

The Impact of Domestic Violence on the American Workplace is Significant

In Louisiana...

Data on the prevalence of domestic violence in Louisiana suggest that the state is experiencing a major public health problem.

- A recent telephone survey conducted by the Louisiana Office of Public Health (OPH) suggests that 2% of Louisiana women at least 18 years of age have experienced domestic violence in the past year. Nationally 1.5% report having had similar experiences in the past year.
Extrapolating from the OPH data by using U.S. Census data for Louisiana, it is estimated that 40,281 women residing in Louisiana were raped or physically assaulted by an intimate partner in the last 12 months.
- According to a report released by the Violence Policy Center, in 1998 Louisiana women had the nation's second highest chance of dying at the hands of men. South Carolina was the only state in the country with a rate exceeding that in Louisiana (Violence Policy Center, 2000). Louisiana's rate (2.69/100,000) is nearly twice the national rate (1.4/100,00).
- In 1999, Louisiana ranked first in the nation in the number of women killed by men. There were 89 women killed in the state that year. Seventy-five percent of those homicide victims were killed by someone they knew—in many instances a former spouse or intimate partner. The majority of these women (54%) were killed by guns, far more than were killed by any other weapon or method.

In America...

- • Homicide is the leading cause of death to women in the workplace.
- Partners and boyfriends commit 13,000 acts of violence against women in the workplace every year.
- More secretaries were slain on the job in 1993 than police officers and bartenders combined.
- 37% of women affected by domestic violence report that the abuse has had an impact on their work performance in the form of tardiness, missed work, a lost job or missed career promotions.
- 78% of human resources professionals consider partner violence a workplace issue and 94 percent of corporate security directors rank partner violence as a high security problem. Homicide is the No. 1 leading cause of death for women on the job: 20% of those are murdered at the workplace by their partner.
- One small pilot study of employed battered women found that almost three-quarters reported being harassed by their abusive partners in person or by telephone while at work, and more than half reported missing three days of work each month because of abuse. (DOL)

- In another small non-random study of domestic violence victims, 96% of those who were employed had some type of problem in the workplace as a direct result of their abuse or abuser. These included being late (more than 60%), missing work (more than 50%), having difficulty performing one's job (70%), being reprimanded for problems associated with the abuse (60%), or losing a job (30%). Sometimes the abuser actually prevents the victim from working outside the home at all.

The Corporate Cost of Domestic Violence

- • Employers lose between \$3 billion and \$5 billion every year for increased medical costs associated with battered workers.
- • Businesses lose an additional \$100 million in lost wages, sick leave and absenteeism.
- • Over 1,750,000 workdays are lost each year due to domestic violence.
- • Domestic violence in the United States costs an estimated \$67 billion annually.

Your Corporate Peers

- • 66% of senior executives surveyed agreed that their company's financial performance would benefit from addressing the issue of domestic violence among its employees.
- • 94% of corporate security directors rank domestic violence as a high security risk.
- • 78% of Human Resource Directors identify domestic violence as a substantial employee problem.
- • 40% of corporate leaders are personally aware of specific employees who are affected by domestic violence.
- • 49% of senior executives said that domestic violence has a harmful effect on their company's productivity.
- • 47% admit partner violence negatively impacts employee attendance.
- A survey of Fortune 1000 companies, conducted for Liz Claiborne, Inc. in 1994, found that:
 - ❖ ❖ 4 out of 10 corporate leaders surveyed were personally aware of employees in their companies who have been affected by domestic violence;
 - ❖ ❖ Nearly half (49 percent) said that domestic violence had a harmful effect on their company's productivity;
 - ❖ ❖ Forty-seven percent said it had a harmful effect on attendance;
 - ❖ ❖ Forty-four percent said it had a harmful effect on health care costs;
 - ❖ ❖ One-third believed domestic violence affected their balance sheet; and
 - ❖ ❖ Two-thirds agreed that a company's financial performance would benefit from addressing the issue of domestic violence among its employees.
 - ❖ ❖ Only 12 percent said that corporations should play a major role in addressing the issue. Yet, over half (58 percent) of the 100 senior executives who were interviewed sponsored domestic violence awareness or survivor support programs, and nearly three quarters offered domestic violence

counseling or assistance programs. Forty-three percent said they would definitely respond to the problem in the future.

The Human Factor

- • Every 9 seconds a women is beaten in the United States.
- • Between 3 million and 4 million women are battered each year.
- • 95% of all domestic violence victims are female.
- • Women age 20 – 34 endure the highest rates of domestic violence.
- • Domestic violence is the leading cause of injury to women.
- • Women are more likely to be attacked by someone they know rather than by a stranger.

References available upon request