Develop Your Own Workplace DSV Policy

ESTABLISHING A FORMAL WORKPLACE POLICY IS A GOOD BUSINESS PRACTICE

DSV, whether it occurs at work or away from it, has workplace consequences that affect not only employees who are victims, but also co-workers, managers, employees who perpetrate violence and customers or clients. Yet over 70% of workplaces in the U.S. have no formal workplace violence program or policy, and only 4% of employers actually train their workforce on domestic violence. Although many organizations may have “workplace violence” policies or protocols in place that they assume are adequate for addressing DSV, domestic, dating, sexual and stalking violence have unique features that require dedicated employer attention. Additionally, employees who are victims may not recognize that their employer has policies and protocols in place that address their workplace needs. A workplace policy that addresses DSV and its workplace impacts provides a guide for employers, supervisors and employees not only to respond in DSV in supportive, safe and effective ways, but also to engage in prevention as well.

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ii Id. According to a Society for Human Resource Management survey that was commissioned by Futures Without Violence, 53% of organizations indicated that they did not provide training on domestic violence, sexual violence and stalking because they were “covered in sexual harassment training or other training.” Society for Human Resource Management, The Workplace Impact of Domestic and Sexual Violence and Stalking, January 29, 2013.

iii See Workplace and Domestic Violence Survey, Supra N.17 (72% of executives say their companies offer programs and services that address domestic violence but less than half of employees (47%) are even aware of this fact).