

# DOMESTIC ABUSE IN THE WORKPLACE MAKE IT YOUR BUSINESS

## Reality



One Domestic Abuse Incident every 19 minutes of every day across Northern Ireland



**75%** of abused women are targeted at work

**53%** of abused women miss at least 3 days of work a month

Cost to the N.I. Economy

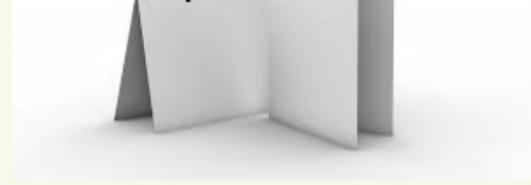
**£180m**

a year

## Raise Awareness in the Workplace

Communicate to all staff that your organisation has a Domestic Abuse Workplace Policy

Use posters, leaflets and helpline cards



## Recognise the Problem

Look for sudden changes in behaviour and/or changes in the quality of work performance such as poor timekeeping and absentee levels for unexplained reasons despite a previously strong record

Look for changes in the way an employee dresses i.e. excessive clothing on hot days, changes in the amount of make-up worn



## Respond

Believe an employee if they disclose experiencing domestic abuse

Reassure the employee that the organisation can and will offer support and that support is also available from their trade union representative

Discuss options such as changes to working times, relocation or redeployment

Divert phone calls and emails messages if an employee is receiving harassing calls

Agree with the employee what to tell colleagues and how they should respond if their ex/partner telephones or visits the workplace



Consider special leave for any appointments with support agencies

Ensure the employee does not work alone and that they can get safely from home to work



## Respect

The right of staff to make their own decisions on the appropriate course of action at every stage

## Record

Keep confidential records of any incidents of abuse in the workplace



## Refer to Appropriate Support Services

Signpost to local Domestic Abuse Support services

## Remember.....

Attempting to leave an abusive relationship may increase the risk to employees experiencing Domestic Violence

**IN AN EMERGENCY CALL 999**

