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Discovering the Common Core:  
Practical Frameworks for Change

**Domestic Violence is Everybody's  
Business**

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love is  
not abuse

# Domestic Violence is ...

- A pattern of abusive and coercive behaviors, including physical, sexual, and psychological attacks, as well as economic coercion, that adults or adolescents use against their intimate partners.

# Domestic Violence is a Workplace issue when...

- An intimate partner's behavior that interferes with an employee's ability to safely/securely perform duties at work

# Employer's Role

- Recognize
- Respond
- Refer
- Reach Out

# Recognize the Signs...

- Unusual absence or lateness for work
- Sudden or sustained drop in productivity
- Unusual signs of anxiety or fear
- Frequent, upsetting phone calls, flowers, gifts at the workplace
- Isolation, unusual quietness, keeping away from others

# Recognize the Signs...

- Unexplained injuries or injuries that do not fit the explanations of how they occurred
- Inappropriately dressed/excessive makeup
- Minimization and denial of harassment or injuries
- Sensitivity about home life or hints of trouble at home

# Building a Workplace Program

- Step One: Organize a multi-disciplinary team to oversee the process

# Building a Workplace Program

- Step Two: Develop a corporate policy on Domestic Violence

# Building a Workplace Program

- Step Three: Provide Training
  - Multidisciplinary Team
  - Managers
  - Security
  - Employees

# Building a Workplace Program

- Step Four: Build awareness through workplace communications

# Building a Workplace Program

- Step Five: Enlist employees' help in ensuring the workplace is a violence-free zone

# Building a Workplace Program

- Step Six: Reach out and broaden communications and efforts to include members of the community including stakeholders in your industry and other organization

# Reaching out at Liz Claiborne

- Focus on DV began in 1991.
- Awareness and Education Oriented.
- Love Is Not Abuse

# Love Is Not Abuse

- Educational Handbooks

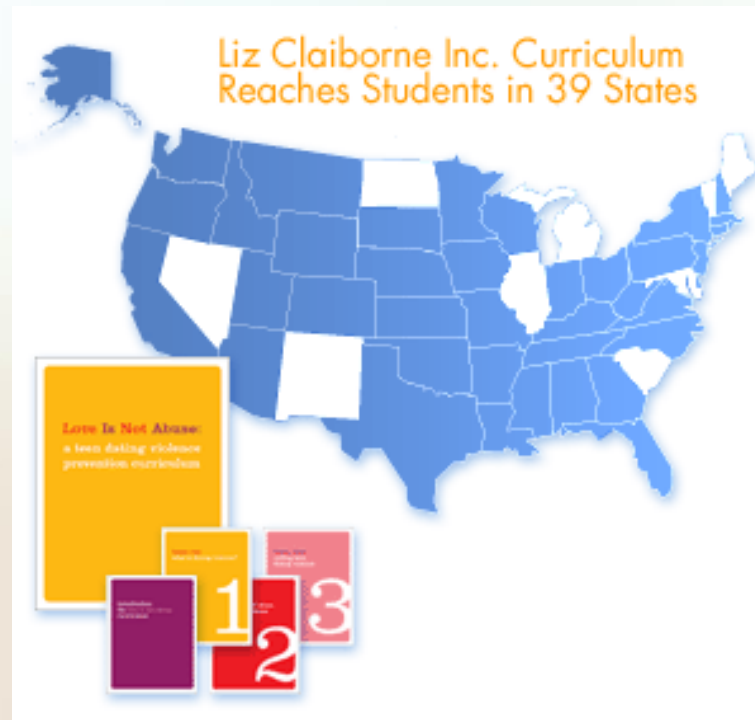
- A Parent's Handbook
- A Woman's Handbook:



- What You Need to Know About Dating Violence: A Teen's Handbook
- A Parent's Guide to Teen Dating Violence: 10 Questions to Start the Conversation
- Tough Talk: What Boys Need to Know About Relationship Abuse

# Love Is Not Abuse

- Love Is Not Abuse Curriculum



# Love Is Not Abuse

- Public Service Announcements
- Fundraising Initiatives
- It's Time to Talk Day
- National Teen Dating Abuse Hotline

# Surveys about DV

- Tween/Teen Dating Relationships Survey 2008
- Corporate Leaders and America's Workforce on Domestic Violence Survey 2007
- Technology & Teen Dating Abuse Survey 2007
- Bystander Survey, 2006
- Teen Dating Abuse Survey, 2005/2006
- Corporate Leaders on Domestic Violence, 2002
- Teen Dating Violence and Social Environment Survey, 2000
- Male and Female Perceptions of Domestic Violence Survey, 1997
- Domestic Violence: Views on Campus Survey, 1995
- Addressing Domestic Violence: A Corporate Response Survey, 1994

# Love Is Not Abuse

- [www.loveisnotabuse.com](http://www.loveisnotabuse.com)

# Other Resources

- Safe Horizon. [www.safehorizon.org](http://www.safehorizon.org)
- Corporate Alliance to End Partner Violence: [www.CAEPV.org](http://www.CAEPV.org)
- Safe@Work Coalition  
[www.safeatworkcoalition.org](http://www.safeatworkcoalition.org)

# Recognize....

**safework**  
**safehorizon**



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