



STANDING FIRM SURVEY OF EMPLOYED ADULTS IN SOUTHWESTERN PA April 2013

STANDING FIRM completed a survey of 401 employed persons in Southwest PA. Results show that partner violence (PV) is an issue that affects workplaces in our region whether employers are aware of it or not.

Survey Results

Employees' experience with coworkers who are PV victims or abusers:

- Many employees (38%) have known at least one coworker in the past 5 years who was a PV victim or abuser;
- Most of these (82%) believe the working environment was affected negatively by their coworkers' involvement in an abusive or violent intimate relationship, citing:
 - Missed work days or shifts by victims (54%) and abusers (39%)
 - Coming in late or frequent breaks by victims (47%) and abusers (56%)
 - Employees had to cover work assignments or make excuses to a supervisor on behalf of a coworker who was a victim (48%) or abuser (53%)
 - Coworkers who were victims (41%) and abusers (31%) had trouble completing their assigned work
 - Coworkers who were victims (50%) and abusers (47%) used company resources, such as time, phones, computers, cars, etc., to deal with their abuse problems
 - The coworker who was a victim was contacted frequently at work by the abusive partner (45%)
 - The coworker who was an abuser spent a lot of work time contacting the victim (47%)
 - The coworker's abusive partner threatened harm in or to the workplace (18%)
 - The coworker who was an abuser was verbally abusive to other employees (50%)
 - Many (45%) were concerned for their own safety at work because of threats from a coworker's abuser.

Employees' own personal experience with partner abuse and violence:

- Many employees disclosed that they themselves are or have been PV victims (24%) or abusers (9%);
- They reported that their involvement in a violent or abusive intimate relationship negatively affected their ability to work (65%). They admitted to similar effects on the workplace as those described by their coworkers:
 - Missing work days/shifts (35%)
 - Coming in late and/or taking frequent breaks (38%)
 - Trouble completing assigned work (44%)
 - Their situation disrupted other employees' work (21%)
 - Other employees had to cover for them (10%)
 - Their own safety was in danger in the workplace (33%)
 - The safety of other employees was in danger (5%)
- For most who disclosed being a victim or abuser (56%), the employer was unaware they were dealing with PV in their personal lives.

Employees' beliefs about what employers should do about PV as it affects the workplace:

- Most employees (83%), both with and without a personal history of PV, think it is important for employers to address PV as a workplace issue;

- Most employees feel positively about employers who do (80%).
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Description of the Sample

The survey was anonymous and was delivered and completed online with the assistance of Campos, Inc. To be included in the sample, a potential participant had to: be at least 18 years old, employed by someone else (not self-employed) either part-time or full-time for pay outside the home, and work in an organization with a minimum of 10 total employees.

Respondents were able to choose the response "I prefer not to answer" to all potentially sensitive questions.

The final sample was comprised of 401 adults who:

- Work for small (18%), medium (34%) and large (48%) employers
- Live in Allegheny County (54%) and the 9 surrounding counties (46%)
- Are female (61%) and male (39%)
- Are ages 18-34 (28%), 35-54 (42%), and 55 and older (31%)
- Identify themselves as Caucasian (90%), Black (8%) and Other (7%) [could chose more than one]; 98% said they were non-Hispanic. The 2010 U.S. Census indicates that in the Pittsburgh Metropolitan Area, 8% of persons self-identify as Black/African American.
- Are a mix of supervisory personnel (35%) and staff with no supervisory responsibilities (65%)
- Are fairly well-educated: high school graduates (16%), some college or trade school (28%), college graduates (38%), post graduate studies or degree (18%)
- Have a mix of personal income levels: less than \$25K to \$49K (41%), \$50K to \$99K (36%), more than \$100K (17%) [6% did not answer this question]