# Statistics

- 21% of full-time employed adults are victims of domestic violence
- 64% of these adults admitted to their work performance being significantly impacted
- 74% of abused women are harassed by their partners at work
- \$3-\$5 billion is lost annually in time, productivity, and health care costs



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# Domestic Violence's Effects on the Workplace: The Individual Employee

- Decline in productivity/performance
- Increased absences, tardiness, leaving early
- Difficulty concentrating
- Harassing phone calls, emails, faxes, or in-person visits from perpetrator



# Domestic Violence's Effects on the Workplace: Risks to the Agency

- Increased healthcare costs
- Disruption in the workplace: use of system resources for harassment (phone calls, emails, faxes, visits, etc.)
- Potential violence at the workplace
- Vandalism or damage to federal property



# Strategies an Abuser May Exhibit

- Isolate the partner from friends/family
- Display controlling behavior
- Criticize and/or humiliate the individual
- Threatening behavior: physical harm, taking away the children, withdrawing financial resources
- Stalk the partner

# Domestic Violence: Helping a Colleague

- Believe her/him if your colleague confides in you about being abused
- Listen to what she/he has to say without being judgmental
- Recognize the issues that may be forcing her/him to stay in an abusive relationship (financial dependency, family pressures, fear, etc.)

# Domestic Violence: Helping a Colleague

- Keep lines of communication open while encouraging co-worker to address the issue
- Refer a colleague to places where she/he can receive help



# Creating a Safe Workplace: What Employers Can Do

## Establish a domestic violence policy

- Identify roles/departments with responsibility (e.g., Security, HR, EAP)
- Create a workplace culture where there is safety in disclosure
- Educate personnel about domestic violence and its effect on the workplace



# Creating a Safe Workplace: What Employers Can Do

- Develop procedures
  - Develop a communication plan to educate employees about domestic violence resources
  - Address telephone, fax, email, and mail harassment
  - Ensure that employees know what to do in case of a domestic violence emergency
  - Establish guidelines to assure privacy of employees who request workplace support

# Resources and Information

- Centers for Disease Control and Prevention
  - [www.cdc.gov/ViolencePrevention/intimatepartnerviolence](http://www.cdc.gov/ViolencePrevention/intimatepartnerviolence)
- Domestic Violence 24-hour Hotline
  - 1-800-799-SAFE (7233)
  - [www.thehotline.org](http://www.thehotline.org)



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# Resources and Information

- Workplaces Respond to Domestic & Sexual Violence
  - [www.WorkplacesRespond.org](http://www.WorkplacesRespond.org)
- U.S. Office of Personnel Management
  - [www.opm.gov/Employment\\_and\\_Benefits/WorkLife/OfficialDocuments/handbooksguides/DomesticViolence\\_Help/](http://www.opm.gov/Employment_and_Benefits/WorkLife/OfficialDocuments/handbooksguides/DomesticViolence_Help/)



# NASA HQ Guidance

- ***NPR 3790.1*** NASA's Domestic Violence, Sexual Assault, and Stalking Response Plan
- ***NPD 1600.3*** Policy on Prevention of and Response to Workplace Violence
- NASA Desk Guide for the Prevention of and Response to Workplace Violence

# NASA HQ Resources and Points of Contact

## Resources

- Workplace and Domestic Violence web page
  - <http://www.hq.nasa.gov/office/hqhr/violence.html>

## Points of Contact

- Felicia Smith, Employee and Labor Relations
  - (202) 358-2407
  - [Felicia.I.smith@nasa.gov](mailto:Felicia.I.smith@nasa.gov)
- Inez Hunter, Employee and Labor Relations
  - (202) 358-0658
  - [Inez.hunter@nasa.gov](mailto:Inez.hunter@nasa.gov)



# Federal Occupational Health's Employee Assistance Program (EAP)

**Help Available All Day, Every Day.  
We Care, Just Call.**

**(800) 222-0364 | (888) 262-7848 (TTY)  
[www.FOH4you.com](http://www.FOH4you.com)**



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**safety,** and **productivity**  
of our Federal employees.