

## It Is **YOUR** Business: The Impact of Domestic Violence on the Workplace

Across the country — and Pennsylvania is no exception — employers have found that domestic violence often follows their employees to work and affects the workplace in terms of economics, liability/security risks, absenteeism, health care costs, and worker safety.

But the good news is that employers can increase workplace safety and productivity by learning to recognize warning signs, responding appropriately and referring employees for assistance.

**The annual cost of lost productivity due to domestic violence is estimated as \$727.8 million with over 7.9 million paid workdays lost per year.**

*—Costs of Intimate Partner Violence Against Women in the United States, 2003. Centers for Disease Control and Prevention, National Center for Injury Prevention and Control.*

**Friday, November 2, 2007**

**8:30 a.m. – 4:15 p.m.**

**The Inn at Nichols Village, Clarks Summit, PA**

The WRC and its partners will be convening a one-day Summit for NEPA employers on the response to domestic violence in the workplace.

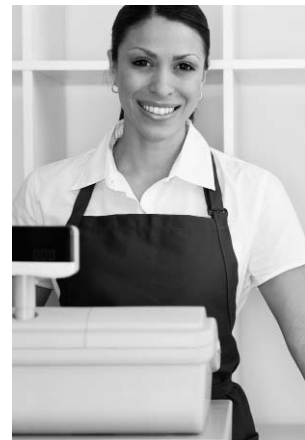
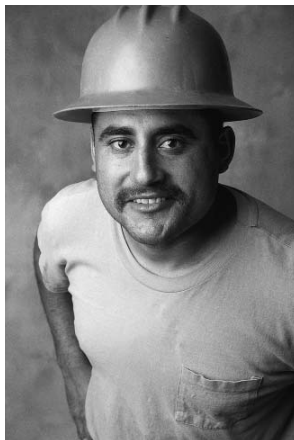
This Summit will bring together state and local employers who recognize domestic violence as a critical workplace issue. An opportunity for corporations and businesses to consider how to take steps to provide supportive interventions on their employee's behalf and to become active partners in community efforts to create solutions and social change.

### Overview of the Summit

- Raise awareness that domestic violence is a workplace issue
- Highlight best practices
- Share model policies
- Offer practical tools and applications for response
- Provide information on resources and training opportunities
- Network with local businesses and domestic violence experts

**Thirty-seven percent of women who experienced domestic violence reported that the abuse had an impact on their work in the form of lateness, missed work, keeping a job, or career promotions.**

*—EDK Associates for The Body Shop, 1997. The Many Faces of Domestic Violence and Its Impact on the Workplace. New York: EDK Associates.*



## Day at-a-Glance

### 8:30 a.m.

Registration &  
Continental Breakfast

### 9:00 a.m.

Nationally recognized  
keynote speaker

### 10:15 a.m.

A Corporation's Response  
to Domestic Violence

### 10:45 a.m.

A Law Enforcement View —  
A Fatality Review

### 11:45 a.m.

An Employer's Experience &  
An Empty Place at the Table  
Memorial Art Exhibit

### NOON

Buffet Lunch provided

### 12:45 p.m.

A State-Wide Perspective

### 1:00 p.m.

An Expert on federal/state  
law and safe work place  
responsibilities

### 2:00 p.m.

A Union's Response to  
Domestic Violence

### 2:45 p.m.

Practical Tools & Responses


### 4:15 p.m.


End of Day


**In one study of batterers,  
41 percent had job  
performance problems  
and 48 percent had  
difficulty concentrating  
on the job as a result of  
their abusive behaviors.**


—Maine Department of Labor. (2004).  
*Impact of Domestic Offenders on  
Occupational Safety & Health: A  
Pilot Study.*


## Presenters


 Kim Wells, MA, Executive Director, Corporate Alliance to End Partner Violence, which is a national nonprofit organization dedicated to reducing the cost and consequences of partner violence at work — and eliminating it altogether.


 Christine Baron is president of the Philadelphia Tri-State Region for Verizon Wireless, a position she has held since 2002. In this role, she oversees a \$1.7-billion-a-year operation and more than 2,000 employees for the nation's leading wireless company. In addition to her responsibilities as president of Verizon Wireless' Philadelphia Region, Chris extends personal and professional time to spearheading the company's HopeLine® community relations program in the region. The program assists domestic violence survivors by providing them with free wireless phones and airtime. The wireless phones and technology serve as a vital link to emergency or support services in a time of crisis or as a reliable, safe connection to employers, family and friends as survivors rebuild their lives.


