



STANDING FIRM

The Business Case to End Partner Violence


A Report to the Community: The Current Status of STANDING FIRM

July 2012

Mission & Need

MISSION: To alert regional employers to the financial, safety and human costs of partner violence on the workplace and to arm them with effective tools to take action in their organizations.

Partner violence (PV) is a business issue affecting working women and men. Partner abuse and violence does not stay at home when one or both partners are employed. Partner violence increases employer costs for healthcare benefits, decreases worker productivity, and introduces the potential for violence into the workplace.



FACT SHEET

Costs

- Loss of productivity each year related to partner violence is estimated at **\$727.8 million**, and more than **7.9 million paid workdays** are lost each year.
- Employers experience **health-related costs** of rape, physical assault, stalking and homicide by intimate partners that exceed **\$5.8 billion annually**.
- Perpetrators of partner violence use employers' time and resources to engage in harassment and intimidation of their partners.

Cost of Partner Violence to Employers

- Loss of Productivity
\$727.8 million
- Health-Related Costs
\$5.8 billion

National and Pennsylvania Stats

- More than **one million people** report a violent assault by an intimate partner every year in the U.S.
- On average, in **Pennsylvania**, approximately **100,000 victims** of partner violence seek assistance each year.

What can employers do?
Take three important steps:

- RECOGNIZE** the ways that your workplace and workforce are being affected by partner violence.
- RESPOND** by taking appropriate action steps such as adopting policies and implementing training for employees.
- REFER** to internal resources such as your Employee Assistance Program and to community resources that specialize in helping victims.

Workplace Safety

- 94% of corporate security directors** rank partner violence as a high security problem
- 25% of workplace violence events** nationally are related to partner violence.
- 74% of abusers report having easy access** to their intimate partner's workplace, with 21% of them admitting contacting the victim at the workplace in violation of a no contact order

For statistical sources and more information, visit the STANDING FIRM web site
www.standingfirmswpa.org

Partner Violence: National Trends

Centers for Disease Control and Prevention's comprehensive report on PV (Fall 2011)

- 36% of U.S. women have experienced physical or sexual violence.
- Nearly half have experienced psychological aggression by an intimate partner.
- Victims more often report poor physical and mental health than non-victims.
- 10% of victims (about 12 million women) missed at least one day of work or school due to PV.

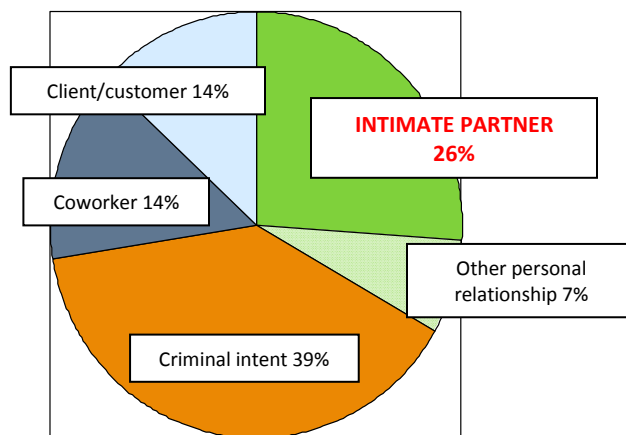
Occupational Safety and Health Administration's General Duty Clause

- Requires employers to provide a safe and healthful work environment for employees.
- Employers who do not take reasonable steps to prevent or abate a recognized violence hazard in the workplace can be cited under the General Duty Clause.
- Membership in STANDING FIRM assists employers to proactively minimize the chances of a partner violence incident in the workplace.
- STANDING FIRM has helped organizations understand that ignoring partner violence as a workplace issue may put them at legal risk.

