



Keeping Women **Safe** at Work

Domestic violence at work

One in three women will be the victim of violence in her lifetime—the majority at the hands of an intimate partner. This violence usually occurs at home, but abuse can follow a woman to work, where her abuser may harass her in person, by telephone or through email. The workplace may be the only place a woman has sanctuary, and where she is safe to receive help and support.

If you are being abused or know someone who is, call

for immediate assistance.

Warning signs that a co-worker may be a victim of abuse:

- Social withdrawal
- Bruises or physical complaints
- Crying or outbursts of anger when on the phone
- Frequent personal calls that leave her upset
- Frequent unexplained absences or lateness
- Decline in job performance
- Lack of concentration

Warning signs

A domestic violence victim may be reluctant to discuss her situation out of fear or embarrassment. Approach her with extreme care and:

- Don't pressure her to talk about the abuse
- Support her without judgment
- Respect her need for confidentiality
- Reassure her that she is not to blame
- Make sure she is physically safe or has a safety plan
- Provide her with a list of domestic violence resources in the area

Employers can be powerful allies for women experiencing domestic violence. If you are a victim, ask your employer to:

- Screen your emails and telephone calls
- Provide an escort to and from transportation
- Allow the use of leave time for doctors, lawyers or court appointments
- Offer leave without pay if necessary
- Change or alternate work hours or locations
- Institute workplace domestic violence guidelines and policies



SOROPTIMIST
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For more information about domestic violence as a workplace concern, how to help co-workers and employees, or implement workplace policies, please visit Soroptimist.org/workplacecampaign.html.

If you are being abused, or know someone who is, call: