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# #DISRUPT DOMESTIC VIOLENCE

a guide to understanding and  
ending domestic violence

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# dis·rupt

- cause radical change by means of innovation.
- drastically alter or destroy the structure of.
- interrupt (an event, activity, or process) by causing a disturbance or problem.

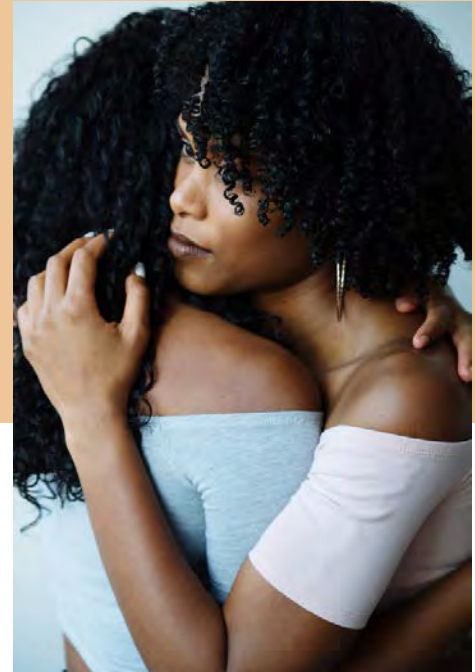
Domestic violence impacts every aspect of our lives. Whether it's our loved ones, our friends, our colleagues, or ourselves; everyone deserves to be free from abuse. I hope you join me in answering the call to #DisruptDomesticViolence.

***Melody Gross***

#DisruptDomesticViolence  
@CourageousSHIFT  
@iammelodyco

# What is Domestic Violence?

Domestic violence is any intentional action/non-action used to gain and maintain power and control over another person in an intimate relationship.



It is the ongoing, pervasive use of threats, intimidation, coercion, emotional abuse, isolation, minimizing, denying, blaming, economic abuse, privilege, and violence in order to maintain power and control over and instill fear in the partner of an intimate relationship.

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## **Domestic Violence or Intimate Partner Violence**

Domestic violence refers to violence among people in a domestic situation. It can thus include not only a spouse or partner (same sex or opposite sex) but also siblings, parents, aunts, uncles, cousins, etc.

Intimate partner violence is more specific in describing violence perpetrated by a partner in a romantic or dating relationship.

## Other Names or Terms Used for Domestic Violence



- ✓ Intimate Partner Violence
- ✓ Domestic Abuse
- ✓ Interpersonal Relationship Abuse
- ✓ Interpersonal Relationship Violence
- ✓ Spousal Abuse

- ✓ Dating Abuse
- ✓ Family Violence
- ✓ Dating Violence
- ✓ Relationship Abuse
- ✓ Teen Dating Violence

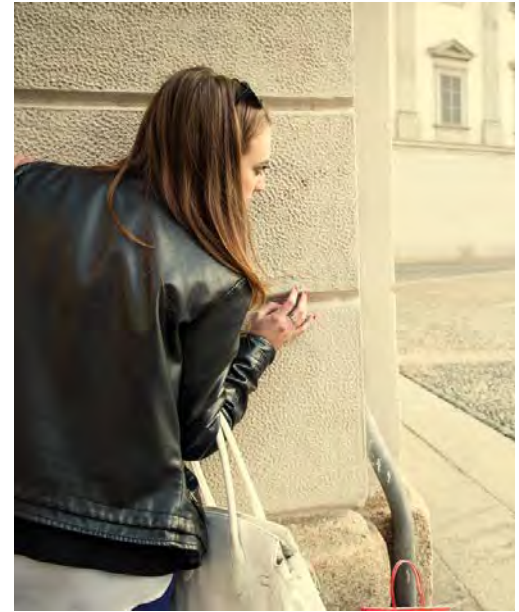
# Why Should You Care?

**1 IN 4** WOMEN AND 1 IN 7 MEN experienced severe physical violence from an intimate partner in their lifetime.

**10%** OF WOMEN AND 2% OF MEN have been stalked by an intimate partner.

**43%** OF WOMEN murdered in the workplace in 2015, were killed by a relative or domestic partner.

**54%** OF TRANSGENDER AND NON-BINARY respondents experienced intimate partner violence in their lifetimes.



## SURVIVOR-EMPLOYEE

"They treated me poorly. I ended up quitting."

"They treat me horribly and my anxiety is now high. I trust them zero percent but am afraid to go elsewhere."

"My job threatened to write me up for taking time off to go to restraining order hearings, seeking shelter, and go to therapy."

# Why Should You Care?

**61%** OF BISEXUAL WOMEN experience rape, physical violence, or stalking by an intimate partner.

**71%** OF WOMEN who filed a domestic violence protection order reported an inability to concentrate at work.

**99%** OF RELATIONSHIPS where domestic violence takes place include some form of financial or economic abuse

**\$9.3B** THE COST of intimate partner violence in the United States includes healthcare costs and productivity losses. \*As of 2017



## SURVIVOR-EMPLOYEE

"My job fired me 6 months after finding out."

