

@WORK

DOMESTIC VIOLENCE AS A PUBLIC HEALTH MATTER

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Advocacy

Education

Collaboration

INTERSECTIONS

engage | collaborate | transform

THE INTERSECTION
OF ECONOMICS
AND DOMESTIC
VIOLENCE

THE INTERSECTION
OF EDUCATION
AND DOMESTIC
VIOLENCE

THE INTERSECTION
OF CHILDHOOD
EXPERIENCES
AND DOMESTIC
VIOLENCE

THE INTERSECTION
OF SUBSTANCE
ABUSE AND
DOMESTIC
VIOLENCE

THE INTERSECTION
OF MENTAL
HEALTH AND
DOMESTIC
VIOLENCE

THE INTERSECTION
OF SUICIDE
AND DOMESTIC
VIOLENCE



Community
Health Network

What is

Domestic Violence?

intimidation

assault

sexual
assault

abusive
behavior

intimate partners

The Orange County Sheriff-Coroner

WHAT IS AN “INTIMATE PARTNER”?

An “intimate partner” includes the following:

1. Current/former spouses
2. Current/former live-in romantic relationship
3. Two people with a child in common
4. Romantic dating relationship

An “intimate partner” is NOT:

1. Parent and child (adult or minor)
2. Siblings
3. Other family members

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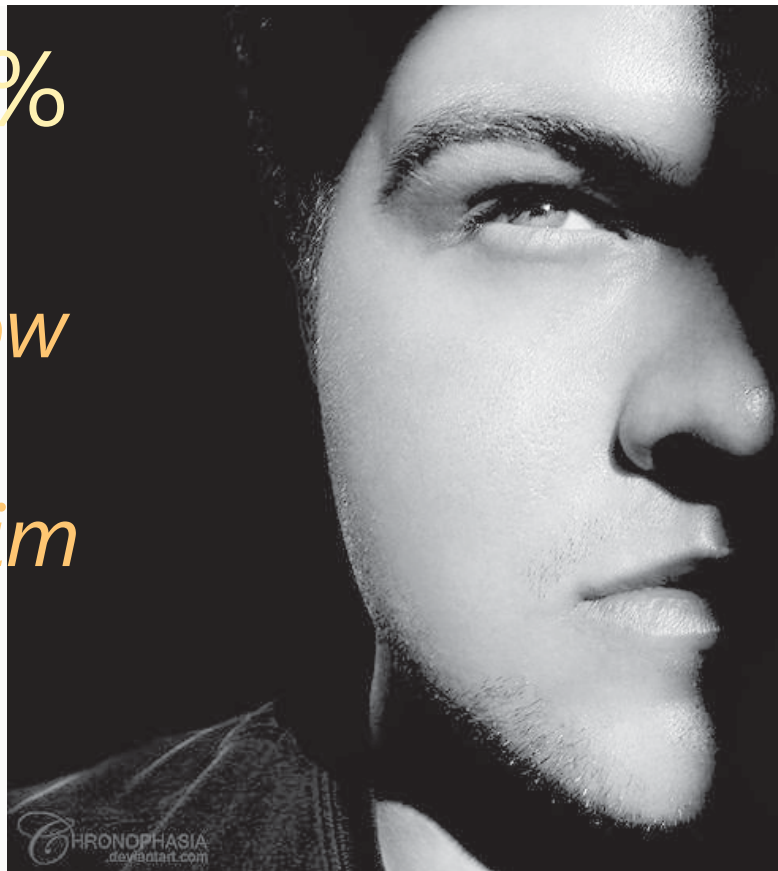




