

## Intimate Partner Violence: The Impact on Employee Health and Productivity



National  
Business  
Group on  
Health



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### Why Employers Should Make Intimate Partner Violence their Business

Intimate partner violence, also called domestic violence or spousal abuse, affects 12 million men and women in the U.S. every year.<sup>1</sup> Although it may seem like a private matter, the abuse often follows the victims to work and can affect their job performance, productivity and their ability to maintain employment. Nearly two in three corporate executives (63%) say that domestic violence is a major problem, and more than half (55%) cite its harmful impact on productivity in their companies.<sup>2</sup> In fact, companies feel the effects of the violence through higher health care costs, increased absenteeism and potential safety and liability issues if the violence occurs at the work site.

Employers have a responsibility to maintain a safe and healthy workplace for employees, and helping to prevent intimate partner violence supports that commitment. This issue brief provides an overview of intimate partner violence, its prevalence and impact on the workplace and best practices for designing programs that help detect, treat and prevent it.

### Defining Intimate Partner Violence

Intimate partner violence can be committed by a spouse, ex-spouse and current or former boyfriend or girlfriend. Occurring among both heterosexual and same-sex couples, it includes a range of acts that fall under the categories of physical assault, rape and stalking. There can be both short- and long-term

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effects stemming from intimate partner violence, including physical injury, psychological trauma and, in some cases, death.<sup>3</sup>

Although both men and women are victims, the number of women affected by the problem far outweighs the number of men. The Centers for Disease Control and Prevention (CDC) reports that one in four women has been the victim of severe physical violence by an intimate partner, while only one in seven men has experienced the same.<sup>1</sup> Research also shows that female victims experience different patterns of violence than male victims. Women experience rape and other forms of sexual violence, physical violence, stalking and psychological aggression. Male victims most often experience just physical violence.<sup>1</sup>

### How Violence and the Workplace are Connected

The workplace can be a prime setting for intimate partner violence, since full-time employees spend close to 40 hours a week at work, a number exceeded only by the number of hours they spend at home. A batterer may stalk the victim on the job or threaten the victim's co-workers. Up to two-thirds of employed victims have reported that their abusers harassed them at work.<sup>4</sup> Nearly 33% of women killed in U.S. workplaces were killed by a current or former intimate partner.<sup>5</sup> The effects of violence are even more pronounced when the perpetrator is an employee, too.

### Negative Impact on the Workplace

The ramifications of violence against intimate partners in the workplace are numerous. Health care costs for these victims, including medical and mental health services, amount to more than \$4.1 billion each year.<sup>3</sup> The violence also affects employee productivity. Victims of violence often require time away from work to go to court, to recover from injuries caused by the abuse and/or to attend counseling to cope with the associated trauma. As the violence escalates at home, victims may experience difficulty focusing on their work, which can diminish productivity and overall job performance. The equivalent of 32,000 full-time jobs, or 8 million days of paid work, are lost each year due to intimate partner violence, and the cost of lost productivity is \$727.9 million.<sup>3,6</sup> Almost half of victims reported that they lost their jobs due to the violence.<sup>7</sup> This impacts costs associated with turnover, and it can affect company morale and corporate image as well.

Perpetrators of violence can be employees, too. Many batterers experience emotional distress or distraction, which can lead to a deterioration of job performance. Productivity also can be impacted as batterers spend significant work time and resources monitoring their victims. A study conducted by the Maine Department of Labor found that 78% of perpetrators used workplace resources at least once to express remorse, anger or to check up on, pressure or threaten their victims.<sup>8</sup> Table 1 summarizes the impact of intimate partner violence on the workplace.