 Deirdri Fishel, Detective, State College Police Department. Det. Fishel is the case manager of the Centre County Victim Centered Intensive Case Management Unit. She is a member of the Centre County Fatality Review Committee. Det. Fishel has been with the Department since 1994.

 Susan Gesford, Editor, Susquehanna County Independent newspaper. Susan has been with the Independent for nine years. Located in Montrose, The Susquehanna County Independent is part of the Times-Shamrock Weekly Group. Editor Susan Gesford and the staff intimately understand the importance of public awareness and accurate reporting on domestic and sexual violence. Ms. Gesford's former co-worker, Victoria Howard Clary, was murdered by her estranged husband August 7, 1999.

 Judy Yupcavage, Director of Communications, PA Coalition Against Domestic Violence (PCADV), which encompasses a network of sixty-two domestic violence centers throughout the state that offer crisis services, shelter and community outreach efforts in all sixty-seven counties. Ms. Yupcavage has been with PCADV for 20 years.

 Robin Runge, Esq., Director, American Bar Association Commission on Domestic Violence. Attorney Runge is a nationally recognized expert on the employment rights of victims and provides trainings regularly on these issues. She received her law degree from the George Washington University Law School.

 Darrin Spann, Executive Assistant for American Federation of State, County, and Municipal Employees (AFSCME) Council 13, which represents more than 65,000 public employees in Pennsylvania. Mr. Spann is a graduate of Thaddeus Stevens College and the Harvard Trade Union Program held at Harvard Law School.

 Margaret (Peg) Ruddy, MSW, Executive Director, Women's Resource Center (WRC). Since 1976, WRC has served Lackawanna and Susquehanna Counties as the community based domestic violence and sexual assault crisis center. Ms. Ruddy has been with WRC for 24 years as a strong advocate for social justice.

# Impact of Domestic Violence on the Workplace

Employers are realizing domestic violence can have dramatic and far-reaching effects on business and can be lethal. In 2002, Liz Claiborne Inc. released the results of their Corporate Leader Survey with 91% of senior executives surveyed saying that domestic violence affects both the private and working lives of their employees and 56% were aware of employees within their organization affected by domestic violence. In 2005, in Pennsylvania alone, four individuals were killed by their partners at their workplace.

What affects employees affects their employers. In the first-ever national benchmarking telephone survey on domestic violence and its impact on the workplace conducted by the Corporate Alliance to End Partner Violence, 44% of full-time

employed adults surveyed personally experienced domestic violence's effect in their workplaces and 21% of full-time employed adult respondents identified themselves as victims of intimate partner violence.

The cost to employees and employers is high. According to the Centers for Disease Control and Prevention, victims of domestic violence lose a total of nearly 8 million days of paid work-the equivalent of more than 32,000 full-time jobs. Additionally, the health-related costs of rape, physical assault, stalking, and homicide by intimate partners exceed \$5.8 billion each year. Of this total, nearly \$4.1 billion are for direct medical and mental health care services and productivity losses account for nearly \$1.8 billion.

**Registration questions call Penn State Continuing Ed at (570) 963-2600  
Summit questions call WRC at (570) 346-4460, ext. 242 or e-mail [debs@wrcnepa.org](mailto:debs@wrcnepa.org)  
Pre-Registration \$100 per person / On-Site Registration \$130**

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**"It Is YOUR Business: The Impact of Domestic Violence on the Workplace"**  
**Registration Form - Please complete one registration form per attendee**

Name \_\_\_\_\_ D.O.B. \_\_\_\_\_

Name of Employer \_\_\_\_\_

Confirmation Mailing Address \_\_\_\_\_

Contact Phone \_\_\_\_\_  Yes, I am requesting Penn State CEUs.

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**PLEASE NOTE** Returned check fees will be the responsibility of the registrant. Any cancellation one week or more prior to the program will receive a refund minus a \$20 fee. No credit for paid registrations will be given after the one-week deadline.

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# **YOUR Business is Invited to a Workplace Summit by the Women's Resource Center**

## **Summit Partners**