National Institute for Occupational Safety and Health (Spring 2012)

Data further support the role of PV as a workplace safety issue, as this chart shows:

HOMICIDES OF FEMALE EMPLOYEES IN THE WORKPLACE

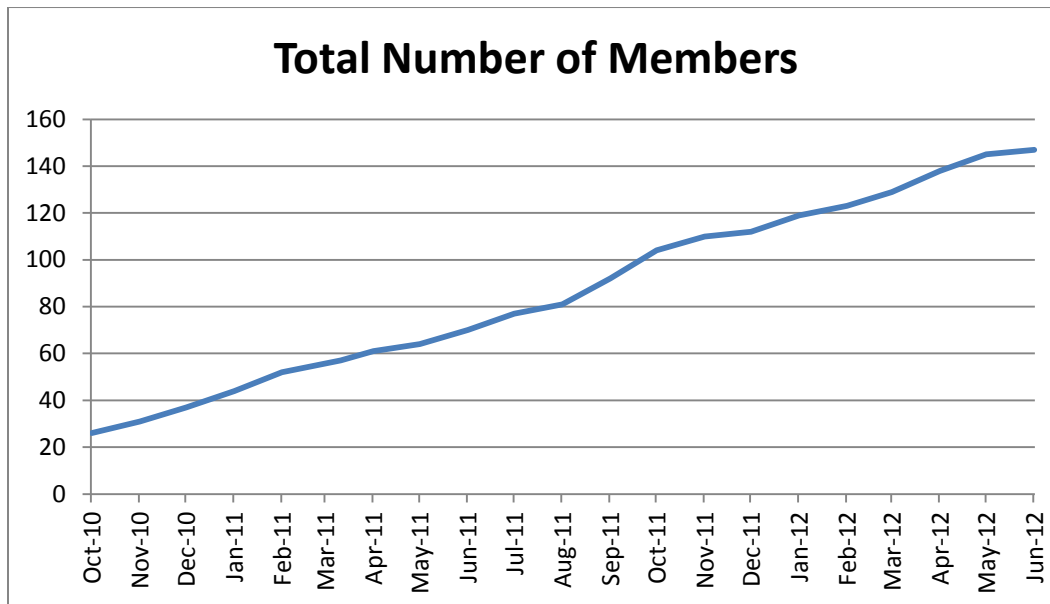


What has STANDING FIRM accomplished so far?

Engaged Regional Employers

During the past 3 years, with financial support from a number of foundations, STANDING FIRM has engaged employers throughout the region to address partner violence as a workforce and workplace issue.

- 149 Members as of June 2012
- Membership is free
- Membership gives the company access to all resources behind member portal
- Engaged business-related organizations, such as area Chambers of Commerce, University of Pittsburgh Center for Women in Business, the Chatham University Center for Women's Entrepreneurship, as well as the Pittsburgh Human Resources Association, the Hospital Council of Western PA, and the Faith-Based Network.



What has STANDING FIRM accomplished so far?

Created a Website

www.standingfirmswpa.org

To Make the Business Case:

- Current facts
- Partner Violence Cost Calculator
- Andrea's Story*: a short video showing a local senior executive telling her story
- Silent Storm* video about workplace safety

To Upgrade Policies & Procedures

- Policy & procedures templates—downloadable and customizable
- Best practices in coordinated risk management response
- Links to supports for security/safety departments

home contact

STANDING FIRM
The Business Case to End Partner Violence

About Us who we are | Get the Facts workplace security, productivity & well-being | Workplace Stories first-hand accounts | Take Action for employers | Resources for everyone | Members & Partners see who's involved; resources for members

The Business Case to End Partner Violence in Southwest PA

STANDING FIRM alerts employers to the financial, safety and human costs of partner violence on the workplace and workforce and arms them with tools for taking effective organizational action.

more...

Get the Facts

Workplace Security

There is a silent threat lurking in the halls of your company's workplace. That threat is **partner violence**. Fully one quarter of workplace violence events in the U.S. each year are related to partner violence.

Productivity & Well-Being

More than ONE in FIVE full-time employed adults have been victims of partner violence and 64% of them indicated their work performance was **significantly impacted**.