**Work is the one place where batterers know they can find their victims of intimate partner violence every day.**

—American Bar Association  
Commission on  
Domestic Violence

**Table 1: Summary of the Impact of Intimate Partner Violence on the Workplace**

	Prevalence	Productivity Loss	Health Effects
Victims	<b>24%:</b> The number of Americans who are victims of rape, physical violence or stalking by an intimate partner <b>each minute</b> . <sup>1</sup>	<b>8 Million:</b> The number of lost workdays, or an equivalent of 32,000 full-time jobs, due to intimate partner violence. <sup>3</sup>	<b>\$4.1 billion:</b> The medical and mental health services costs of victims of intimate partner violence annually. <sup>3</sup>
	<b>85%:</b> The number of domestic violence victims who are women. <sup>3</sup>	<b>\$727.9 million:</b> The cost of lost productivity. <sup>6</sup>	<b>550,000+:</b> The number of injuries that require medical attention. <sup>3</sup>
	<b>1 in 3:</b> The number of women who have experienced rape, physical violence and/or stalking by an intimate partner in their lifetime. For men, the number is 1 in 4. <sup>1</sup>	<b>\$1 billion:</b> Lifetime earnings lost due to missed work and/or job loss. <sup>6</sup>	<b>18.5 million:</b> The number of annual mental health care visits resulting from intimate partner violence. <sup>3</sup>
Perpetrators	<b>28%:</b> The number of batterers who work for the same employer as their current or former intimate partner. <sup>9</sup>	<b>48%:</b> The number of batterers who reported difficulty concentrating at work; of those, 19% reported a workplace accident or near miss. <sup>8</sup>	<b>61%:</b> The number of domestic violence offenders who also have substance abuse problems. <sup>10</sup>

In addition to decreased health outcomes and lower productivity, intimate partner violence can create liability problems for employers. Although new laws have been passed that require paid and unpaid job-guaranteed leave for victims, and the Affordable Care Act (ACA) has issued regulations that expand coverage without cost-sharing for survivors of domestic violence, employers have been slow to develop workplace policies addressing intimate partner violence. Only 30% of U.S. workplaces have formal violence prevention programs in place, and of those, less than half have policies that specifically address violence occurring at the work site, according to a study conducted by the Bureau of Labor Statistics.<sup>11</sup> An employer's failure to prepare for and respond quickly and appropriately to violence in the workplace can be seen as discriminatory and negligent, and this failure may make the employer liable for abuse.

## Developing Programs and Policies to Ensure Protection from Intimate Partner Violence

Employers can address intimate partner violence in a variety of ways. A key strategy is to develop and implement policies and procedures that address the possibility that violence will occur in the workplace. Another tactic is to invest in workplace safety and security measures. Additional measures include developing programs and employee benefits that address stigma, identify victims and encourage victims to get treatment.

The following best practices are steps that employers should take to protect employees and direct them to the proper resources. These steps are in alignment with recommendations from the Corporate Alliance to End Partner Violence (see sidebar).

### Organize a Multidisciplinary Team

A multidisciplinary team approach to preventing intimate partner violence takes into account the diverse expertise of internal stakeholders throughout the organization. This approach also ensures that all the unique services and activities that share the common goal of protecting and improving employee health and safety are aligned. Professionals from the following departments would be relevant team members: human resources, corporate security, legal services, internal communications, public relations, employee assistance programs (EAPs), unions, medical and occupational health and safety.<sup>12</sup> The team should inform and support the planning of an intimate partner violence program and policies within the organization. Most importantly, they should leverage champions at the senior level. Commitment from the highest levels of the organization is critical to sending the message that intimate partner violence is a serious workplace concern.

### Establish Corporate Policies

As with any other human resources issue, it is important for employers to provide guidance in a written policy to supervisors and employees about how to address intimate partner violence. These provisions should also be included in employee training and emergency response protocols. The policy should provide information and referrals to employee victims, establish appropriate leave policies, deal with performance issues, improve workplace safety and create a plan of action if an act of violence occurs in the work site. It can stand alone or be integrated in a general policy on workplace violence.

### How to Create an Intimate Partner Violence Prevention Program

1. Organize a multidisciplinary team to oversee the process.
2. Develop a corporate policy for addressing intimate partner violence.
3. Provide training to recognize abuse, respond to violence and refer victims to treatment or support.
4. Build awareness through workplace communication.
5. Enlist employees and senior leaders to serve as champions in promoting a violence-free workplace.
6. Broaden communications to include the community and other industry peers.

Source: Corporate Alliance to End Partner Violence.

In addition, the policy should account for abusers as well as victims in the workforce. It should outline prohibited behaviors, including the use of company equipment and resources to harass others. In the event of a violation, employers should be able to turn to the policy for details about disciplinary measures, paid or unpaid leave, required counseling or dismissal.

