

## Violence in the Workplace: Key Takeaways

Any act or threat of violence that occurs at work is considered violence in the workplace. This can include harassment, gender-based violence (GBV), domestic violence, and intimate partner violence.

### Worker Safety

- 1 in 7 workers feel unsafe at work.<sup>1</sup>
- Domestic violence issues lead to **nearly 8 million** lost days of paid work each year, the equivalent of over 32,000 full-time jobs.<sup>2</sup>
- 1 in 3 women experience violence in their lifetime.<sup>3</sup>
- 99% of survivors are subjected to economic abuse.<sup>4</sup>
- 84% of survivors report that not having enough money is the #1 obstacle to safety.<sup>5</sup>

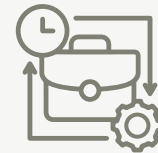
### Addressing Violence in the Workplace



Educate employees on workplace supports (e.g., *Employee Assistance Programs, Employee Resource Groups, Peer Support Groups*)



Draft and approve written policies on violence in the workplace



Provide flexible work arrangements when possible



Know and share available federal and state resources (e.g., *paid leave, FMLA*)



Subsidize caregiving expenses including childcare and elder care



Provide emergency loans and/or flexible options for receiving paychecks

## Paid Safe Leave

Paid safe leave provides protected, paid leave for survivors to access:

- Supportive services.
- Relocation to safety services or secure existing home.
- Attend or prepare for legal proceedings.
- Receive medical care including mental health care.
- Engage in safety planning without work distractions.
- Rearrange caregiving (e.g., childcare, school, elder care arrangements).



## Loved Ones

Support from friends and family members is essential for survivor safety. Safe leave laws typically allow loved ones of survivors to access the dedicated paid time off.

### Resource for Self-Care and Survivors

[Click to visit the National Domestic Violence Hotline's website](#)

*Or get in contact:* **1-800-799-SAFE (7233) | TTY: 1-800-787-3224**

## Source

<sup>1</sup> FreeFrom. (2024). Violence in the Workplace Presentation.

<sup>2</sup> Centers for Disease Control and Prevention. (2003). Costs of Intimate Partner Violence Against Women in the United States. Atlanta, GA: CDC.

<sup>3</sup> World Health Organization (WHO). (2021). Violence against women prevalence estimates, 2018. Geneva: World Health Organization.

<sup>4</sup> FreeFrom. (2024). Violence in the Workplace Presentation.

<sup>5</sup> Ibid.