"I had to leave my job to flee cross country."

"As soon as I got back from short-term disability, covered by FMLA, they fired me."

"I just resigned from mine due to not being supportive."

# How to Disrupt Domestic Violence - Personally

Statistics dictate that someone you know is or has experienced some form of domestic violence. But there are ways you support victims and survivors. Take one of these actions and begin to embrace disruption.

- Learn** about the less obvious signs of domestic violence. Not all abuse is physical.
- Reconsider** your thoughts on victims and perpetrators. They don't have a specific "look" or are of a particular socioeconomic level.
- Recognize** how your biases shape your views of domestic violence.
- Research** how **domestic violence intersects** with other areas, identities, and social issues. E.g., Black women are 2.5 times more likely to experience domestic violence than white women.
- Volunteer** at your domestic violence local shelter, hotline, or grassroots organization.
- Learn** more about **power and control**.
- Get engaged** during Domestic Violence Awareness Month in October.
- Share** what you've learned and why you **#DisruptDomesticViolence** on social media platforms. **Download social media graphics here.**
- Hold space** for a survivor. If someone in your life is or was experiencing abuse, make time to listen.
- Let go** of judgment and criticism. Victims and survivors need supporters. We judge and criticize ourselves enough; we don't need it from a friend or loved one.
- Get familiar** with your local domestic violence agency. Many of them have small resource cards you can keep with you to give to someone when needed.
- Learn** about the barriers to escaping.
- Read** *No Visible Bruises* by Rachel Louise Snyder. This book provides excellent insight into intimate partner violence from various perspectives, including family, colleagues, and service providers.
- Watch this video** and hear from a survivor about why she stayed.

# How to Disrupt Domestic Violence - Professionally

Before we talk about how you can support survivors in the workplace, I want you to answer these questions:

- How do you respond to stress?
- How do you like people in your life to support and respond to you when you are stressed?
- Think about a time you experienced one of your most challenging moments. Reflect on your feelings and emotions. What did you need during that time? What type of support did you need from your colleagues?

When you think about your responses to those questions, I want you to consider how someone who is or even has experienced relationship abuse answered those same questions.

Domestic violence produces added stress that significantly impacts their lives, including their workplace.







# Quick Facts

**27%**

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of all incidences of workplace violence are directly related to intimate partner violence. That can look like an employee's partner or ex-partner performing a violent act at the employee's workplace. That act may include the employee and/or the employee's colleagues.

**36-  
75%**

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of employed abused women are monitored, harassed, and physically assaulted by their partners or ex-partners while trying to get to work and while at work.

**53%**

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of survivors lost their job due to the abuse.



# Quick Facts

**56%**

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of Fortune 1000 executives know of employees who have experienced intimate partner violence, and none have participated in workplace interventions.

**70%**

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of U.S. workplaces do not have a formal domestic violence program or policy.

**\$279,035.17**

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annual costs associated with domestic violence for an organization with a workforce of 2000 employees, with twenty-five percent identifying as women and an average hourly wage of \$20.

Knowing that information, we shouldn't view domestic violence as solely a personal matter that doesn't impact the workplace. It does!

Here are ways to take action in the workplace:

- Create a brave space.** I define a brave space as a physical space or a co-created moment between two or more people inclusive of all races, ethnicities, sexes, genders, abilities, socioeconomic levels, immigration statuses, and lived experiences. A brave space must allow for physical and psychological safety for the person or persons harmed that centers members of intentionally exploited and historically marginalized groups and communities while aiming for accountability, transformative justice, and liberation.
- Keep a list** of local and national resources in an accessible place.
- Take training** on how to recognize the signs an employee is experiencing abuse or an employee is a perpetrator of abuse.
- Watch this video** about domestic violence and the workplace.
- Invite a speaker** to talk with your colleagues about the impact of domestic violence on the workplace.
- Know** the domestic violence workplace laws in your state.
- Plan a company-wide** awareness campaign during Domestic Violence Awareness Month in October.
- Plan to attend** SHRM's Inclusion 2023 conference and the "Culturally Diverse Employees and Domestic Violence" presentation.
- Establish a domestic violence workplace policy.** This policy gives the organization and its employees a clear outline of its steps to address domestic violence.

That was a lot of information about a topic that can be very challenging. Don't feel driven to do every action. Take one, process it, explore it, even repeat it and then move on to another.

Disruption takes time, patience, and openness.

I want to hear from you. What did you like or dislike about the challenge? What did you learn? Did you experience changes in your thoughts about domestic violence? What was hard? What was eye-opening? Email me at [Melody@CourageousSHIFT.com](mailto:Melody@CourageousSHIFT.com) to share your thoughts and for more ways to get involved.

**MELODY GROSS**  
**#DISRUPTDOMESTICVIOLENCE**

