


**Domestic Violence
in the Workplace
Protecting Your Nonprofit
and
Your Employees**

Nonprofit Risk Management Center
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2:00 – 3:00 PM EST


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(www.riskinstitute.org)



Domestic Violence

A relatively hidden safety risk
until recently


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**What is the likelihood
that this could happen?**

- Nearly 1/3 of women report abuse at some point in their lives by husbands/lovers
- 1 million+ reports of a violent assault by an intimate partner every year
- 94% of corporate security directors rank DV as a high security problem

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What is the impact?

- One study: 41% of victims had job performance problems and 48% had difficulty concentrating at work
- 37% of victims reported that abuse impacted work in the form of lateness, missed work, difficulty keeping the job or getting promoted


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What Are Your Duties?

- Protect your employees
- Not violate any laws
- Protect your mission and resources


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What are the Risks?

- Disciplinary action against an employee who is a victim of domestic or sexual violence could be illegal
- Employees who are victims of domestic/other violence are:
 - less productive and more likely to be distracted and make mistakes
 - Potential victims of violence while “at work”


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Injury/Violence at work

- Will it be covered by workers compensation?
- Could other employees be at risk?
- Will general safety and morale be impacted if we take preventative measures?


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Injuries While at Work – Can the nonprofit be liable?

- Workers compensation is often the exclusive remedy
- Nonprofit generally has no duty to protect employees from unpredictable assaults by non-employees
- However, if employer knew or should have known = DUTY to prevent harm


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Domestic Violence at the workplace

Could it happen at your nonprofit?

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How Can We Be Prepared?

- Raise Awareness
- Know the Law
- Adopt Policies
- Be Responsive

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Raise Awareness

Partner with a local domestic violence group to train your staff


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Know the Law

- Does your state have a law specific to victims of domestic violence?
- Specific to crime victims?
- Does your nonprofit have a policy?
- Does the FMLA or do state leave laws apply?


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Policies Provide:

- Proactive and practical direction to supervisors
- Guidance that may not be provided by other policies
- Consistency with applicable state, local and federal laws

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Be Responsive if it Happens

- Show concern and allay fears
- What impact will absences have on the employee's job?
- Confidentiality issues
- Safety issues


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What Rights May Victims Have?

- Leaves of Absence – FMLA provides for 12 wks unpaid leave
- State laws could be consistent, could differ
- Local laws could provide leave for reasons other than medical care


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What Rights May Victims Have?

- Right to time off with job protection
- Right to be free from discrimination
- Confidentiality
- Reasonable accommodations (IL)


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Risk Assessment = HIGH

- Can happen at any workplace
- 1 out of 3 women experience DV
- Serious harm can result if a victim is unprotected
- Employer faces penalties for violation of leave laws or discrimination laws

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Reduce risks by being PREPARED
Inexpensive protection
=
Draft a policy
Train employees

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Next Month's Webinar

- *The New 990: Friend or Foe? What You Need to Know to Prepare Your Organization and the Board for the Road Ahead*
- February 6th, 2008
- 2:00 – 3:00 pm EST

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Thank You!

- Contact information:
 - Questions? Email Jennifer

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