Why is Partner Violence An Employer’s Business?

1 in 4 women experience and report severe physical violence from an intimate partner in their lifetime. And 1 in 7 men.

1 in 5 men report having perpetrated violence on a current or former partner.

Based on prevalence, you cannot avoid having employees who are victims or perpetrators.

83% of partner victims report that the abuse affected their ability to do their job.

Almost 1/2 of victims missed one or more days of work.

Health care costs for victims are 42% higher than non-victims.

Significant business costs due to lost of productivity and healthcare expense as a result of partner violence.

27% of all workplace violence incidents are related to partner violence.

OSHA General Duty Clause: Employers have a duty to maintain a safe work environment.

56% of partner violence victims report losing at least one job because of the violence.

Employees are valuable and expensive to replace.

Source: 2017 CDC Data Brief (NIISVS Survey)

Source: Institute for Women’s Policy Research (2018); 8M paid work days are lost a year in the U.S. (DHS); 42% of IPV assaults result in physical injury, 28% of which lead to medical treatment and/or mental health counseling

Source: Department of Labor, 2014; Journal of Occupational Health Psychology, 2005