



# 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

Generous funding for this program was provided by the Public Entity Risk Institute (www.riskinstitute.org)



## **What Are Your Duties?**

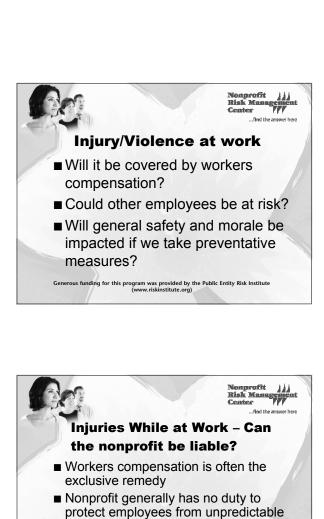
- Protect your employees
- Not violate any laws
- Protect your mission and resources

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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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assaults by non-employees

■ However, if employer knew or should have known = DUTY to prevent harm

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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?



#### **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





#### 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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Inexpensive protection

Draft a policy Train employees

