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*Life's most persistent and urgent question is, 'What are you doing for others?' – Martin Luther King Jr.*

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## In this month's newsletter:

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## Contact EAP

[eap.wa.gov](http://eap.wa.gov)

Toll free: (877) 313-4455

Phone: (360) 407-9490

Interpreters available.

TTY: call 711 via WA Relay

## Domestic Violence and the Workplace

While October's National Domestic Violence Awareness Month has come to an end, the need for awareness, advocacy and support continues.

Domestic violence affects everyone, existing in every community and affecting all people regardless of age, socio-economic status, sexual orientation, gender, race, religion.

The Center for Disease and Control Prevention (CDC) [reports](#) one in every four women and one in 10 men will experience domestic violence in their lifetime. Every year, an estimated 1.3 million women are victims of physical assault by an intimate partner and 85 percent of domestic violence victims are women.

The workplace is not immune to the impact of domestic violence. The National Coalition Against Domestic Violence [reports](#) that between 21-60% of victims of intimate partner violence lose their jobs due to domestic violence. It is estimated that victims of domestic violence lose a total of 8 million paid workdays every year.

Recognizing the signs of domestic violence can be an important step in supporting employees. Fear and shame often prohibit the targets of domestic violence from telling their supervisors or HR

professionals what they are experiencing. The following are some potential signs that an employee might be experiencing domestic violence:

- Marital and/or family problems
- Disruptive personal visits and/or disruptive experiences during videoconference meetings
- Visible poorly explained or unexplained physical injuries
- Suicidal thoughts, statements or attempts
- Absenteeism, lateness, leaving work early, arriving early
- Inability to travel away from the office for work-related events

- Exhibits fear, anxiety, depression and/or fatigue
- Unusual and/or excessive number of phone calls and/or texts
- Shows a decrease in productivity.

## Supporting Employees

Supervisors can help employees experiencing domestic violence by directing them to the EAP or to local shelters. Avoid trying to counsel the employee directly. See this [Guide for Supervisors](#) from [Workplaces Respond to Domestic & Sexual Violence](#) for more information about supporting employees.

## Resources

- [Domestic Violence Emergency Shelter Programs and Advocacy Services](#), Washington State Department of Social and Health Services
- [Domestic Violence Resources](#) – Compiled by Washington State EAP
- [Domestic Violence Leave Policy](#) – Washington State Department of Labor & Industries
- [Guidelines for Domestic Violence Protection and Anti-harassment Orders](#) – Washington Courts
- [National Coalition Against Domestic Violence](#) (NCADV)
- [Resources for Employers and Managers](#) – Workplaces Respond to Domestic and Sexual Violence
- [Washington State Coalition Against Domestic Violence](#) (WSCADV)

## Upcoming Live Webinars

### Orientation to the Employee Assistance Program (EAP)

Wednesday, November 17, 2021 -- 2:00 p.m. - 2:30 p.m. [Click to Register](#)

### Strategies for Stress Management\*

\*November and December dates to be announced soon.

Visit the [Webinars](#) page for detailed information about our live and on-demand webinars.

Important Notices: 1. \*Links to external websites are provided as a convenience. The Employee Assistance Program and the Department of Enterprise Services do not endorse the contents, services, or viewpoints found at these external sites.2. Information in Frontline newsletters is for general informational purposes only and is not intended to replace the counsel or advice of a qualified health or legal professional. For further help, questions, or referral to community resources for specific problems or personal concerns, contact the EAP or other qualified professionals.