FAST FACTS

Links Between Work and Intimate Partner Violence (IPV)

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What is Intimate Partner Violence (IPV)?

- **Fact 1:** "The term, intimate partner violence, refers to any physical or sexual violence, stalking, and/or psychological aggression by a current or former dating partner or spouse." (Leemis, et al 2022:1).

- **Fact 2:** "Economic abuse involves behaviors that control a woman's ability to acquire, use, and maintain economic resources, thus threatening her economic security and potential for self-sufficiency." (Adams, et al 2008:564).

- **Fact 3:** "While women's physical safety must always take precedence in dealing with issues of IPV, the presence of economic abuse is a dimension of IPV that should be recognized, assessed, and addressed along with physical, sexual, and verbal dimensions." (Sanders 2015:24).

Who is most affected by IPV?

- **Fact 1:** "Almost 1 in 2 women (47.3% or 59 million) in the United States reported any contact sexual violence, physical violence, and/or stalking victimization by an intimate partner at some point in their lifetime." (Leemis, et al 2022:4)

- **Fact 2:** "The current findings indicate that women experience IPV victimization at younger ages than men, women experience more frequent and severe victimization than men, and women encounter more IPV perpetrators than men, especially during adolescence and young adulthood" (Cunningham & Anderson 2023:714).

- **Fact 3**: "Employed unmarried women are less likely to experience intimate partner violence than unmarried women who are not employed." (Peterson 2011:181).

- **Fact 4**: "Compared to married couples where both spouses were employed, the risk of intimate partner violence was significantly greater among couples where

the wife was employed and the husband was not employed." (Peterson 2011:184).

What is the prevalence of IPV experience within the workplace?

- Fact 1: "Thirty-three percent of women killed in U.S. workplaces were killed by a known personal relation, of whom the majority were intimate partners" (Tiesman, et al. 2012:280).

- Fact 2: "For one in 11 employees, the workplace became the context for IPV victimization. Nearly one third of lifetime IPV victims reported they had been victimized while at work" (Blodgett & Lanigan 2018:29).

- Fact 3: "With regard to the differences across employed and unemployed women, employed women are consistently at a higher risk for intimate partner victimization compared to unemployed women until the mid-2000s." (Powers & Kaukinen, 2012:3083).

- Fact 4: "In some cases, partners simply prohibited and threatened violence if women expressed a desire to work or gain further education. In other cases, partners used tactics to disrupt employment or education. Tactics included the following: initiating conflict just before women were leaving for a job interview or class; calling and harassing women at work or showing up at school or their place of employment and causing a scene, in some cases, causing women to lose their jobs." (Sanders 2015:16)

What is known about IPV disclosure within the workplace?

- Fact 1: "Disclosure comparisons revealed that survivors were more likely to tell a coworker than a supervisor, human resources, or employee assistance programs" (Kulkarni & Ross 2016:212).

- Fact 2: "IPV disclosure to coworkers is more likely when IPV occurs at work, consistent with prior research on help-seeking and disclosure" (Conroy, et al 2023:362).

- Fact 3: "High IPV frequency and low pay level are both associated with greater disclosure probability" (Conroy, et al 2023:362).

- Fact 4: "Those who are paid at high levels are increasingly likely to disclose when IPV occurs at work if the IPV is frequent; for these workers, when IPV is infrequent, disclosure does not increase with workplace occurrences." (Conroy et al 2023:363).

What is the effect of IPV on women's work and employment?

- Fact 1: “Intimate partner aggression is associated with women’s work outcomes, including withdrawal while at work, withdrawal from work, and performance” (LeBlanc, et al 2014:409).

- Fact 2: “IPV resulted in work interference in the form of absenteeism or tardiness for close to one fifth of the employees. This finding replicates previous studies that found IPV in the workplace has broad effects on productivity and workplace safety. (Riger et al., 2000; Swanberg & Logan, 2005).” (Blodgett & Lanigan 2018:29)

- Fact 3: “Partner violence had an immediate and enduring impact on women’s ability to search for work, perform well and advance at work, explore career opportunities, make long-term career plans, and nurture their professional identities and confidence” (Lantrip, et al 2015:601).

- Fact 4: Regarding how partners disrupted employment and education, “tactics included the following: initiating conflict just before women were leaving for a job interview or class; calling and harassing women at work or showing up at school or their place of employment and causing a scene, in some cases, causing women to lose their jobs. Such tactics interfered with women’s efforts to advance their economic well-being and stability” (Sanders 2015:16).

<u>How do employment and job conditions impact women experiencing IPV?</u>

- Fact 1: “For many of the women interviewed, they perceived their employment as a means of physical and emotional escape from abuse. In addition, they perceived the workplace as a sphere in which they could display certain aspects of their personality that were prohibited in their relationship, such as voicing their opinion, or assertiveness” (Beecham 2014:602).

- Fact 2: “Confidentiality or coworkers talking about IPV at survivors’ discretion/on a need-to-know basis is associated with a reduction in violence” (Showalter, et al 2024:12).

- Fact 3: “Most of the women who unraveled work and IPV and found job stability cited co-workers and supervisors as supportive, helping them recognize the abuse, providing emotional support, and helping them physically remove themselves from the relationship” (Borchers, et al 2016:476).

<u>What can be done to support workers that experience IPV?</u>

- Fact 1: “Survivors of IPV most frequently cited interpersonal support when asked to describe a helpful workplace response. Survivors also valued instrumental support, such as receiving workplace accommodations and resource information” (Kulkarni & Ross 2016:217).

- **Fact 2:** "Requiring employees and employers to complete intimate partner abuse prevention and bystander invention training to mitigate the potential risk of violence in the workplace as well as to promote broader change (i.e., within their individual lives, their relationships, and the workplace in general)" (Navarro, et al 2014:236).
- **Fact 3:** "Mandating right to reasonable accommodations, protecting privacy of employee incidents of IPV victimization disclosure, and protection against discharge can help survivors move past incidents of violence and keep their jobs" (Marçal, et al 2024:1142).

- **Fact 4:** "Policy approaches that address the economic and structural factors contributing to intimate partner violence victimization, including poverty, economic insecurity, systemic racism, and intersecting social and cultural identities could decrease the inequalities associated with such victimization" (Leemis, et al 2022:15).

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