Workplace policies should include:

- A comprehensive definition of intimate partner violence that encompasses same-sex violence;
- A “zero tolerance policy” for violence of any kind in the workplace, including protocols for disciplining and discharging employees who violate this policy;
- Assistance for employees who are victims of intimate partner violence and policies prohibiting discrimination;
- Confidential means for reporting intimate partner violence;
- Education and training for employees and managers about intimate partner violence, including how to recognize signs of abuse;
- Information about existing employee benefits, community resources and referral information in easily accessible and highly visible locations (e.g., new employee orientation materials, company intranet website, and break rooms);
- Training for managers about available resources and referrals for victims;
- Services for perpetrators to reduce future violence;
- Emergency response procedures for when violence occurs at the workplace; and
- Leave policies for victims of domestic or sexual violence, including which employees are covered, the number of workdays or work hours an employee is entitled to take, whether the leave is paid or unpaid, any certification requirements and how the leave may be used. Examples of ways in which leave may be used include (but are not limited to):
  - Seeking an injunction for protection against domestic violence, dating violence or sexual violence;
  - Obtaining medical care or mental health counseling for the employee or family/household member;
  - Obtaining services from a victim-service organization;
  - Securing the home from the perpetrator or finding new housing; and
  - Seeking legal assistance or attending and preparing for court-related proceedings.

As part of the development process, employers should review their proposed intimate partner violence policy with in-house counsel. Attorneys can ensure that the policy addresses all legal concerns.

### Model Policies Addressing Intimate Partner Violence

Several national organizations have created sample policies and practices that employers can refer to when formulating their own policies. Two organizations and the resources they offer are listed below.

#### Corporate Alliance to End Partner Violence

This national nonprofit organization is dedicated to reducing the costs and consequences of partner violence in the workplace. A toolkit on intimate partner violence includes:

- [Six Steps for Creating a Successful Workplace Program](#)
- [Creating a Partner Violence Workplace Policy](#)
- [Sample Policy for Workplace Threats and Violence](#)

#### Workplaces Respond to Domestic and Sexual Violence: A National Resource Center

Funded by the U.S. Department of Justice Office on Violence Against Women, this project offers information on providing effective workplace responses to victims of domestic violence, sexual violence, dating violence and stalking. The [Model Workplace Policy](#) and [Create Your Policy](#) tool help employers develop policies for their organizations and provide sample language based on promising practices.

### Offer Employee Benefits that Prevent Violence and Assist Victims

Although many employers offer a range of benefits that address the effects of intimate partner violence, employees are often unaware of these benefits. Similarly, many employers are often unclear about what programs are most appropriate for victims. The following section outlines the type of benefits that are often implemented to address this issue, which include medical and behavioral health coverage, EAPs, paid and unpaid leave and flexible work arrangements.

#### Medical and Behavioral Health Coverage

Physical violence by an intimate partner is associated with a number of adverse health outcomes, including bruises, broken bones, knife wounds, traumatic brain injury, back or pelvic pain and headaches.<sup>1</sup> The Ohio State University found that physically abused women spend 42% more on health care a year compared to women who aren't abused.<sup>13</sup> As mentioned earlier, U.S. health care costs related to domestic violence are high, with direct medical and mental health care services for victims amounting to nearly \$4.1 billion annually.<sup>3</sup>

To address these concerns, the ACA issued new regulations to expand coverage for domestic violence. For group health plans, beginning on or after August 1, 2012 (or after losing grandfathered status), employers are required to cover recommended women's preventive services, including annual screening and counseling for domestic violence, without cost-sharing. Federal guidance states that screening may consist of a few brief, open-ended questions administered

through the use of brochures, forms or other assessment tools. The counseling requirement includes brief counseling and referrals to local domestic violence specialists or mentoring support. These services can be administered by a primary care physician or specialists such as nurses, social workers, community workers, clinicians or non-clinician mentors.

Historically, only a small number of primary care physicians screen patients for domestic violence.<sup>14</sup> Research has shown that few physicians believe that they know how to conduct such screenings or how to intervene for domestic violence compared with other risks, such as tobacco use, alcohol abuse and HIV/STD-risk behavior.<sup>14</sup> The hope is that the new mandates under the ACA will improve intimate partner violence screening rates and referrals. That said, however, health plans will ultimately decide how the new guidelines will be administered.

