



Questions and Answers about DOMESTIC VIOLENCE AND THE WORKPLACE: A Sloan Work and Family Research Network Fact Sheet

Introduction

The Sloan Work and Family Research Network has prepared Fact Sheets that provide statistical answers to some important questions about work–family and work–life issues. This Fact Sheet includes statistics about Domestic Violence and the Workplace. (Last updated: April 2008)



How prevalent is domestic violence in the U.S.?

- ✔ **Fact 1** “One in five employed adults in the US are victims of domestic violence” (Corporate Alliance to End Partner Violence, 2005).
- ✔ **Fact 2** “Sixty–five (65%) percent of workers experiencing domestic violence are women and 35% are men” (Corporate Alliance to End Partner Violence, 2005).
- ✔ **Fact 3** “According to the Bureau of Labor Statistics Census of Fatal Occupational Injuries in 2001, approximately 31% of workplace fatalities of women and 14% of workplace fatalities of men were caused by interpersonal assaults” (U.S. Dept. of Labor, Bureau of Labor Statistics, 2001).



How does domestic violence impact the workplace?

- ✔ **Fact 1** “Ninety–six (96%) percent [of survivors surveyed] reported that domestic abuse affected their ability to perform their job duties” (Ridley et al., 2005).
- ✔ **Fact 2** “Fifty–six (56%) percent of victims of domestic violence reported late to work because of job interference tactics used by their batterers” (Swanberg & Logan, 2005).
- ✔ **Fact 3** “Women victims of recent domestic violence had a 26% higher rate of absenteeism and tardiness than non–victims” (Reeves & O’Leary–Kelly, 2007).
- ✔ **Fact 4** “The annual cost of lost productivity due to domestic violence is estimated at \$727.8 million, with over 7.9 million paid workdays lost each year” (National Center for Injury Prevention and Control, 2003).



✔ **Fact 5** “Victims of severe IPV [intimate partner violence] lose nearly 8 million days of paid work—the equivalent of more than 32,000 full-time jobs—and almost 5.6 million days of household productivity each year (CDC 2003)” (National Center for Injury Prevention and Control, 2003).

✔ **Fact 6** “Thirty-one (31%) percent of those surveyed felt obliged to cover for their co-workers who were victims of domestic violence, and 27% felt they had to do the victim’s work” (Corporate Alliance to End Partner Violence, 2005).

✔ **Fact 7** “Fifty-nine (59.4%) percent of women who experienced severe aggression in the past 12 months reported that they were currently unemployed” (Lloyd, 1997).



Are employees aware of the support services offered by their employers around domestic violence?

✔ **Fact 1** “Sixty-six (66%) percent of the men and women surveyed did not know if their employers had a program or policy regarding domestic violence” (Corporate Alliance to End Partner Violence, 2005).



Do employees want their employers to provide support services for domestic violence?

✔ **Fact 1** “Forty-eight (48%) percent of victims indicated a comprehensive domestic violence awareness program would have been helpful to them” (Corporate Alliance to End Partner Violence, 2005).

✔ **Fact 2** “Sixty-one (61%) percent of men think that employers should be doing more to raise awareness and address the problem of domestic violence and sexual assault” (Peter D. Hart Research Associates, Inc., 2007).

✔ **Fact 3** “Eighty-seven (87%) percent [of men] think that employers should provide information for victims and 83 percent believe that they should have policies to help victims get help and access to available services, including guaranteed job security for victims who take leave to get help” (Peter D. Hart Research Associates, Inc., 2007).

✔ **Fact 4** “Seventy four (74%) percent of employed men are willing to participate in workplace programs to raise awareness of and help prevent domestic violence; however, a notable portion say they might not have time to do so (31 percent)” (Peter D. Hart Research Associates, Inc., 2007).

✔ **Fact 5** “Seventy-two (72%) percent [of men] thought employers should provide information/resources with guidance on talking to kids about violence-free relationships” (Peter D. Hart Research Associates Inc., 2007).

✔ **Fact 6** “More than 3 in 4 [men surveyed] think employers should train supervisors on how to support victims” (Peter D. Hart Research Associates, Inc., 2007).



The Network has additional resources related to this topic.

1. Visit a topic page on Domestic Violence and the Workplace at: <http://wfnetwork.bc.edu/topic.php?id=31>
Topic pages provide resources/information including statistics, definitions, overviews & briefs, bills & statutes, interviews, teaching resources, audio/video, suggested readings and links.
2. Visit our database of academic literature with citations and annotations of literature related to the issue of Domestic Violence and the Workplace. You can connect to this database at:
http://library.bc.edu/F?func=find-b-0&local_base=BCL_WF



References

Corporate Alliance to End Partner Violence (2005, October 12). *Everybody's business*. Bloomington, IL: author. Retrieved June 12, 2007, from <http://www.caepv.org/membercenter/files/CAEPV%20Special%20Edition%20Newsletter%202006.pdf>

"A national survey research and communications firm with offices in New York and Los Angeles fielded the study from July 15th to September 15th, 2005. The 1200 person national random telephone survey has a margin of error of +/-3 percent. Those completing the survey had to be 18 years of age or older and had to work 35 or more hours a week to continue through the survey."

