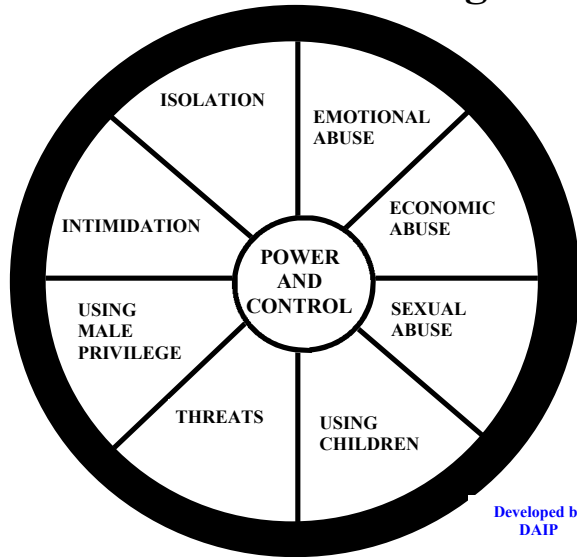


What is battering?



Battering, or use of physical force, is part of a system of behaviors used to establish and maintain power and control over another person.

Intimidation

Putting her in fear by using looks, actions, gestures, loud voice, smashing things, destroying her property.

Isolation

Controlling what she does, who she sees and talks to, where she goes.

Emotional Abuse

Putting her down or making her feel bad about herself, calling her names. Making her think she's crazy. Playing mind games.

Economic Abuse

Trying to keep her from getting or keeping a job. Making her ask for money, giving her an allowance, taking her money.

Sexual Abuse

Making her do sexual things against her will. Physically attacking the sexual parts of her body. Treating her like a sex object.

Using Children

Making her feel guilty about the children, using the children to give messages, using visitation as a way to harass her.

Threats

Making and/or carrying out threats to do something to hurt her emotionally. Threatening to take the children, commit suicide, report her to welfare.

Using Male Privilege

Treating her like a servant. Making all the "big" decisions. Acting like the "master of the castle."

85% of domestic violence victims are female. Therefore we choose to represent the abuser as "he". We do recognize that females can be abusive.

These behaviors are more powerful because they are reinforced by the threat or use of physical abuse.

Call Southern Valley Alliance for Battered Women 952-873-4214 for information on how to keep your employee and business safe.

Violent behavior rarely stops or gets better without intervention. If you suspect or know an employee who is a victim of domestic violence, please take action.

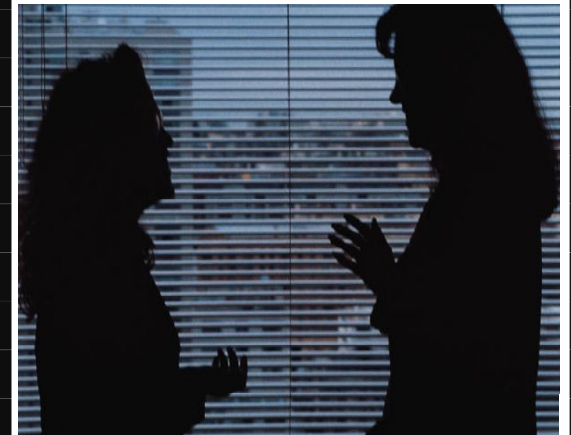
WHAT SOUTHERN VALLEY ALLIANCE FOR BATTERED WOMEN CAN DO FOR YOUR BUSINESS...

- **Train employees to recognize the signs of domestic violence.**
- **Coach supervisors on how to talk with and support employees who experience domestic violence.**
- **Help to develop company policies and procedures for dealing with domestic violence.**
- **Help to develop workplace safety plans.**
- **Help employees when a domestic violence incident affects the workplace.**

With over 20 years experience helping victims of domestic violence and their families, Southern Valley Alliance for Battered Women knows what works.

We can help your company, too!

DOMESTIC VIOLENCE IS A WORK PLACE ISSUE!



IT HURTS YOUR EMPLOYEES AND YOUR BUSINESS!

SOUTHERN VALLEY ALLIANCE FOR BATTERED WOMEN

952-873-4214

WHAT IS DOMESTIC VIOLENCE IN THE WORKPLACE?

Unfortunately, domestic violence doesn't stay at home when an employee goes to work. Domestic violence increases absenteeism, reduces productivity and costs employers hundreds of thousands of dollars each year in increased health care costs. Domestic violence also increases the risk of violence in the workplace. Ninety-four percent of corporate security directors consider the spillover of domestic problems into the workplace a potentially high-risk security problem.

Domestic violence in the workplace includes all types of behavior that affect a person's ability to perform a job. It can range from an exhausted or injured worker to harassing phone calls, from unarmed and armed "show-ups" to homicide. Domestic violence is the leading cause of death of female employees while on the job.

It is crucial that domestic violence be seen as a serious, recognizable, and preventable problem, like thousands of other workplace health and safety issues that affect a business and its bottom line.

PUBLIC PERCEPTIONS

While some employers may feel domestic violence is "too controversial" to address, corporate America has dealt with difficult issues before, such as AIDS for example, and can do so with domestic violence. In fact:

- Public opinion research conducted in 1995 by a major insurance company found that 91% of consumers surveyed believe that it is a good idea for companies to support domestic violence awareness programs.

PRODUCTIVITY

- Nationally, employees miss an average of 200,000 days of work each year due to domestic violence.
- 74% of abused women working outside the home are harassed by their abusers at work, either in person or by telephone.
- 56% of victims are late for work at least 5 days a month and 28% leave early at least 4 days a month and 54% miss at least 3 full days of work each month.
- Domestic violence costs employers between 3-5 billion dollars a year in lost productivity.

WHAT CAN YOU DO AS AN EMPLOYER?

- Educate yourself and your employees about domestic violence and local resources that are available to victims.
- Be empathetic when an employee confides that they are a victim of domestic violence. Do not blame the victim for the acts of violence that are perpetrated against them.
- Increase security to protect victims and everyone in your workplace.
- Give employees time off to go to court, shelters or meet with attorneys, counselors or advocates.
- Create a work environment that lets employees know that violence in any form, verbal, emotional, physical or sexual will not be tolerated in the workplace, and that victims will be believed and supported and perpetrators will be held accountable.

Domestic violence is an important issue that cannot be ignored. The workplace is where many people facing domestic violence spend at least eight hours a day. It's the ideal place for them to get help and support. When employers face domestic violence, they have the power to save money—and more importantly, LIVES!