### Screening and Counseling Resources for Providers

Under the ACA, health care providers now have the crucial role of identifying and addressing intimate partner violence. Several resources are available to assist providers in screening and counseling patients who are victims of abuse.

#### Screening Tools

Research funded by the Agency for Healthcare Research and Quality in 2012 outlines new evidence on the effectiveness of screening and interventions for women in health care settings to reduce intimate partner violence and related health outcomes.<sup>15</sup> Recommended assessment tools include:

- 4-Item Hurt, Insult, Threaten, Scream (HITS) screener;
- Ongoing Abuse Screen/Ongoing Violence Assessment Tool (OAS/OVAT);
- Slapped, Threatened, and Throw (STaT) screener;
- Humiliation, Afraid, Rape, Kick (HARK) screener; and
- Woman Abuse Screen Tool (WAST).

The CDC published a [report](#) that includes a compilation of assessment tools for intimate partner violence with full descriptions, validity scores and question sets.<sup>16</sup>

#### Counseling and Supported Referrals

Futures Without Violence, with funding from the U.S. Department of Health and Human Services, produced a [comprehensive guide](#) for health care providers for responding to victims of intimate partner violence.<sup>17</sup> The guide includes sample educational materials, scripts for counseling and referring patients and tips for promoting prevention in the health care setting.<sup>17</sup>



In addition to increased medical costs, women who experience any type of violence or abuse are almost twice as likely to be coping with some form of depression compared to non-victims.<sup>18</sup> Intimate partner violence—whether sexual, physical, or psychological—can lead to various consequences for victims, including anxiety, depression, posttraumatic stress disorder, sleep disturbances and antisocial behaviors.<sup>1</sup>

To help employees with mental health concerns, a variety of behavioral health benefits are available. These benefits vary by plan, but often include a wide range of treatment options, such as group and individual counseling, psychotherapy, prescription drug coverage and disease management. Depending on the benefit design, behavioral health benefits can be integrated with the health plan.

### **Health Assessment**

Another tool for screening for intimate partner violence is the health assessment. A health assessment is a questionnaire that gathers information from individuals in order to identify their risk factors for certain health conditions. To be effective, health assessments must be accompanied by individualized feedback and follow-up interventions (e.g., information, support and referrals.)<sup>19</sup> Close to 80% of employers offer a health assessment.<sup>20</sup>

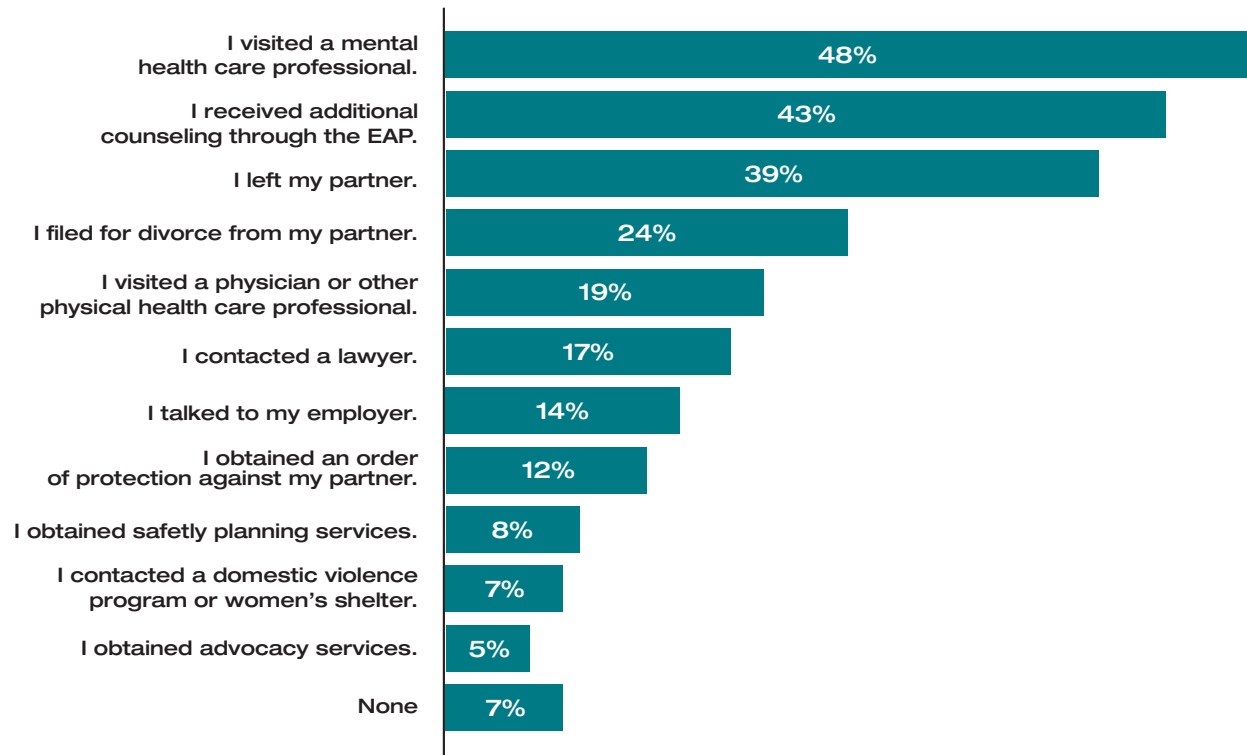
Because the majority of health assessments are proprietary commercial products, it is unclear how many of these tools screen for intimate partner violence. Employers should consider asking their health assessment vendor to embed a question set about domestic violence into their existing tool and partner with the EAP to provide counseling and referrals to identified victims.

