

AM I EXPERIENCING DOMESTIC OR SEXUAL VIOLENCE OR STALKING?

- Is my relationship unsafe or disrespectful?
- Is someone threatening me or my family, hurting me or my family, or making me feel afraid?
- Have I experienced unwanted or forced sexual contact or assault?
- Is someone following or laying in wait for me in places I frequently go, such as my home, work or school?
- Is someone sending me repeated and unwanted emails, texts and messages, or constantly calling me?

If you answered YES to any of these questions, there are resources that can help.

IS VIOLENCE IMPACTING MY WORK?

- Have I been late or missed work because of the violence?
- Have I missed work to talk to the police, go to court, see a doctor, or for some other violence-related reason?
- Am I finding it hard to concentrate at work?
- Have I received harassing or threatening emails/phone calls/texts at work?
- Has the perpetrator come to my workplace?
- Are there other reasons I feel unsafe at work or traveling to and from there?

If you answered YES to any of these questions, your job, and the safety of everyone in the workplace, may be at risk.

NATIONAL HOTLINES/RESOURCES

National hotlines can connect you to your local advocates and other resources and provide support.

For free help 24 hours a day, call:

National Domestic Violence Hotline

1-800-799-SAFE
(1-800-799-7233)

TTY **1-800-787-3224**

To be connected to a local rape crisis center, call:

Rape, Abuse, Incest National Networks (RAINN)

1-800-656-HOPE
(1-800-656-4673)

Your workplace can help you stay safe, connect you to resources, and create a comprehensive, proactive workplace program that focuses on prevention as well as response.

For free information and resources visit
www.workplacesrespond.org

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WORKPLACES RESPOND
TO DOMESTIC & SEXUAL VIOLENCE
A NATIONAL RESOURCE CENTER

FUTURES
WITHOUT VIOLENCE

AM I SAFE AT WORK?



KNOW YOUR RIGHTS

Sometimes employers penalize or fire employees who have experienced violence. Consider this information:

- Only a few states prohibit employers from firing someone just because he or she experiences violence; most do not.
- Some state laws give employees who experience violence unpaid time off from work to meet with the police, prosecutor, advocate, or attorney, or to seek medical attention; but many state laws do not require this.
- Most state laws allow someone who loses or quits a job due to domestic or sexual violence or stalking to be eligible for unemployment insurance benefits.
- Some workplaces have policies that provide employees with leave, or the ability to telecommute or relocate.

Before disclosing your situation, learn about the protections in your state (at www.womenslaw.org or <http://www.legalmomentum.org/what-we-do/violence/victims-of-violence-employment/state-law-guides>)

SAFETY PLANNING

If you experience domestic or sexual violence or stalking, it is not your fault. You deserve to be safe and treated with respect.

If you have been attacked or believe your safety is at risk:

1. Call 911 if you are in immediate danger.
2. Talk to someone you trust for help in calling the local or national domestic or sexual violence hotlines for information on safety planning and local resources.
3. Prepare a kit in case you suddenly have to leave or relocate, with:
 - Important papers and documents: birth certificate, social security card, drivers license, passport, medical records, lease, bills, etc.
 - House keys, car keys, cash, checkbook, credit cards, medicine, important numbers, cell phone.
 - If you are bringing your children, remember to pack their important papers, legal documents, and a change of clothes.

WORKPLACE SAFETY PLANNING

Your employer and/or union can make changes at work to help you and your co-workers stay safe and productive. Some options include:

- Time off to talk to the police, get an order of protection, see a doctor, or meet with an advocate
- Different work location
- Different work hours
- New telephone extension
- Inclusion of the workplace in an order of protection, and notification of security

RESOURCES IN THE WORKPLACE

Should you ask anyone at work for help?

- Will they be helpful – for example, will they help me get contact information for local advocates? Will they help me stay safe?
- Will they maintain my privacy and confidentiality?
- Will they respect my decisions? For instance, if I don't want to go to the police, will they respect that?

If you answered YES to any of these questions, considering reaching out to a co-worker, a supervisor, union representative, human resources, or the employee assistance program (EAP) in your workplace. Find local resources to help you get safe.