



## Quarterly E-Newsletter

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### **Chair's Column**

Dear Colleagues,

I am pleased to bring you this edition of the Commission's eNewsletter, focusing on the intersection of domestic violence and employment.

There is no denying that domestic violence has an impact on America's workplaces. One-fifth of employed adults self-identifies as a victim of intimate partner abuse, and survivors of domestic violence and their co-workers are negatively affected by the abuse they suffer. Survivors of violence may be harassed or stalked by a perpetrator at work, or may need time off from work to seek a protective order or to heal from injuries caused by the abuse. Moreover, the majority of batterers indicated that they were employed at the time they were abusing, harassing and stalking their intimate partners, often using workplace resources to do so. In fact, a survey of perpetrators in Maine found that 78% of them used workplace resources at least once to express remorse or anger to, check up on, pressure, or threaten their victim; 74% had easy access to their intimate partner's workplace; and 21% of offenders reported that they contacted her at the workplace in violation of a no contact order.

In the last ten years, there has been a wave of state statutes passed to provide protections to victims of domestic violence who are employees. In addition, employers have increasingly stepped up to create workplace policies responsive

to the needs of their employees who are survivors, resulting in increased productivity and improve responses to safety threats.

We are extremely fortunate to have two articles in this eNewsletter written by national experts on workplace issues and domestic violence, designed to provide practical information on how to effectively plan for employment safety and security for victims and their co-workers. Our first article is by Kimberley Wells, Executive Director of the Corporate Alliance to End Partner Violence, and former Commission member Stacy Pastel Dougan, Assistant General Counsel at Greenberg Traurig. Together they address tips and strategies for implementing an effective domestic violence workplace policy. Our second article is authored by our own Director, Robin Runge, along with Deborah A. Widiss, Staff Attorney at Legal Momentum with principal responsibilities for its Employment and Housing Rights for Victims of Domestic Violence Project. This article provides an essential overview of state and federal laws that provide protections for victims of domestic violence in employment settings. Finally, we have also included information about pending federal legislation that was recently introduced in the U.S. Senate and House of Representatives by Senator Murray and Representatives Lucielle Royball-Allard to provide protections for victims of domestic violence and sexual assault in the workplace. Together, these articles provide a comprehensive resource on employment rights for victims of domestic violence that we hope will prove useful in your practice.

As always, the Commission welcomes information from you regarding resources or promising practices in advocating for the housing accessibility for victims of domestic violence. Our heartfelt thanks to all of you for your work on behalf of survivors and their children.

The Honorable Pamila Brown  
Chair, ABA Commission on Domestic Violence

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