### **EAP**

An EAP helps employees and their dependents manage work and/or personal problems. These programs are staffed with practitioners who typically provide telephonic or in-person assessment, short-term counseling and referral for addressing personal issues affecting work performance or family life (includes issues related to mental health, substance abuse, legal, financial, family, elder and day care).<sup>21</sup> Many EAPs offer 24-hour counseling and referrals to specialized resources, such as physicians, psychologists, social workers, lawyers and financial advisors. Currently, nearly all large employers in the U.S. offer EAP coverage to their employees.<sup>22,23</sup>

A recent study showed that victims of intimate partner violence most often turn to their EAP for counseling and referrals to mental health, legal or advocacy services.<sup>24</sup> After contacting the EAP, research shows that victims take a variety of positive actions: Visit a mental health care professional (48%), seek counseling through the EAP (43%) and leave their abusing partner (39%).<sup>24</sup> These and other actions taken by victims are shown in Figure 1.



**Figure 1: Actions Taken After Contacting the EAP**

Source: Corporate Alliance to End Partner Violence, 2009.<sup>22</sup>

### ***Paid and Unpaid Leave***

The CDC reports that a victim of domestic violence loses an average of 7.2 days of work every year due to abuse.<sup>1</sup> These employees often require time away from work to go to court, recover from injuries caused by abuse or attend counseling. Some states and cities have enacted laws that provide domestic violence victims with paid time off from work for reasons related to domestic violence.<sup>25</sup> The details of each state's laws vary significantly.

If all paid leave has been exhausted and additional periods of leave are needed to attend to matters related to intimate partner violence, then eligible employees have the option of taking family and medical leave. The federal Family and Medical Leave Act (FMLA) allows employees to take unpaid time off from work to care for a qualified family member, for birth or adoption or to treat a serious health condition, including physical or mental conditions related to domestic violence, sexual assault and stalking. Some states have their own family and medical leave laws that differ from the federal FMLA. Although laws vary, most states provide leave to victims to attend court, seek medical attention, obtain legal assistance and receive counseling.

Depending on where victims sustained their injuries, they may be eligible for workers' compensation or short-term disability benefits. In addition, survivors of intimate partner violence may experience injuries or illnesses considered disabilities under the Americans with Disabilities Act (ADA), such as posttraumatic stress disorder, depression and head or neck injuries.<sup>26</sup> The ADA requires employers to take affirmative steps to provide a "reasonable accommodation" for a qualified disabled employee, which is a workplace modification or adjustment that enables an employee with a qualified disability to perform the essentials of his/her job.<sup>26</sup>

### ***Flexible Work Arrangements***

An increasing number of employers are offering flexible work arrangements. Typically, these benefits help employees manage work/life balance and reduce the company's real estate costs; this benefit can be used as a recruitment tool as well. Flexible work arrangements also can be important for victims of intimate partner violence, who can be harassed or stalked at work by their batterer. One study found that 74% of perpetrators had access to their intimate partner's workplace, and 21% of offenders contacted their victim at the workplace in violation of a no-contact order.<sup>8</sup> Offering a flexible work arrangement not only provides protection to the victim, it can also create a safer workplace for the employee's co-workers and others at the work site.

