



# BUILDING EQUITY: ADDRESSING THE IMPACTS OF VIOLENCE ON PRE-APPRENTICESHIP AND APPRENTICESHIP PROGRAMS

## The Impact of Abuse on Apprentice's Ability to Fully Participate and Thrive

More than one in four (27 percent) women and one in nine (11 percent) men in the United States have experienced sexual violence, physical violence, or stalking by an intimate partner in their lifetime.<sup>1</sup>

Domestic or intimate partner violence (IPV)<sup>2</sup> is an issue that not only affects victims at home, but also in the workplace. A 2005 national survey found that one in five working men and women were themselves victims of domestic violence, and over four in ten had experienced domestic violence's effects in the workplace.<sup>3</sup> Job training and apprenticeship programs are not exempt—**surveys of job training program participants reveal that between 30 and 66 percent of respondents have experienced intimate partner violence.**<sup>4</sup>

Pre-apprenticeship and apprenticeship programs offer victims of intimate partner violence opportunities to build the necessary resources to achieve safety and independence and recover from abuse. Yet abuse may continue or even escalate<sup>5</sup> while victims are pursuing training or employment. Abusive partners deliberately seek to undermine a student's ability to participate and succeed and can furthermore impact other students and the program.

Intimate partner violence threatens the well-being of workers and trainees, decreases workplace productivity, and can jeopardize workplace safety. Acknowledging and proactively responding to the threat intimate partner violence has on their trainees and program is critical. Promoting safe and healthy classrooms and workplaces will provide women and men with more equitable environments in which they can be productive and thrive.

This brief, **Building Equity: Addressing the Impacts of Violence on**

## VIOLENCE IS A WORKPLACE ISSUE

- Over four in ten (44%) workers have experienced the impact of domestic violence in the workplace.
- The annual cost of lost productivity due to domestic violence is estimated at \$727.8 million (in 1995 dollars) with over 7.9 million paid workdays lost per year.
- Nearly 25% of incidents of violence in the workplace involve personal relationships.

**Pre- Apprenticeship and Apprenticeship Programs**, will outline the impact that abusive partners can have on apprentices and programs, and offer strategies and resources for programs seeking information on how to recognize and respond to abuse.

## Abuse Makes It Difficult for Victims to Concentrate or Perform Their Job Duties

Education and employment sabotage is common and often leads victims to drop out of their training program or lose their job.<sup>6</sup> **Nearly nine in ten (88 percent) victims report that their abusers directly sabotage their employment.**<sup>7</sup> Abusive partners interfere with a victim's ability to work and their job performance in a variety of ways, including: making harassing calls, showing up at the workplace, starting a fight before work, causing the victim to be late, and depriving the victim of sleep.<sup>8</sup> Between 30 and **60 percent of victims lose their jobs** as a result of abuse.<sup>9</sup>

The physical and psychological effects of violence can also impede an individual's ability to pursue education and training or maintain employment.<sup>10</sup> Victims often need to take time off to address abuse, whether to recover from the physical aspects of violence, seek safety, or cooperate with the justice system. Women experiencing intimate partner stalking **lost an average of 10.1 days of paid work per year**, victims raped by a partner lost an average of 8.1 days of paid work per year, and partners experiencing physical violence lost 7.2 days of paid work per year.<sup>11</sup>

Exposure to violence and the resulting stress can lead to long-term health impacts and psychological shifts that can impact performance. Forty-two percent of domestic violence assaults resulted in physical injury and **28 percent of those who experienced assault, rape, and stalking reported needing some type of mental health counseling.**<sup>12</sup> Victims of trauma often exhibit a range of behaviors including hyperarousal, being disengaged, irritability, mood swings, or having memory lapses—some may show no signs of having experienced abuse at all.<sup>13</sup> Risky coping behaviors, such as smoking,

drug or alcohol use, or unsafe sex are common among victims of intimate partner and sexual violence.

Furthermore, the impacts of abuse do not end when victims leave their abuser. Conversely, they are often confronted with new challenges that threaten their safety. Stalking is common—**22 percent of stalking victims report being stalked by a former partner**.<sup>14</sup> Nearly half of protection orders obtained by victims to stop abuse are violated.<sup>15</sup> Finally, research has found that victims who leave are 75 percent more likely to be killed than if they had stayed.<sup>16</sup>

Victims may also be dealing with housing instability, the criminal and civil justice systems, child welfare systems, and crippling debt, further contributing to absenteeism, diminished performance, and other personnel issues.

