



Being safe. At home and at work.

Is a threatening or hurtful relationship at home affecting your life and your work?

Are you worried this might be happening to someone at work?

At Kaiser Permanente we care about our employees, clinical staff, and physicians. You can count on us to help you find a solution.

The problem

Domestic violence is a pervasive pattern of behavior in which one person in an intimate relationship attempts to control another by means of threats or actual physical, sexual, verbal, or psychological abuse.

One in four women and one in fourteen men will be physically assaulted by a current or former spouse or partner at some point in their lives. And domestic violence affects people from all walks of life, regardless of age, occupation, income level, ethnicity, gender, race, religion, or sexual orientation.

The effects

The effects reach far beyond physical injury. Domestic violence causes stress that can lead to serious physical and mental health problems, including headaches, abdominal pain, chronic pain, anxiety, and depression. In the workplace, the effects result in lower productivity, increased sick leave, employee turnover, and safety risks. In fact, domestic violence costs the United States over \$5.8 billion each year—\$4.1 billion in direct medical costs, and the rest in lost productivity. Victims lose nearly 8 million days of paid work each year—the equivalent of more than 32,000 full-time jobs.

Kaiser Permanente strongly believes in taking action to end domestic violence and reducing its impact on our workforce. Total health of our employees includes safe and healthy relationships.

—George C. Halvorson
Chairman and Chief Executive Officer
Kaiser Foundation Health Plan, Inc.

When experiencing domestic violence, a person may...

- be prevented from getting to work on time or at all.
- have difficulty concentrating or being productive at work.
- receive harassing phone calls, faxes, e-mails, text messages or visits from a spouse or partner.
- feel isolated and alone.
- lose self-confidence.
- feel distracted, anxious, fearful, or depressed.

If you are experiencing domestic violence

You don't need to face this alone. You have access to resources, programs, and qualified professionals who are ready to help, including Kaiser Permanente's Employee Assistance Program (EAP). Community advocacy agencies and the National Domestic Violence Hotline also can provide advice and connect you to local community services. (See "Where to get help")

The EAP and community agencies can help you:

- Find solutions that fit your individual needs.
- Get counseling.
- Develop a safety plan.
- Find emergency housing.
- Access legal services.

Your privacy is important. Any help you receive from our EAP or a community agency is confidential.

"I was fearful my colleagues would see me as less competent or less professional if I disclosed that I had experienced domestic violence. Instead, the opposite has happened—people have acknowledged my strength and courage."

—Kaiser Permanente Psychologist

"Once I decided to get help, that was my turning point. I went to EAP, which gave me resources to move forward. My site manager also helped...I'm still seeing a counselor... which allows me to see each day as a positive."

—Kaiser Permanente employee

"I'm at a point now where I can talk about what happened to me and encourage others to get out of similar situations."

—Kaiser Permanente employee and Union Vice President



If you believe a coworker is experiencing domestic violence

- Assure him or her that help is available through EAP or local community groups.
- Avoid giving advice or trying to fix the situation yourself.
- Listen without judging. Offer resource information so that your coworker can reach out when ready.
- Keep information you have about the situation confidential. Remember that office gossip can be damaging to the whole team.

If you believe someone you supervise is experiencing domestic violence

- Seek guidance from the EAP or an Employee Labor Relations Consultant in your Human Resources Department. They can provide support to you, your employee, and your team. (See “Where to get help”)
- Encourage your employee to talk with an EAP coordinator. With the employee’s consent, you may arrange for an urgent appointment. Remember, these appointments are always voluntary.
- Avoid making assumptions or judgments about the person’s situation.
- Leave the counseling to professionals or local community groups.
- Maintain your employee’s confidentiality. All information regarding an employee’s specific circumstances must be kept confidential.
- Consult with your Employee Labor Relations Consultant if you believe your employee will need time off from work. Under certain circumstances, those who are experiencing domestic violence are entitled to take a leave to seek related legal or law enforcement assistance, get medical attention or counseling, and receive services from a domestic violence shelter or program.

I had an employee I was really worried about. I contacted EAP and they were able to help me respond in the best way, and they connected my employee to resources that helped her make lifesaving changes.

—Kaiser Permanente Ob/Gyn Dept. manager

Where to get help

If you think you’re being abused or may be abusing someone else, you can get help by connecting with one of the following resources:

- **Kaiser Permanente Employee Assistance Program (EAP)***
For a counselor in your area:
xnet.kp.org/hr/ca/eap/contact.htm
- **National Domestic Violence Hotline**
1-800-799-SAFE (1-800-799-7233) or
1-800-787-3224 (TTY)
ndvh.org
- **Kaiser Permanente Employee and Labor Relations Consultant**
Contact your Human Resources Department.
- **Your supervisor**
- **Your union or shop steward**
- **Your personal doctor**
- **Community based domestic violence organizations**
For current Kaiser Permanente policies on violence in the workplace, visit myhr-prd.kp.org.
- To get more information on what Kaiser Permanente is doing to prevent domestic violence, and to read silentWitness stories by Kaiser Permanente employees who survived domestic violence, visit kp.org/domesticviolence.

* EAP services are strictly confidential and are not reflected in any medical records or personnel files. The EAP professional will not share information about you or your visits with anyone, including your manager, unless you give written permission. The only exceptions are for statutory reasons: to report a threat of harm to yourself or to others, including abuse or neglect of a child or elder dependent.