

Violence Prevention and the Workplace



rape and abuse
crisis center
advocacy, counseling, education.

IS EVERYONE'S BUSINESS

Intimate partner violence, sexual violence, stalking, and harassment are not "personal" problems that stay at home.

- Nearly 33% of women killed in U.S. workplaces between 2003-2008 were killed by a current or former intimate partner¹
- Approximately 24% of workplace violence is related to personal relationships, which involve situations where an individual gains access to a workplace and commits a crime targeting an employee or customer who is a current or former intimate partner²

The cost of violence in the workplace:

- The Centers for Disease Control and Prevention estimates that the cost of intimate partner rape, physical assault and stalking totaled \$5.8 billion each year for direct medical and mental health care services and lost productivity from paid work and household chores³
- The Centers for Disease Control and Prevention estimates the annual cost of lost productivity due to domestic violence is \$727.8 million (in 1995 dollars), with more than 7.9 million paid workdays - the equivalent of more than 32,000 full time jobs - lost each year⁴

WHAT CAN YOU DO?

If you or someone you know is experiencing violence...

If you are experiencing violence, it is NOT your fault. You are not alone, and there are people who can help.

If someone you know has experienced intimate partner or sexual violence, it may be helpful to learn more and seek support for yourself as well as the person experiencing violence.

The Rape and Abuse Crisis Center can help. All of our services are free and completely confidential. Please call 701-293-7273

Preventing sexual violence is possible.
How can you be part of the solution?

If you are a co-worker...

- Show your concern - If you recognize that someone you know is dealing with a difficult situation, let them know you are concerned
- Encourage and refer - If you know someone who is dealing with relationship violence, refer them to resources that can help such as your HR department or the Rape and Abuse Crisis Center: 701-293-7273
- Be an upstander! Promote respect and equality; If you witness inappropriate comments or behavior, speak up or let someone know

If you are a supervisor...

- Offer support - If an employee is experiencing violence you can support them by listening and avoiding judgement. Connect them with resources that can help like your HR department or the Rape and Abuse Crisis Center: 701-293-7273
- Promote Healthy Policies - Create and enforce policies at your place of business that support equality and respond to sexual violence and harassment. Visit <http://www.workplacesrespond.org> for more information.

1. Tiesman H, Gurka K, Konda S, Coben J, Amandus HE. (2012). Workplace Homicides Among U.S. Women: The Role of Intimate Partner Violence. *Ann Epidemiol*; 22:277–284. Available at: [http://www.annalsofepidemiology.org/article/S1047-2797\(12\)00024-5/abstract](http://www.annalsofepidemiology.org/article/S1047-2797(12)00024-5/abstract).
2. National Center for Injury Prevention and Control. Available at <http://www.cdc.gov/ncipc/dvp/DatingViolence.htm>. U.S. Dept. of Health & Human Services. Available at <http://www.womenshealth.gov/violence/types/dating.cfm>.
3. Costs of Intimate Partner Violence Against Women in the United States. Centers for Disease Control and Prevention, National Center for Injury Prevention and Control. 2003. Available at: <http://www.cdc.gov/violenceprevention/pdf/IPVBook-a.pdf>
4. Costs of Intimate Partner Violence Against Women in the United States. Centers for Disease Control and Prevention, National Center for Injury Prevention and Control. 2003. Available at: http://www.cdc.gov/ncipc/pub-res/ipv_cost/IPVBook-Final-Feb18.pdf