



Domestic Violence and the Workplace

Employees:

Protect Your Most Important Asset: Employees

Domestic violence affects the lives and compromises the safety of thousands of New Yorkers each day, with tragic, destructive and sometimes fatal results. In addition to taking a tremendous toll on the individuals it directly affects, domestic violence often spills over into the workplace compromising the safety of both victims and co-workers. Domestic violence in the workplace creates many human resource concerns including, but not limited to, lost productivity, increased health care costs, time and attendance issues and increased employee turnover.

What You Can Do:

- Review [Domestic Violence and the Workplace: A Handbook for Employers](#).
- Implement a [Domestic Violence Workplace Policy](#). Your policy should include the following:
 - Simple Language
 - Definitions
 - Guidelines for Employee Awareness
 - Information on Non-Discriminatory and Responsive Personnel Policies for Victimized Employee
 - Clear Referral Process
 - Workplace Safety Plans – Emergency & Personal
 - Accountability for Employees who are Offenders
 - Provisions Regarding Firearms (if you have employees who carry firearms)
 - Training
 - Management/Supervisory Responsibility
- Provide training to human resource staff, managers and supervisors on recognizing and responding to domestic violence in the workplace. In addition, all staff should be made aware of your company's domestic violence policy.
- Respond to all reported threats of violence and reports of harassment.
- Make informational materials on domestic violence available to all staff.

For More Information

If you would like assistance in proactively addressing domestic violence in the workplace, the New York State Office for the Prevention of Domestic Violence (OPDV) is available to provide technical assistance with policy development and training to all public and private businesses in New York State. Contact dvworkplace@opdv.ny.gov or call 518-457-5740.

1-800-942-6906

NYS Domestic & Sexual Violence Hotline
CONFIDENTIAL 24 HRS/7 DAYS
English & espanol, multi-language accessibility
711: Deaf or Hard of Hearing
In NYC: 311 or 1-800-621-HOPE (4673)
TDD: 1-800-810-7444