Stories from the Workplace

Are you an employed victim of partner violence? Are you a batterer who works? Are you a coworker, supervisor, or manager of a victim or a batterer? Share your story with us so that partner violence becomes less of a hidden problem in the workplace.

[Read Stories from the Workplace »](#)

share your story

JOIN US-IT'S FREE!

Take the first step toward addressing the hidden safety and productivity costs related to partner violence in your workforce.

When you become a **Member Employer** in STANDING FIRM, you add your company or organization's name to the growing list of regional employers who are working internally and as part of a regional network to make a workplace impact on partner violence.

To Prepare Managers & Supervisors:

- In-person training services available
- Customizable online trainings available via website
- Communication templates
- Newsletter article templates

To Inform Employees:

- Education and employee awareness information templates
- Web-based and in-person employee awareness training
- Bathroom stall posters (female and male versions)
- Community resources

What has STANDING FIRM accomplished so far?

Engaged Lead Employers

The Region's leading employers who embrace the STANDING FIRM mission serve as the public face of the initiative, taking action to address PV in their own organizations, using best practices support from STANDING FIRM.

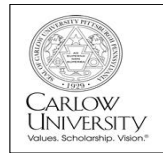
chathamUNIVERSITY



Allegheny County

UPMC LIFE CHANGING MEDICINE

City of Pittsburgh



Obtained Foundation and Community Support

- Eden Hall Foundation
- FISA Foundation
- Heinz Endowments
- Jewish Women's Foundation
- McAuley Ministries
- Scaife Family Foundation
- Women & Girls Foundation
- Anonymous community foundation
- Significant in-kind support from UPMC Health Plan

What has STANDING FIRM accomplished so far?

Expanded our Services to Employers

Experience with employers has indicated that some companies require assistance to transform initial interest into meaningful action. In the past year, STANDING FIRM has added more focused support to our menu of resources.



STANDING FIRM now provides...

A *Getting Started* consultation that is free to new members. This phone consultation helps members consider where they might want to start and which of the STANDING FIRM-recommended best practice action steps best fit into existing company initiatives.



EMPLOYER ACTION PLAN

_____ is committed to addressing the issue of partner violence as a
(insert company name) workplace and workforce issue.

We **RECOGNIZE** that partner violence impacts our employees, our company, and our business.

We plan to take action to **RESPOND** effectively to partner violence in our organization. We will (check all that apply):

- Develop a company policy to address our expectations for employees [OR] review and upgrade our current policy
- Complete a company survey to document the prevalence of this issue in our employees
- Complete awareness training across our workforce
- Complete training to prepare our managers and supervisors to respond effectively when partner violence is a concern
- Complete training for our security & safety staff
- Complete training for our Human Resources staff
- Develop a 3 to 5 year plan for sustaining our company's attention to this issue
- Upgrade our knowledge of community referrals and resources
- Other: _____
- Other: _____

We will upgrade/maintain our ability to **REFER** employees to appropriate support and intervention services in the community as needed.

NAME of SIGNER: _____
SIGNER'S POSITION: _____

Yes, please contact us for assistance with implementing this plan.
CONTACT: Name: _____ Phone: _____; e-mail: _____

DATE: ____/____/____

[e-mail form to: contacts@standingfirmwpa.org or fax to: 412 647-4252]

What has STANDING FIRM accomplished so far?

Developed Training & Consultation Services



- Getting Started* consultation.
- Specialty trainings: HR, managers/supervisors, safety personnel.
- Policy development consultation.
- Action planning consultation.
- Proactive and post-incident workplace safety planning.

Training and consultation services are generating revenue that will help STANDING FIRM achieve economic sustainability.



What has STANDING FIRM accomplished so far?

