DOMESTIC VIOLENCE AWARENESS MONTH
OCTOBER 2020

WORKPLACE CAMPAIGN TOOL KIT

OCTOBER 2020

STANDING FIRM A NATIONAL PROGRAM OF WOMEN’S CENTER & SHELTER OF GREATER PITTSBURGH
Since 2009, STANDING FIRM's mission has been to educate employers on the impact of intimate partner violence (IPV) in the workplace and to provide resources for employers to respond effectively.

This tool kit offers users prepared materials, to launch a workplace campaign to highlight Domestic Violence Awareness Month, October 2020.

The tool kit includes resources for employees, a web-based training module for managers, printable hand outs and posters, social media posts, and other resources in support of an awareness campaign.
1. Resource Kit
   For victims of intimate partner violence (IPV) or those concerned about a coworker or loved one.

2. Managing Remote Employees

3. Fact Sheet

4. Resource Posters

5. Up to Date Research

6. National & Regional Resources

7. Social Media Campaign

   Week 1: What is Intimate Partner Violence? (IPV)
   Week 2: IPV and the Workplace
   Week 3: Recognize, Respond, Refer
   Week 4: Resources for Victims
THIS RESOURCE KIT OFFERS UP-TO-DATE INFORMATION, RESOURCES AND SUPPORT TO VICTIMS OF PARTNER VIOLENCE AND ANYONE WHO IS CONCERNED ABOUT A COWORKER OR LOVED ONE. EMPLOYERS CAN SHARE THIS LINK ON THEIR INTRANET SITE, OR DIRECTLY WITH EMPLOYEES.

STANDINGFIRMSWPA.ORG/RESOURCE-KIT
To view click here

STANDINGFIRMSWPA.ORG/COVID-19-MANAGER-TRAINING
THE FACT SHEET OFFERS RELIABLE STATISTICS ON IPV IN THE WORKPLACE COLLECTED FROM SOURCES INCLUDING THE CDC AND U.S. DEPARTMENT OF LABOR.
RESOURCE POSTERS CAN BE EMAILED OR DISPLAYED IN RESTROOM STALLS, BREAK ROOMS, HUMAN RESOURCE OFFICES, AND HALLWAYS.

To download click [here](#).
When Stay-at-Home Orders Leave Victims Unsafe at Home
COVID-19 stay-at-home orders and social distancing will likely lead to a woman’s home becoming one of the most dangerous places for victims of intimate partner violence (IPV) due in large part to the requirement to quarantine day-after-day with their violent and abusive partner with limited access to those that might provide care and assistance.

Alarming Trends in US Intimate Partner Violence (IPV) During the COVID-19 Pandemic
Following shut down actions, the San Antonio Police Department noted they received an 18% increase in calls pertaining to family violence in New York when stay-at-home orders started on March 22, 2020, the New York City Police Department reported a 10% increase in IPV reports.

The Impact of the COVID-19 Pandemic in the Precipitation of IPV
Self-isolation and social distancing puts victims in constant danger by the imposed proximity with the perpetrator and removes important protective factors such as moments of relative freedom when the perpetrator or victim goes to work, or access to support by additional people in private spaces.

COVID-19 and IPV: An Indirect Path to Social and Economic Crisis
Co-workers’ support is integral to supporting victims of domestic violence but Covid-19, which has enacted work-from-home or remote working on a mass scale, is affecting people’s social circles, their daily conversations and, more importantly, preventing in-person support teams from continuing their roles and helping victims to survive abuse.

Sheltering in Place and IPV: Evidence from Calls for Service During COVID-19
Domestic violence calls in 14 large US cities after social distancing began, increased 7.5% during March, April and May over prior periods. If consistent increases occurred throughout the U.S. this would mean 1,330 more calls were realized per day and, based on Centers for Disease Control estimates, generates $5.7 million a day in short run medical and productivity costs.
To download click here

The National Domestic Violence Hotline

LGBT National Help Center

State-by-State Resources

RUSafe App

Women's Law Resource

National Sexual Assault Hotline

Childhelp National Child Abuse Hotline

Casa de Esperanza for Latinx Survivors

EACH RESOURCE IS A CLICKABLE HYPERLINK THAT WILL BRING YOU TO THE ORGANIZATIONS' WEBSITE.
SOCIAL MEDIA CAMPAIGN

Users can download each week’s content. We have designed them to be posted as one post with multiple slides once a week. Each week’s file is a PDF that can be converted to PNG file.