## Abusive Behavior Also Impacts Co-Workers and Programs

The impacts of abuse within job training programs and workplaces go beyond the victim's own experience. Co-workers often report feeling great concern for their own safety when perpetrators continually call or show up at the workplace to stalk, harass, or threaten the victim.<sup>17</sup> While many colleagues may feel sympathetic to the victim, studies have found that some resent the victim because of the impact their situation has on the workplace.<sup>18</sup> This may especially be true in cases where both victim and perpetrator are enrolled in the same program. Interviews with perpetrators found that when co-workers were aware of abuse, the majority supported the perpetrator and blamed the victim.<sup>19</sup> The result is a hostile work environment for the victim and their colleagues.

“We have lost a number of women from the industry because of stalking and violence—including situations where the harasser was another union member. Each of these cases is a big loss to us, both morally and because we, as a union, pride ourselves on our support and training. The right to a safe working environment is one of our most basic principles, and every member should feel safe in knowing that harassment is unacceptable, and we will do everything we can to stop the situation.”

**LEAH RAMBO**

*Training Director,  
Sheet Metal Workers Local 28,  
New York, NY*

### SNAPSHOT: PARTNER CONTROL

Patricia carpooled with her boyfriend, Marc, to her job training program every day. He routinely called her or would show up on site to ask her to join him for lunch even though she would repeatedly tell him she was in class during his lunch break. Members of the cohort began to express concern when Marc began to harass other program participants about Patricia's whereabouts and her relationships with fellow apprentices.

## BY THE NUMBERS: INTIMATE PARTNER VIOLENCE, SEXUAL ASSAULT, AND STALKING

**More than one in four (27 percent) women and one in nine (11 percent) men in the U.S. have experienced sexual violence, physical violence, or stalking by an intimate partner in their lifetime.**

More than half (57 percent) of multi-racial women, 48 percent of American Indian/Alaska Native women, and 45 percent of non-Hispanic Black women report experiencing intimate partner violence compared with 37 percent of non-Hispanic White women.

While physical violence is often the most recognized form of abuse—nearly one-third (32 percent) of female victims report having experienced physical violence—nearly half of U.S. women (47 percent) report having experienced psychological abuse including coercive control by an intimate partner. One common form of coercive control is economic abuse, which includes controlling financial resources, access to money, or sabotaging education or employment. Sexual violence and being stalked by an intimate partner is reported by 16.4 percent and 9.7 percent of U.S. women, respectively (2010 National Intimate Partner and Sexual Violence Survey).

Perpetrators who are enrolled in programs or employed at a work site may also experience declines in their own productivity and use employer resources to control and threaten their partners.<sup>20</sup> Perpetrators also present a serious threat to safety—**19 percent of perpetrators of intimate partner violence reported causing or almost causing an accident at work due to distraction.**<sup>21</sup> These threats to workplace safety can also result in homicide.<sup>22</sup>

A failure to proactively address abuse experienced and perpetrated by trainees or employees is costly. It leaves workplaces vulnerable to safety threats, can diminish productivity, and increase turnover and training costs. **Researchers estimate that the victims of domestic violence lose approximately 8 million days of paid work a year costing U.S. businesses nearly \$728 million in productivity losses, in 2017 dollars this would equate to roughly \$1.2 billion.**<sup>23</sup> Furthermore, businesses may bear legal liability for incidents that occur on site or for wrongful termination of victims.<sup>24</sup> Penalties incurred due to a failure to comply with state and federal regulations and damages civil lawsuits can add to these costs.

## Responding to Abuse

There are many practical steps that unions and training programs can take to ensure that their apprenticeship programs support pre-apprentices and apprentices who are experiencing abuse, improving their ability to fully engage in the program safely, and promoting

### SNAPSHOT: BEHAVIOR CHANGE

Kate was thriving in her electrical apprenticeship program, but after a few weeks, her behavior changed. Kate was more distracted and making basic mistakes with skills she had mastered, constantly checking her phone, and was frequently late. The coordinator believed that she wasn't cut out for the program. What the coordinator didn't know was that she was being stalked and threatened by her ex-boyfriend and was petitioning for an order of protection.

safe and equitable environments. To effectively address intimate partner violence, programs need to first develop strong domestic violence policies to ensure a consistent and victim-centric response to violence experienced by trainees. These policies must also require regular training to educate staff and trainees about domestic violence, how to respond to disclosures of abuse, and how to best support a victim. Finally, unions and programs must have robust partnerships with programs that specialize in serving victims of domestic violence so they can refer victims to experts who can best address their needs.

## Program Policies and Practices

A clear and strong policy on how a union or program will respond to acts of violence experienced by or perpetrated by trainees is essential to provide administrators with guidance and ensure that the appropriate measures are taken to promote the safety and wellbeing of victims and staff alike. **Workplaces Respond**, a national resource center funded by the U.S. Department of Justice, offers workplaces of all sizes and types a toolkit to develop policies and practices that address intimate partner violence, sexual assault, and stalking. The toolkit includes a customizable model workplace policy, a guide for supervisors, and training demonstrations using a virtual employee.