Developed Broad Communication Processes

The screenshot shows the April 2012 issue of the STANDING FIRM e-Newsletter. The header includes the logo and the title "The Business Case to End Partner Violence". A sidebar on the left lists member organizations such as East End Cooperative Ministry, Excela Health, FedEx Ground, Laurel Highlands Foundation, Inc., and Oxford Development Company. The main content features a "Staff Corner" section with a photo of Patricia Cuss, PhD, Director, and an article titled "Pittsburgh City Council Showcases STANDING FIRM". The article describes a hearing held by Councilman Bruce Kraus on March 13, 2011, focusing on partner violence in the workplace. It also mentions that partner violence affects employers through increased absenteeism and costs. The newsletter concludes with a section titled "Things to Consider When Planning Trainings for Your Employees".

Monthly e-Newsletters:

- Listing of new employer members
- Giving new facts and national trends
- Highlighting a "star" member
- Engaging members to take action steps



A new social media presence via Linked In where we interact with interested community members and stakeholders.

What has STANDING FIRM accomplished so far?

Became an Acknowledged Leader in the Community



- A Pittsburgh City Council Proclamation highlighting STANDING FIRM and the importance of addressing partner violence as a business issue
- City Councilman Bruce Kraus' post-agenda hearing on "Violence in Our Community" featured director, Patricia Cluss, PhD.
- Full page ad in the Pittsburgh Business Times supported by SF members
- 8 Post Gazette mentions or articles (most recently on the front page of the Sunday Business Section)
- Other newspapers: 8 mentions or articles
- TV: 6 shows
- Radio: 3 shows
- Others: blogs, online media, etc.



What has STANDING FIRM accomplished so far?

Supported Employers in Gathering Data about PV in Their Workforce

- A large health care employer completed an employee survey which showed that 20% of female employees had been in a least one abusive relationship and 4% had been harmed in past 12 months.
- Research into absenteeism related to PV is in the planning stages with 2 members.

Partner Violence in Community Employees: A STANDING FIRM Employer Survey

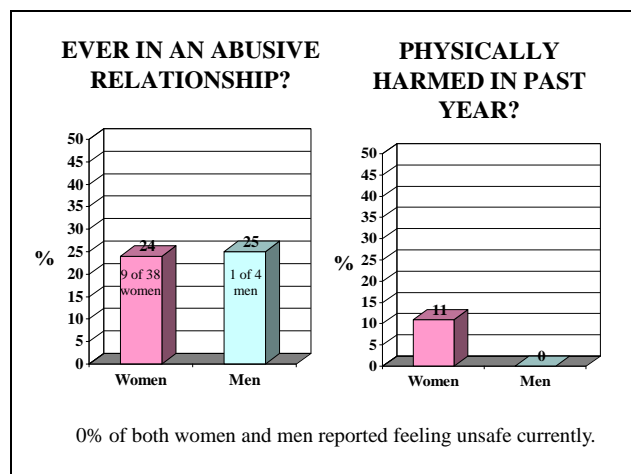
A small regional company wondered if partner violence is a problem for their employees. They used the STANDING FIRM Relationship Survey available to SF members

THEY SURVEYED:

- 221 employees (43% female)
- 43 responded (19% overall: 40% of female employees, 15% of male employees)

Questions Asked:

1. As an adult, have you ever been emotionally or physically abused by your partner or someone important to you?
2. Have you been hit, kicked, punched or otherwise hurt by your partner or someone close to you within the past year?
3. Do you feel safe in your current relationship now?
4. Is there a partner from a previous relationship making you feel unsafe now?



What has STANDING FIRM accomplished so far?

Gathered Data about Employer Action Steps

Employer Members: SF Action Steps in Progress	# Employers	# Employees Affected
Getting Started Consultation with SF to define needs	30	51,561
Action Steps:		
Policies	39	77,294
Survey	8	54,793
Training: Employees	37	83,535
Managers/Supervisors	34	82,681
Security staff	15	12,635
HR Staff	20	20,631
Partner with EAP services	6	8,667
Communication plan for employees to increase awareness	10	54,708
Put something related to SF in employee newsletter	3	1,244
Put SF information on employee portal	2	4,120
Consider SF research partnership	1	4,030
Create video PFAs for patients & publicize to employees	1	2,000
Security walk-through	1	220
Other miscellaneous actions	3	2406



What STANDING FIRM Members are Saying...

