



Supporting Survivors of Domestic Violence in the Workplace, July 11th, 2018

Domestic violence is a topic that is largely undiscussed in our society and even more so in our workspaces. Yet we know that survivors are present in every industry, every workplace, and that the violence they experience impacts their personal and professional lives. Furthermore, research indicates that employers lose over \$8 billion per year due to domestic violence. Domestic abuse costs survivors their jobs, their means of income, and a sense of safety. Even though the prevalence of domestic violence is high in the workplace and its effects are seen in the lives of employees, many employers still do not have a domestic violence workplace policy.

During this event, our panelists presented a wide variety of information to help us better inform our workplace policies around supporting survivors, particularly highlighting pertinent state and city laws; think through practical tips and guidelines to help survivors cope through trauma and safety planning; and encouraged us to continually move towards a trauma-informed and empathetic lens of supporting folks experiencing domestic violence.

These conversations are challenging to have at work, but our hope is that workplaces in Seattle may be better informed on how domestic violence can impact a person's ability to cope in the workplace and how employers can be stronger allies to help survivors get the care and compassion they need.

As you continue to have these courageous conversations with your circles, here are a few more resources that may be helpful to you:

On State & City Laws and Policy Information:

[Washington State Domestic Violence Law - King County Legal Voice – Leave from Work for Survivors Developing Workplace Policies](#)
[Washington State Amends Domestic Violence Leave Law](#)
[Corporate Alliance to End Partner Violence](#)

For Military Service Support:

[Military OneSource](#)
[Military OneSource DV-Specific Page](#)
[Installation Resources](#)

On Supporting Survivors:

[Washington State Coalition Against Domestic Violence](#)
[National Coalition Against Domestic Violence](#)
[Helpful Responses to Disclosure](#)
[The Power of Empathy](#) (video by Brene Brown)
[New Beginnings Training Information](#)

Additionally, New Beginnings 24-hour Helpline is for survivors & anyone concerned about people they know experiencing domestic violence. Our advocates are always happy to talk with you and help give you suggestions and guidelines on how to support survivors: **206.522.9472**.

Our hope with this discussion was to give an opportunity to learn and discover how workplaces can become a better place to support to survivors experiencing domestic violence. The work of supporting survivors and ending intimate partner violence begins with all of us - and we are so grateful for your partnership in this work.