

Give Respect in your Workplace

What affects employees affects their employers. With nearly one in three women reporting abuse at some time in their lives, domestic violence is likely to affect almost every workplace. The good news is that employers who address it can provide real help to victims and reduce the associated risks.

Domestic violence affects the workplace when an abuser harasses an employee who is on the job, when a victim is absent because of injuries or less productive due to stress – or when violence occurs at the worksite. Helping employees who are experiencing abuse can be a real challenge for human resource professionals and managers – but it is a challenge worth meeting. Just as employers deal with substance abuse, HIV/AIDS, disability and sexual harassment, they can address domestic violence. Doing so begins with a strategic plan and written policies and procedures – and with a real commitment to offer support and resources to those in need.

Join companies like Macy's by conducting company-wide education, awareness, and giving programs:

- Host a Respect Declaration signing event for all employees
- Distribute educational materials to all employees and post information throughout the office
- Post information about your company's commitment to the cause on your company Intranet
- Encourage your President/CEO to issue a company-wide message expressing his/her personal support for the RESPECT! Campaign.
- Add Family Violence Prevention Fund to your workplace giving campaign and employee matching gifts program.

For additional workplace fundraising ideas, [click here](#).

Join companies like Macy's, Harman International, and Liz Claiborne by implementing a special training program on domestic violence:

- Work with your Employee Assistance Program (EAP) representative to integrate appropriate responses to employees that come forward.
- Educate supervisors and managers on how to recognize signs of abuse and take the appropriate steps to move employees from harm to safety. To download the BSC supervisor guidelines, [click here](#).
- Educate employees on how to support co-workers who are suffering. To download the BSC coworkers guidelines, [click here](#).
- Incorporate policies addressing domestic violence responses in the workplace

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