Domestic Violence
is about
CONTROL

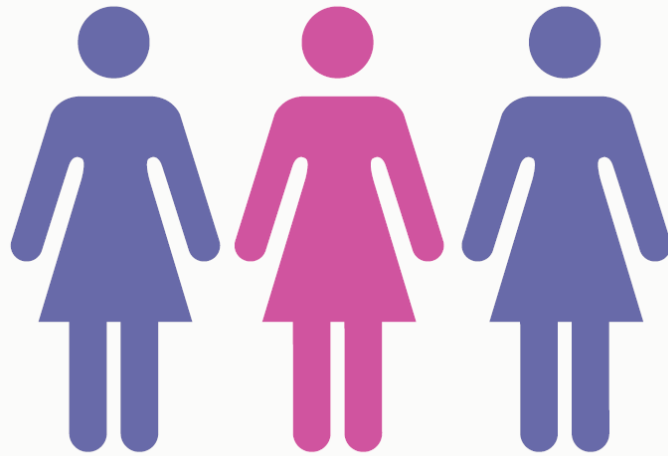
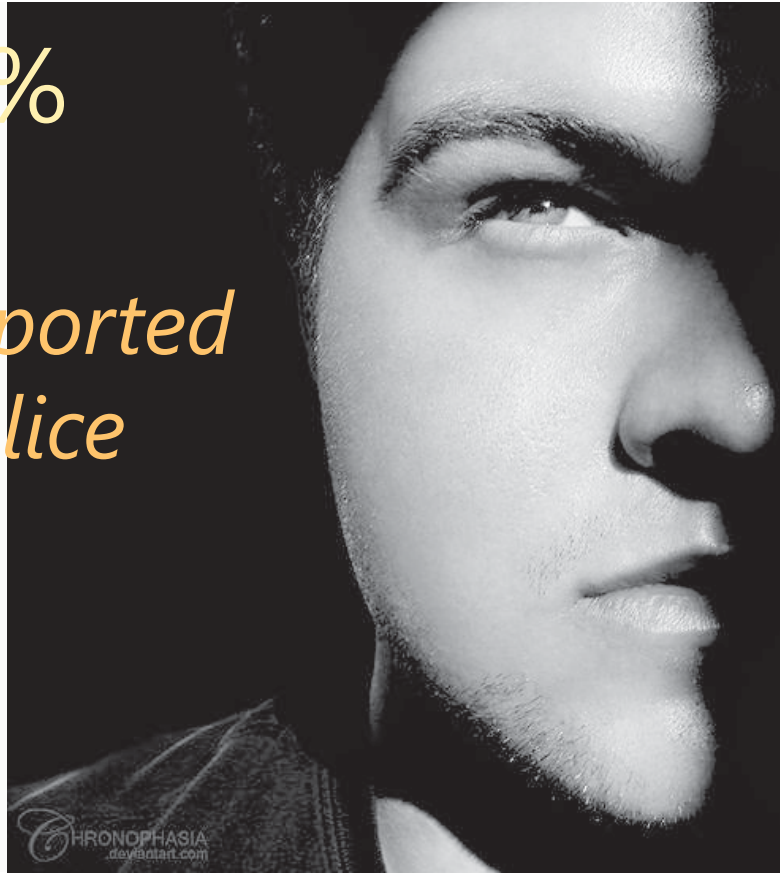


53%
*know
a
victim*



75%

*go unreported
to police*



1 in 3
Women



1 in 7
Men

(Avon, 2013)

LGBTQ+ VICTIMS

- This community is disproportionately affected by DV/IPV
- Stress of oppression, lack of relationship models?
- Bisexual women at highest risk: 61% experiencing rape, physical violence or stalking by an intimate partner
 - 44% for lesbians
 - 35% for heterosexual women
- Affinity spaces, particularly for women, may promote false sense of security



Human Rights Campaign

PERSPECTIVE: DV BY THE NUMBERS

At a sold-out regular season game at Lucas Oil Stadium...



~12,000 of the attendees will or have experienced domestic violence in their lifetime

WHO ARE THE VICTIMS?

- DV victims come from all socio-economic strata in every country and city in the world
- There are some risk factors for victimization that have been identified (Schewe, 2002):
 - women age 18-29
 - raised in an emotionally restrictive environment
 - socially isolated
 - internalizing blame for behaviors/actions of others
 - complying with various types of violence
 - demonstration of strong sense of loyalty to loved ones



WHO ARE THE ABUSERS?