Lloyd, S. (1997). The effects of domestic violence on women's employment. *Law and Policy*, 19(2), 139-67.

"Respondents were selected at random and paid a \$10 stipend for their participation. An eligible respondent was a woman, at least eighteen years old, residing within the geographic boundaries of community area number twenty-three in Chicago as defined by the U.S. Bureau of the Census. The 824 survey respondents ranged in age from nineteen to ninety-one. The survey yielded a response rate of 53.68%."

National Center for Injury Prevention and Control (2003). *Costs of intimate partner violence against women in the United States*. Retrieved July 5, 2007, from http://www.cdc.gov/ncipc/pub-res/ipv_cost/IPVBook-Final-Feb18.pdf

"The NVAWS [National Violence Against Women Survey] was to generate information about the incidence, prevalence, characteristics, and consequences of physical assault, rape, and stalking perpetrated against U.S. women ages 18 and older by all types of perpetrators, including intimate partners... From November 1995 to May 1996, a national probability sample of 8,000 women and 8,000 men ages 18 and older were surveyed via telephone using a computer-assisted interviewing system. Female interviewers surveyed female respondents. A Spanish language version of the survey was used with Spanish-speaking respondents... Tjaden and Thoennes (1999) used the NVAWS data and U.S. Census figures for the population of women ages 18 and older to generate national estimates of the incidence and prevalence of IPV-related injuries among women.1 Cost estimates were to be derived from these estimates. Max and colleagues (1999) applied their previously developed methodology for estimating the costs of intimate partner violence to the NVAWS incidence data and data from other sources (Rice, Max, Golding and Pinderhughes 1996)."

Peter D. Hart Research Associates, Inc. (2007). *Father's day poll*. Washington, D.C.: Author. Retrieved June 11, 2007, from www.endabuse.org/



"From April 23 to May 3, 2007, Peter D. Hart Research Associates, Inc. conducted a national survey for the Family Violence Prevention Fund and Verizon Wireless among a representative sample of 1,020 American men. The margin of error for this survey is plus or minus 3.1 percentage points."

Reeves, C., & O'Leary-Kelly, A.M. (2007). The effects and costs of intimate partner violence for work organizations. *Journal of Interpersonal Violence*, 22(3), 327.

"The sample for the current study was composed of 1,550 women and 823 men who worked in three-midsized business organization headquartered in a southern state. Most respondents (63% of women and 73% of men) were married, and their average age was 40 years. Whites were the dominant racial group, representing 85% of respondents, whereas African Americans accounted for almost 10%, and other racial groups accounted for the remaining 5%."

Ridley, E., Rioux, J., Lim, K., Mason, D., Houghton, K.F., Luppi, F., & Melody, T. (2005, October). *Domestic violence survivors at work: How perpetrators impact employment*. Augusta, ME: Maine Department of Labor & Family Crisis Services. Retrieved July 12, 2007, from http://www.maine.gov/labor/labor_stats/publications/dvreports/survivorstudy.pdf

"Subjects of the study were 120 women who met the following criteria: experienced domestic abuse within the last three years, were employed in Maine (not self-employed), and were affected at work by the abuse."

Swanberg, J., & Logan, T.K. (2005). Domestic violence and employment: A qualitative study. *Journal of Occupational Health Psychology*, 10(1), 3-17.

"The study sample includes 32 women residing in rural (n=15) and urban (n=17) communities who were employed during the past 2 years while simultaneously experiencing intimate partner violence. The rural sample was selected from three counties that had a population of over 80% rural as classified by the 1990 census. Specifically, the counties selected have populations less than 50,000. The urban sample was drawn from one county. As such, it had only 3% of the population defined as rural by the 1990 census and has a city with over 100,000 inhabitants."

U.S. Dept. of Labor, Bureau of Labor Statistics (2001). *Census of fatal occupational injuries*. Washington, D.C.: Author.

"CFOI collects data on fatal occupational injuries from various federal, state, and local source documents, including death certificates, workers' compensation reports, medical examiner reports, and police reports. More than 95% of cases are verified by at least two independent sources (2). To be included in CFOI, the decedent must have been employed at the time of the event, been engaged in a legal work activity, or been present at a site as a job requirement."