Here are several common types of flexible work arrangements:

- Telework;
- Flextime;
- Part-time schedules;
- Shift flexibility; and
- Compressed work weeks.

Employers should also consider allowing victims of abuse to transfer to another work site or even move to another city or state if it will increase workplace safety for them.

To ensure the success of a flexible work arrangement, employers should develop a formal policy outlining eligibility and length of the arrangement, provide training for both managers and employees and review any technology needs.

## **Creating a Safe Work Environment<sup>27</sup>**

Occupational health and safety laws generally require employers to maintain a safe workplace and ensure that the workplace is violence-free. Under certain circumstances, if an act of domestic violence, sexual violence, assault or harassment occurs on the job and the company knowingly fails to take reasonable corrective action, then the organization may violate federal or state anti-discrimination laws.

To protect work sites, employers should develop a comprehensive safety plan designed to provide maximum protection to both the employee who is the target of the violence and the employee's co-workers. The plan should recognize and encourage workplace modifications designed to prevent the perpetrator from harming the intended victim or any other employee, and should include an immediate review of current security arrangements for any necessary enhancements. Those enhancements may include installing or changing locks or key cards; increasing overall security measures, including hiring additional security personnel temporarily; making the identity of the perpetrator known to security personnel; and providing instructions to preclude the entrance of the perpetrator onto the employer's premises. Depending upon the seriousness of the problem, the police may be called to patrol the work site; a private investigative firm may be engaged; and, in some cases, a psychologist with expertise in dealing with the particular problems posed by the perpetrator may be incorporated into the response team. Employers should strive to protect victim confidentiality to the maximum extent possible.

If intimate partner violence affects union members, it will likely become a union issue. Therefore, unions can have a role in responding to violence in the workplace—for victims as well as employees who are perpetrators of abuse. Unions can help victims find the resources, services and protections available to them. To help maintain job security for the victim, unions may be involved in work performance, attendance or other productivity-related matters. Often, unions may negotiate contract language that is supportive of victims dealing with domestic violence, including paid time off to attend court, transfers and relocations, employer-paid legal assistance and improved security at the workplace. Unions may also be required to offer assistance to employee perpetrators in situations such as disciplinary action after violence erupts.

Finally, employers should consider training employees and supervisors on how to create a safe, supportive environment. Training should include preventing violence in the first place by communicating the company's policies on intimate partner violence; describing available resources and services; and reviewing safety procedures and how to mitigate a potential threat.

## Conclusion

Nearly two in three corporate executives (63%) say that domestic violence is a major problem, and more than half (55%) cite its harmful impact on productivity in their companies.<sup>2</sup> In fact, companies feel the effects of the violence through higher health care costs, increased absenteeism and potential safety and liability issues if the violence occurs at the work site.

Therefore, it is clear that employers need to establish policies to address intimate partner violence. These policies should include a clear definition of what intimate partner violence is, benefits to support victims and flexible leave policies to ensure that victims have enough time to take care of both their legal and personal needs. By putting these safeguards in place, employers will have gone a long way toward creating a safe and productive workplace.

## Resources

### Hotlines

National Domestic Violence Hotline

**1-800-799-SAFE (7233)**

Anonymous and confidential information and referrals for victims of domestic violence, perpetrators and their friends and families. The hotline is available 24 hours a day, 7 days a week in more than 170 different languages through interpreter services.

National Sexual Assault Hotline

**1-800-656-HOPE (4673)**

Anonymous and confidential help for victims of assault. The hotline is available 24 hours a day, 7 days a week.