"The feedback from our leadership team today has been overwhelmingly positive. You have already increased our awareness and sensitivity relative to partner violence, and you have helped us to understand the critical role we as employers play in this regard.. We're proud and pleased to be affiliated with SF, and feel very fortunate to be working with you."- *Heidi Ondek, EdD, Assistant Superintendent, Quaker Valley School District*

"When we initially signed up for membership in STANDING FIRM, I was supportive of the cause. However, when I heard Dr. Cluss speak at the Pittsburgh Human Resources Association Professional Conference I realized the serious impact partner violence has in the workplace. The information she presented was so compelling and it helped me realize that we most likely had this "unknown problem" in our workplace. When I brought the information back to management team, I received 100% support to move forward with some action steps."- *Wendy Dameron, PHR, Human Resources Manager, KTA-TATOR, Inc.*

"I understood that partner violence is a wrong that cannot be tolerated. STANDING FIRM, however, brought a new perspective about the effect for both victim and perpetrator in the workplace that resonated with us...that disruption not only had a human value outside the workplace, but also caused significant losses in productivity and morale in the workplace itself is a unique way to attach the problem that allowed us to bring greater awareness to this issue at the Post-Gazette."- *Steve Spolar, Esq., VP of Human Resources, Pittsburgh Post-Gazette*

"Having been educated by Standing Firm has been not only a reinforcement of our core values but also enlightening to our staff. The information presented to us assisted us in the ability to identify partner violence as well as providing us with valuable responses to partner violence situations.

Often we feel that we are responding compassionately and properly to a partner violence situation when in fact we could be doing more harm than good. Standing Firm educated us on some of our misconceptions as well as provided us with direction for resources and policy creation."- *Lisa Schmitt, Director of HR, Community Human Services Corporation*

Goals for the Upcoming Year

In the coming year, STANDING FIRM will continue its current efforts to engage and support employers. STANDING FIRM will:

- Significantly increase STANDING FIRM membership in and beyond Allegheny County, targeting key employer segments
- Become more visible to employers using social media and other marketing modalities
- Demonstrate evidence that most member employers are actively implementing recommended best practice action steps
- Accumulate data showing the prevalence of PV in the local workforce and/or the effect of workplace action steps on bottom line employer costs
- Review and reinvigorate the concept of Lead Employer
- Accumulate a database of personal stories from the workplace that attest to the effect of PV on organizations

How Can *You* Help STANDING FIRM?

Personal Introductions Matter!

Personal introductions make a big difference in helping us to educate employers about the STANDING FIRM initiative. Can you introduce us to decision makers (CEOs, Presidents, HR Directors, etc.) in companies/organizations that you know?

We can provide you with helpful information for this purpose.

Please call Susan Nitzberg, Outreach Coordinator at 412-647-3862 to discuss your referrals, or tear off the following page to fax to our office at 412-647-4252.





Help STANDING FIRM Make Connections

Your Name: _____

Company/Organization: _____

Phone: _____

Email: _____

I would be happy to open doors for STANDING FIRM to talk to the following people:

Name:

Organization:

Position:

Contact Information:

- I will contact them; send me info
- You contact them; use my name

Name:

Organization:

Position:

Contact Information:

- I will contact them; send me info
- You contact them; use my name

Name:

Organization:

Position:

Contact Information:

- I will contact them; send me info
- You contact them; use my name

Name:

Organization:

Position:

Contact Information:

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[Scan and e-mail this form to snitzberg@standingfirmwpa.org or fax it to 412-647-4252]