



Corporate Security Concerns of Intimate Partner Violence in the Workplace

Case Studies

Case Study #1

A recently hired employee in the office advised you, her manager, that her ex-husband was in prison in another state for beating and nearly killing her. She had learned that he had been released that day. She was planning to obtain an order of protection but does not think he knows where she lives or works. You decide that there is no immediate concern and decide to wait before you tell anyone.

The employee, departing work that night, was abducted from the office parking lot by her ex-husband. She was driven in her car to a nearby shopping plaza where she was able to escape.

When she does not come to work the next day, you reach her on her cell phone. She tells you what happened and that she is afraid he will kill her if she tells the police. She refuses to get the protection order and asks you to keep it confidential.

What do you do?

Case Study #2

An employee in the office advises you, her manager, that her boyfriend hit her last night during a confrontation. She didn't report it to the police and doesn't know what to do. She is afraid of getting an order of protection because she fears it will make the situation escalate. You are unsure what to do and what you can offer her in the way of assistance because it is really a personal matter.

What should be done? What can & should be offered by the workplace?



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Case Studies (continued)

Case Study #3

An employee in the office advises you, her manager, that her estranged husband (also an employee) confronted her in an office hallway about custody issues and ultimately shoved her. There were no witnesses. She isn't sure what to do because she doesn't want him to lose his job (which could affect his ability to pay child support). She is going to move in with her parents for a while so she feels safer away from work. You are a new manager in the company and your manager is on vacation.

What are the prudent actions to take immediately?

Who must be included in a meeting to address this situation?



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Security Recommendations

Advice given is dependent upon what the company has to offer in the way of support and how much effort has gone into planning for such threats. Think through how the following steps would help if they were available and pre-planned.

Case Study #1

- 1.) Strongly encourage the employee to seek assistance from your EAP. Beyond helping the victim with their fears and concerns, EAP Partners can generally give guidance regarding a Women's Shelter in the area that could be critical to a person safety and well being.
- 2.) Recommend that the employee notify the police and seek their assistance since her ex-husband knows where she works. And explain the recent abduction may well be grounds for him to be arrested and held without bond based on his history.
- 3.) You should also reassure her about the steps you can take in the workplace to keep her and other employees safe and that you have a plan for these steps. Make it clear in your discussion that you cannot, under company policy, keep this matter totally confidential. Tell her while this information will not be made widely known, steps must be taken to make the workplace safer for her and others. Let her know the general steps and the need to involve Corporate Security, HR, ER and other specific players that have a role in protecting her and the workplace. Stay with her as you transition her to the lead person who will be in charge of the efforts. Reassure her about the discretion you and other will use and that you understand the sensitive nature of this issue. Explain that this is not an issue that will threaten her job, but make it clear that her cooperation is critical. Request that she keep the organization informed and aware of the status of the situation and any escalations, so appropriate steps to protect her and the workplace, are continuously taken.
- 4.) On a need to know basis, notify building security and the other players in your organization who are involved in situations such as this one. Institute a do not admit procedure and obtain a photograph or a description of the ex-husband. Consider hiring an off duty police officer or security consultant until you have a better understanding of the threat. Have security escort the employee to and from her vehicle. Adjust the plan as things change.



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Security Recommendations (continued)

Case Study #2

- 1.) Let her know that despite this matter being very personal in nature there are steps that need to take place in the workplace to protect her and others. Let her know these situations are handled in a discreet way within the company. There will not be a global email sent about her concerns, but a limited number of key people, on a need to know basis, will be aware of the situation.
- 2.) Suggest that she contact the company EAP Provider, so she can speak and receive advice and recommendations from professionals in a confidential setting.
- 3.) Involve the various organizational components to investigate and protect the employees.
- 4.) Some of the steps mentioned in case study #1 would also be appropriate.

Case Study #3

- 1.) It is important to understand the situation and provide support for employees in these situations. Hopefully, there is information available within the company and perhaps an 800 help line that could direct a new manager on what should be done.
- 2.) Refer to the EAP partner and assist in the initial part of the call to EAP, then step out of the private room.
- 3.) Seek insight from HR, ER and Corporate Security. Be prepared to investigate and understand the incident and causes. Listen to both sides of the story.
- 4.) Some companies have policies in place that allow for administrative leave for either the reported victim or the reported subject to provide time needed to investigate the situation and decide on a course of action. If you have concerns regarding the potential subject's reaction, consider leave with pay as a means to de-escalate their potential anger while the inquiry is being conducted.
- 5.) Certainly there is a need to make clear to the ex-husband that certain conduct and behaviors, if true, are not acceptable in the workplace. Set conditions and expectations.
- 6.) Take prudent steps as mentioned above to protect employees.