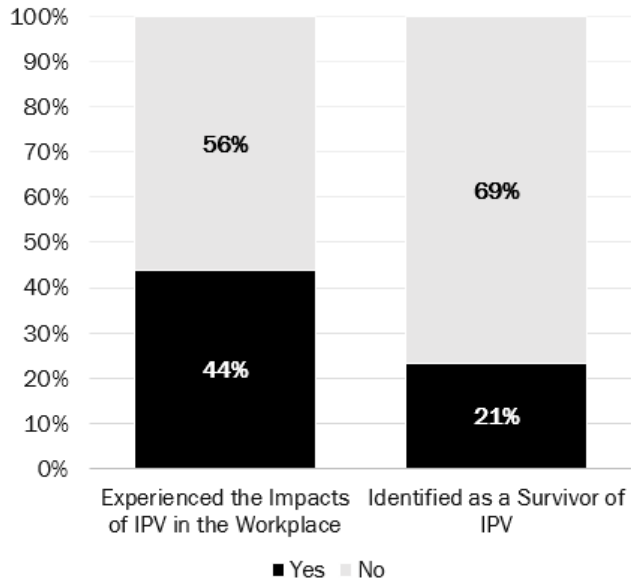
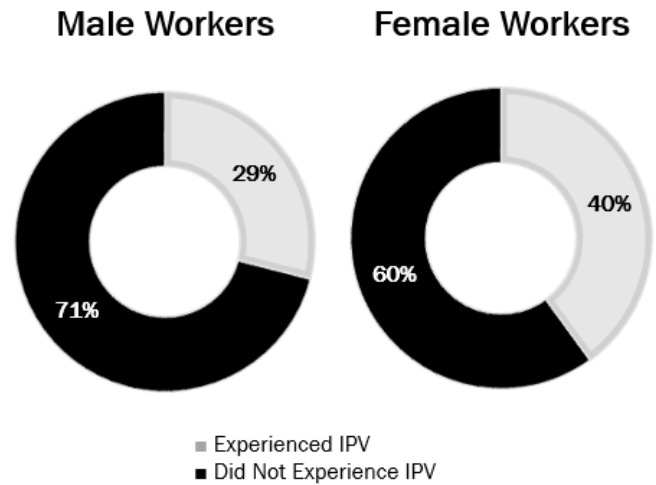


GENDER-BASED VIOLENCE AND THE WORKPLACE

Domestic Violence in the Workplace
(Corporate Alliance to End Partner Violence, 2005)



Reports of Experiencing IPV in their Lifetime
(Reeves and O'Leary-Kelly, 2009)



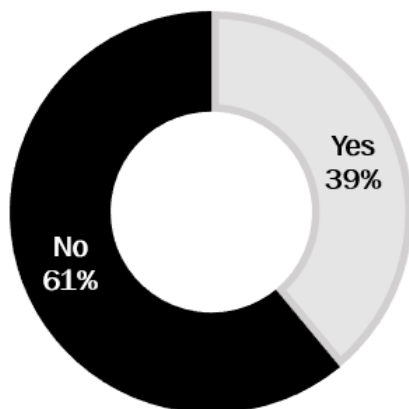
80% of women who experience workplace harassment leave their job within two years.

(McLaughlin, Uggen, and Blackstone, 2017)

25% to 85% of women have experienced sexual harassment or abuse at work.

(EEOC Select Task Force on the Study of Harassment in the Workplace, 2016)

Percent of Women Who Have Experience Both IPV and Workplace Sexual Harassment



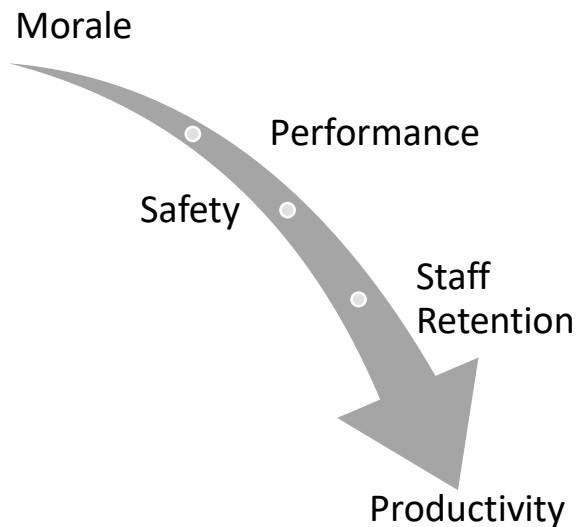
(Institute for Women's Policy Research, 2018)



More than 50 percent of stalking victims reported being stalked at work.

IMPACT ON EMPLOYEES

- Impaired job performance
- Depression/Lack of motivation/PTSD
- Absenteeism/Chronic tardiness/Needing time off
- Frequent appearance or calls from partner/harasser
- Strained co-worker relationships
- Job loss/Career changes



IMPACT ON WORKPLACE SAFETY

19% of perpetrators of intimate partner violence reported causing or almost causing an accident at work due to distraction.

(Reckitt, Lois Galgay and Laura A. Fortman, 2004; Cranwell Schmidt, Michele and Autumn Barnett, 2012)

33% of female workplace homicides were committed by a personal relation, most of which were intimate partners.

(Tiesman, Hope M., Kelly K. Gurka, Srinivas Konda, Jeffrey H. Coben, and Harlan E. Amandus, 2012)

COST TO BUSINESSES

- In 2018, the EEOC obtained \$56.6 million in monetary benefits for victims of sexual harassment (EEOC, 2018)
- Health costs and productivity losses associated with domestic violence is estimated to be \$5.8 billion in 1995 (CDC, 2003)
- An early 1990s study estimated the 2-year cost of sexual harassment in federal workplaces at \$327 million (U.S. Merit Systems Protection Board, 1994)



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