Generally violent/antisocial:

violent with everyone, substance abuse issues,
long criminal history

Histrionic:

this personality disorder requires the abuser be the
center of attention at all times – may resort to manipulation,
control or violence to maintain importance

Relationship-only:

violence only occurs within their intimate relationships

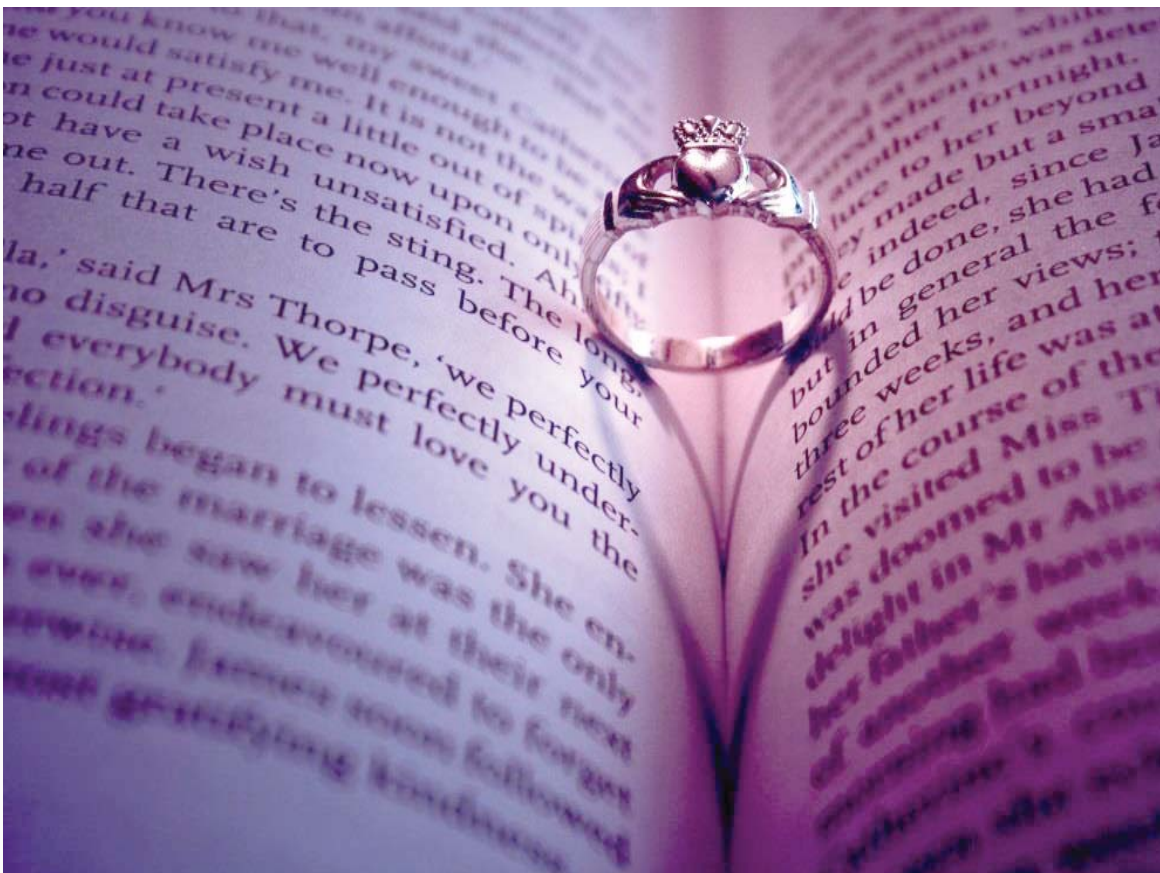
WHO ARE THE ABUSERS?