- **Week 1**: Subject: What is IPV? Slides: 4
- **Week 2**: Subject: IPV and the Workplace Slides: 4
- **Week 3**: Subject: Recognize, Respond, Refer Slides: 6
- **Week 4**: Subject: Resources Slides: 5
SOCIAL MEDIA CAMPAIGN
WEEK 1: WHAT IS IPV?

1. TYPES OF POWER & CONTROL
   - **Emotional Abuse**: Intentionally making a partner feel bad about themselves, mind games, humiliation, guilt, and name calling.
   - **Economic Abuse**: Preventing a partner from being financially independent, accessing income, or giving them an allowance.
   - **Threats & Intimidation**: Making or carrying out threats to do something to hurt the partner or themselves.
   - **Physical & Sexual Violence**: Any intentional act causing injury or trauma to a partner.

2. INTIMATE PARTNER VIOLENCE (IPV)
   Is a pattern of behaviors used by one partner to maintain power & control over another partner in an intimate relationship.
   Also known as Domestic Violence (DV).

3. To download click [here](#).

4. LOCAL & NATIONAL RESOURCES
   - **National Domestic Violence Hotline**
     Call: 1-800-799-7233
     Text LOVEIS to 1-866-331-9474
   - **National Coalition Against Domestic Violence**
     A list of resources by state can be accessed at [ncadv.org](http://ncadv.org)
   - **Women's Law Project**
     WomensLawProject.org
   - **RUSafe**
     App available for iPhone or Android
SOCIAL MEDIA CAMPAIGN
WEEK 2: IPV & THE WORKPLACE

To download click here

1
DOMESTIC VIOLENCE AWARENESS MONTH
WEEK 2: INTIMATE PARTNER VIOLENCE (IPV) & THE WORKPLACE

2
HOW ARE THEY CONNECTED?

83% of IPV survivors report that the abuse affected their ability to do their job.

Abusive relationships increase an employers healthcare costs, can decrease employee productivity, and introduces the threat of potential for violence into the workplace.

SOURCE: STANDING FIRM IPV FACT SHEET

3
STATISTICS

53% of IPV survivors report losing at least one job because of the violence.

Almost 1/2 of victims missed one day of work due to the violence.

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

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

SOURCE: STANDING FIRM IPV FACT SHEET

4
LOCAL & NATIONAL RESOURCES

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National Coalition Against Domestic Violence
A list of resources by state can be accessed at ncadv.org

Women’s Law Project
WomensLawProject.org

RUSafe
App available for iPhone or Android
SOCIAL MEDIA CAMPAIGN
WEEK 3: RECOGNIZE, RESPOND, REFER

To download click here

1

DOMESTIC VIOLENCE AWARENESS MONTH
WEEK 3: RECOGNIZE, RESPOND, REFER

2

RECOGNIZE WARNING SIGNS

Warning signs include, but are not limited to:

- Unexplained changes in attendance at work
- Changes in work performance & productivity
- Changes in behavior or demeanor
- Obvious injuries or unusual clothing for the season

Victims may try to hide these signs due to embarrassment or fear, so signs may be subtle.

3

RESPOND

- Be open to the conversation and show your support
- Your role is not to solve the problem: there are experts who are trained to assist the employee
- Don’t tell them what to do; it could jeopardize their safety

4

WHAT TO SAY

- I believe you.
- You are not alone.
- You don’t deserve to be hurt.
- This is not your fault.
- How can I help?

WHAT NOT TO SAY

- Why don’t you just leave?
- Why did you return to your partner?
- I think I know what’s best for you...

The most lethal time for a victim of intimate partner violence (IPV) is when they leave their abuser.

5

REFER

If you are concerned about a coworker or a loved one, your role is to refer them to the appropriate workplace & community resources.

It is important to know the available resources to assist in the situation. Contact your Human Resources Team for more information.

6

LOCAL & NATIONAL RESOURCES

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SOCIAL MEDIA CAMPAIGN WEEK 4: RESOURCES

1. HOTLINE ADVOCACY
   - Hotlines are open 24/7 and are a quick, discreet way to assess relationships and get in touch with an advocate. The advocate can assist with personal safety planning, legal, housing, counseling, or financial.
   - National Domestic Violence Hotline
     Call: 1-800-799-7233
     Text LOVEIS to 1-866-331-9474
   - National Coalition Against Domestic Violence
     A list of resources by state can be accessed at ncadv.org

2. APP DOWNLOAD
   - RU Safe is an app that helps users assess a relationship through a short questionnaire, offering local resources in all 50 states.
   - RU Safe is available for iPhone or Android users. It will find the closest domestic violence resource based on the zip code that was entered.

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