

YOU CAN HELP SOMEONE WHO IS BEING ABUSED.

If your co-worker or employee has unexplained bruises or explanations that don't add up, if she/he is distracted, anxious or upset, has trouble concentrating, misses work often, or receives repeated, upsetting telephone calls during the day, she/he may be involved in an abusive relationship. Some people hesitate to speak with victims of domestic violence because they don't know what to say or how to say it. Relax and be yourself.

Communicate your concern for their safety and well-being. **If someone confides in you** that they are being abused, **believe them** and don't break their confidence.

Listen without judging. Try not to criticize or make a decision for her/him. Separating from an abusive partner is a process, not an event. When the victim leaves their abuser, it is the most dangerous time. It may not be the best option for the employee at that time.

Assistance is available. Let the employee know what assistance is available to her/him in the workplace (i.e., flexible work schedule, temporary relocation, security measures, etc.) **You can help** by screening visitors or calls for the employee, or by keeping important documents or evidence in your desk that they collected.

Explain that many acts of domestic violence are crimes — as much of a crime as robbery or rape — and that she/he can seek protection through the police or courts. **Refer the employee to a local domestic violence program** for more information.

Metropolitan Nashville Police Department
Domestic Violence Division
811 2nd Avenue South
Nashville, Tennessee 37210
615-880-3000

DOMESTIC VIOLENCE PROGRAMS AND ASSISTANCE IN THE NASHVILLE AREA

YWCA Domestic Violence Program

242-1199

Morning Star Domestic Violence Program

860-0003

Rape & Sexual Abuse Center

259-9055

Legal Aid Society of Nashville Tennessee

244-6610

Child Support Services of Tennessee

726-0530

Metro Police Domestic Violence Div. Counseling Services

880-3000

Mary Parrish Center (Counseling / Referrals)

256-5959

Sexual Assault Center

800-879-1999

**THERE'S NO EXCUSE
FOR DOMESTIC VIOLENCE**



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DOMESTIC VIOLENCE AND THE WORKPLACE



**IT'S
EVERYBODY'S
BUSINESS**

WHAT IS DOMESTIC VIOLENCE?

Domestic Violence is a pattern of coercive behavior characterized by the domination and control of one person over another, usually an intimate partner, through physical, psychological, emotional, verbal, sexual, and/or economic abuse. Domestic violence affects women and men, occurs between spouses and ex-spouses, dating partners, and in same-sex relationships.

DOMESTIC VIOLENCE IS A WORKPLACE ISSUE

Domestic violence is not a private family matter. It often follows victims to their places of employment, and deprives victims and their co-workers of a safe and productive workplace.

- **In one study of domestic violence offenders in Maine** (*Lim, Rioux, and Ridley, 2004*):
 - 78% used workplace resources to express anger or remorse, check up on, pressure, or threaten their partners.
 - 74% had easy access to their intimate partner's workplace, with 21% reporting that they contacted the victim at the workplace in violation of a protective order.
- **Abused women lose** a total of nearly **8 million days** of paid work annually which, in addition to lifetime earnings lost due to the premature deaths of victims, totals **\$5.8-8.3 billion** (*NCIPC, 2003; Max, Rice, Finkelstein, Bardwell, and Leadbetter 2004*).

IS A LOVED ONE ABUSING YOU?

Have you experienced disagreements in your relationship? Everyone has. Domestic violence is not a disagreement, a marital spat, or an anger control problem. Domestic violence is abusive behavior used by one person in a relationship to maintain power and control over another.

HAS YOUR PARTNER....

- Shoved, kicked, slapped, choked, or hit you with an object?
- Harassed you at work with phone calls, personal visits or threats?
- Threatened or intimidated you or your co-workers?
- Prevented you from going to work?
- Been overly jealous or suspicious?
- Insulted or humiliated you in public or private?
- Tried to control your money?
- Isolated you from family and friends?
- Blamed you for the abuse?

If you have experienced any of these behaviors, you may feel uncomfortable and afraid even though you are a strong and capable person. Anyone can be a victim of domestic violence regardless of race, gender, religion, class, or sexual orientation. However, no one should feel alone.

HELP IS AVAILABLE

DEVELOP A SAFETY PLAN TO PROTECT YOURSELF AND YOUR FAMILY

- **Call 911** if you are in danger or need immediate help.
- **Plan an escape** route in the event of a violent incident.
- **Take photographs** of your scars and bruises. Keep them in a safe hiding place.
- **Tell** trusted friends/neighbors about the violence and request they call the police if they hear suspicious noises coming from the house.
- **Hide** a spare set of keys, some money and extra clothes in case of an emergency. Collect important papers for both you and your children, such as birth certificates, social security numbers, bank account numbers, credit and ATM cards, passports/immigration documents, insurance papers, school records and lease/house deeds.

YOU CAN GET HELP AT WORK

- **Talk with someone** at the workplace you trust about the abuse: a co-worker, your supervisor or Human Resources.
- **Ask** about **flexible or alternate work schedules**.
- **Ask** to temporarily **relocate your workspace** to a more secure area.
- Have your **calls/e-mails/faxes/visitors screened**.
- **Ask** co-workers and/or security to **call the police** if your partner threatens or harasses you at work.
- **Obtain a Protective Order or Peace Order**. Include the workplace on the order. Provide a copy to your supervisor and/or security personnel.