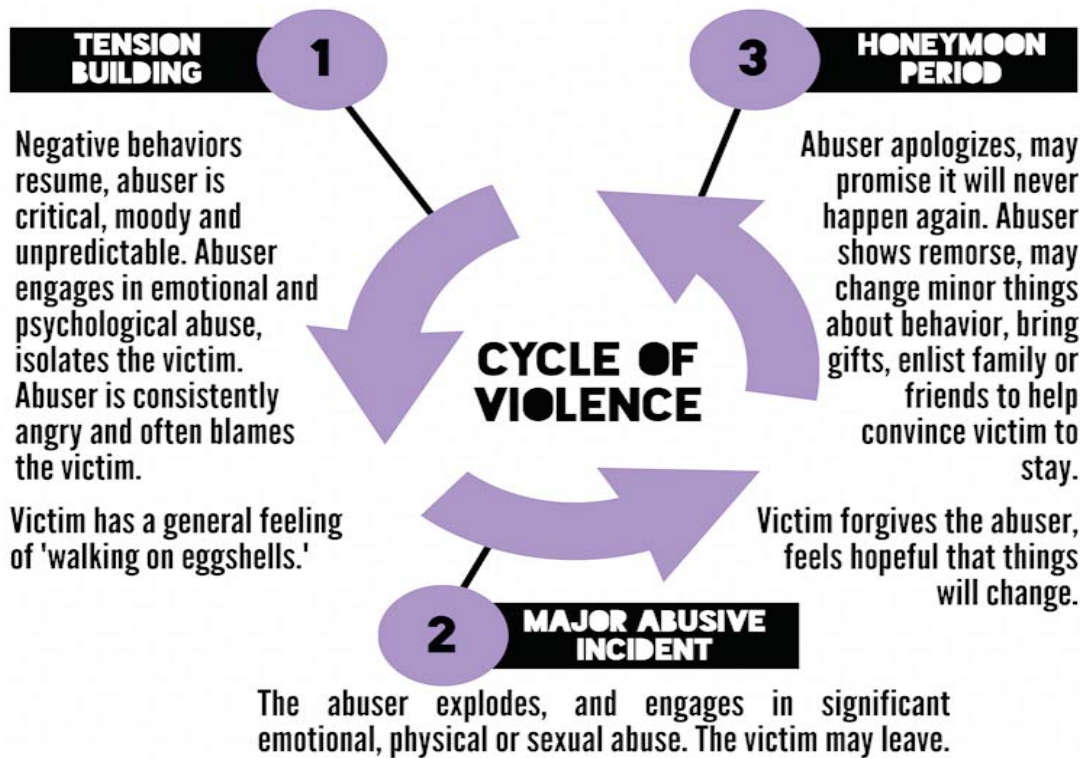
Why do people stay in abusive relationships?











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“When a victim of domestic violence leaves their abuser, where is the one place the abuser knows the victim will be every day? Work.” –Cambridge Domestic Violence Advocate

SAN BERNARDINO, CA



COMMON WORKPLACE ISSUES

- Absenteeism or lateness
- Poor concentration or work errors not characteristic
- Request for time off to attend court appearances
- Increased isolation and unusual quietness from coworkers
- Unusual number of emails, texts, calls that appear upsetting
- Abrupt changes of address
- Unwelcome visits by employee's partner



Policy

A policy is described
government, private
"Statement of Inter
important organiza

WHAT DO I SAY?

*"I noticed the bruises
last week and
you seem
upset and worried
today."*

*"I thought it was possible
you are being hurt by
someone and I am
concerned about you."*

*"No one deserves to be
abused by someone."*

IF THE EMPLOYEE WILL NOT DISCLOSE

- If the employee/client still chooses not to disclose, no further questions or speculations should be made.
 - Replace words like “admit” to “disclose”
- A referral for assistance can still be made
 - Directly to employee
 - Indirectly, to entire staff
 - Discreetly by placing resource around office or publicly via an email

- Prohibit using organization resources to commit acts of violence
- Investigate
- Disciplinary Action
- Immediate Notification
 - protective order
 - defendant in criminal or civil action
- Refer to counseling/batter intervention programs

HOW TO HELP

- Environmental scan
 - Windows, open office
 - Secure entry?
 - Pro and con of privacy
 - Walking employee to car/transit
- Working with employee around time away needed
- Instructing all employees on privacy and security
- Work culture matters!
 - Recognizing that people have lives outside of work



WHAT IF THEY ABUSER WORKS FOR YOU?

- Prohibit using organization resources to commit acts of violence
- Investigate
 - If your property was used in the offense, may have to cooperate with law enforcement
- Disciplinary Action
- Immediate Notification
 - protective order
 - defendant in criminal or civil action
- Refer to counseling/batter intervention programs
- Consult your company counsel, but fewer protections for perpetrators than victims

CENTRAL INDIANA RESOURCES

- 211
- The Julian Center
- Families First
- If they are in danger always call 911
- The DVN "Orange" Brochure
- The DVN "shoe" cards
- thehotline.org
 - 1-800-799-SAFE



HOW CAN DVN HELP?

- Host an @Work training at your office
- Request materials from DVN for employees and managers/HR
- Work with DVN to create policy around DV situations

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