### National Organizations

American Bar Association Commission on Domestic and Sexual Violence

**[www.americanbar.org](http://www.americanbar.org)**

Corporate Alliance to End Partner Violence

**[www.caepv.org](http://www.caepv.org)**

Futures Without Violence

**[www.futureswithoutviolence.org](http://www.futureswithoutviolence.org)**

Gay Men's Domestic Violence Project

**[www.gmdvp.org](http://www.gmdvp.org)**

Legal Momentum

**[www.legalmomentum.org](http://www.legalmomentum.org)**

National Coalition of Anti-Violence Programs

**[www.ncavp.org](http://www.ncavp.org)**

Workplaces Respond to Domestic and Sexual Violence: A National Resource Center

**[www.workplacesrespond.org](http://www.workplacesrespond.org)**

## Intimate Partner Violence Questionary

The following questions are provided as a review of the material covered in this issue brief. The questions are designed to assist in the development and maintenance of effective programs and policies that address employees who are victims of intimate partner violence.

### Multidisciplinary Team

- Has your company established a team that takes responsibility for the intimate partner violence program?
- Is the team aware of its responsibilities? Does that include developing and/or implementing policies? Does that include assessing the impact of the program?
- Does the team partner with community organizations?

### Policies

- Is there a formal policy on intimate partner violence?
- Does the policy keep information that employees disclose about violence confidential?
- Does the policy ensure that victims of intimate partner violence are not discriminated against?
- Does the policy outline procedures when an employee is identified as a perpetrator of violence?
- Does the policy ensure that the proper steps are taken to create a workplace that is safe and free from recognized hazards?

### Employee Benefits

#### *Medical and Behavioral Health Coverage*

- Do providers in your network use domestic violence screening tools that are validated and evidence-based?
- Are providers in your network trained to counsel patients who are identified as victims of abuse? Are providers familiar with existing services to properly refer patients for support?
- Do plan enrollees have access to mental health providers who are capable of addressing intimate partner violence?
- Does your company's health assessment include a question about the likelihood of an employee becoming a victim of domestic violence or whether they have already experienced domestic violence?

#### *EAPs*

- Does your company's EAP offer domestic and sexual violence counseling and education?
- Does your company's EAP include referrals to specialists who can help victims of abuse, such as lawyers, relocation services, community resources, etc.?

#### *Paid and Unpaid Leave*

- Does your paid leave policy allow employees to take incremental time off to talk to the police, get an order of protection, see a doctor or meet with an advocate?
- Does FMLA allow victims to attend court, seek medical attention, obtain legal assistance and receive counseling?

*continued*

### ***Flexible Work Arrangements***

- Does your company offer flexible work arrangements and/or relocation?
- Does your company's written policy on flexibility eligibility (e.g., job classification, baseline performance standards, etc.) include exceptions for victims of intimate partner violence?

## **Work Environment**

### ***Security Measures***

- Does your company implement the following security measures:
  - Improve lighting and visibility, especially in slower traffic areas in and around the building?
  - Implement security protocols such as visitor check-in and install security cameras and metal detectors?
  - Allow all phones in the building to dial 911?
  - Install an alarm button at the front desk?
  - Create physical separation, including barriers such as glass and wide counters, as well as psychological barriers, such as rope dividers?
  - Limit access and require key cards into the building?
  - Notify security about an order of protection and include photos of the perpetrator?
  - Provide new telephone extensions as needed?
  - Escort employees to vehicles?
  - Limit and safeguard cash handling?
  - Provide extra security during late night and overnight shifts?

### ***Employee Training***

- Does your company offer employee training on self-defense, recognizing abuse and resolving conflict both in and out of the workplace?
- Are employees aware of security policies? Are there incentives or penalties associated with adhering to or not adhering to security policies?
- Are employees trained on how to identify warning signs of violence in the workplace and how to respond appropriately?
- Do employees know escape routes and emergency exits? Once they have exited the building, do employees have a designated meeting location?

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# ISSUE Brief

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INSTITUTE ON  
**Health,  
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AND Human  
Capital**

## Intimate Partner Violence: The Impact on Employee Health and Productivity

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### About the Institute on Health, Productivity and Human Capital

The Institute on Health, Productivity and Human Capital, an initiative of the National Business Group on Health, was established in November 2008. Its mission is to advance solutions that improve employee health, productivity and overall workforce performance.

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The Business Group is the only non-profit organization devoted exclusively to representing large employers' perspectives on national health issues and providing solutions to its members' most important health care and health benefits challenges. The Business Group fosters the development of a safe health care delivery system and treatments based on scientific evidence. Members share strategies for controlling costs, improving patient safety and quality of care, increasing productivity and supporting healthy lifestyles.

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### Issue Brief

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