“Typically in each of our cohorts there is one woman who is being harassed by a partner. We have to operate like a school, with lock-down, to keep everyone safe.”

*Women in Non Traditional Employment Roles, Inc. (WINTER), Los Angeles*

## LEGAL COMPLIANCE

Many employers and job training programs are governed by federal, state, and local laws that mandate certain rights and protections for employees. These include, but are not limited to:

**THE OCCUPATIONAL HEALTH AND SAFETY ACT** requires that all private employers provide environments “free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees,” including workplace violence.

**TITLES VII AND IX OF THE CIVIL RIGHTS ACT** prohibit discriminating on the basis of sex and mandate that women and girls have an equal right to education and training, which includes providing environments free of violence and harassment.<sup>27</sup>

**THE AMERICANS WITH DISABILITIES ACT (ADA)** prohibits different treatment of workers based on actual or perceived impairment including depression, PTSD, or some physical injuries.

**THE FAMILY AND MEDICAL LEAVE ACT (FMLA)** entitles employees with unpaid, job-protected leave to recover from a serious health condition or illness including those related to domestic violence.<sup>28</sup>

**Model workplace IPV, sexual assault, and stalking policies** should include:

- A clear statement that the agency supports employees experiencing violence and will not tolerate abuse or retaliation against the victim;
- Detailed definitions of intimate partner violence, sexual assault, and stalking to determine to whom the policy applies;
- Information on confidentiality and privacy for victims as well as whether any personnel are bound by mandatory reporting laws<sup>25</sup>;
- A description of how the agency will respond to victims including statements of non-discrimination and non-retaliation, information on leave policies and work-based accommodations, and information on what assistance the agency will provide to ensure the safety and security of the workplace;
- How the agency will respond to employees who commit violence including investigation of alleged incident(s) and requirements to cooperate and disclose requested information; and,
- A requirement that employees who are respondents in a protection order and other legal actions related to intimate partner/domestic/dating violence, sexual assault, and stalking to notify the employer.

A number of organizations – such as *Workplaces Respond* and as well as local domestic and sexual violence programs (see list at end) – offer training and technical assistance around policy development for employers and other community organizations.

Local domestic and sexual violence programs can also facilitate trainings to equip staff with guidance and resources so that they can appropriately support victims while also promoting workplace safety. While training is most critical for program managers and supervisors, trainings should treat everyone as a potential bystander. Training topics should include the fundamental aspects of domestic violence, sexual assault, and stalking, confidentiality and mandatory reporting requirements, and how to support the victim in a trauma-informed way when a disclosure of abuse is made. In addition, trainees and union members should have a clear understanding of their workplace violence policies and what supports and accommodations victims may receive, confidentiality requirements, protections offered, and what resources are available to help.

## **Resources and Partnerships**

To ensure they have the capacity to address intimate partner violence, sexual assault, and stalking, unions and pre-apprenticeship programs can develop internal programs and staff expertise and establish formal relationships with local service providers.

Wrap around case management services with a licensed social worker can help address a range of barriers and challenges trainees may experience when enrolled in a pre-apprenticeship program including housing, childcare,

health care, transportation, and public assistance benefits as well as domestic and sexual violence. Having a dedicated staff person whose primary function is to ensure student success can help to increase completion rates and improve participant's employment and earning prospects post-graduation.<sup>26</sup> Programs can also provide workshops to offer on-going support to promote wellness and safety.

Program administrators should establish appropriate referral and support networks that can offer guidance for staff working with victims of abuse and provide a range of supportive services for victims, including housing, childcare, health care, transportation, and public assistance benefits as well as domestic and sexual violence. Statewide domestic and sexual violence coalitions offer directories of local service providers who provide emergency services, shelter programs, legal aid, and more. Developing a relationship with these local domestic violence and sexual assault advocates will enable unions and programs to offer meaningful resources to victims. A directory of state level programs is available through the U.S. Department of Justice at [www.justice.gov/ovw/local-resources](http://www.justice.gov/ovw/local-resources).

## **PROMISING PRACTICES: TRAINING AND SUPPORT**

### **YWCA GREATER CINCINNATI'S DOMESTIC VIOLENCE EMPLOYER ASSISTANCE PROGRAM**

The YWCA of Greater Cincinnati provides services to agencies, corporations, and professionals through consultation and training activities that promote effective responses to domestic violence, including technical assistance to area companies on policy and program response and basic training for staff on the fundamentals of domestic violence, sexual assault, and stalking.

Recently the YWCA partnered with Partners for a Competitive Workforce to assess the needs of local job training program participants at its four partner sites – Brighton Center, Cincinnati Works, Greater Cincinnati Urban League, and Santa Maria Community Services. The YWCA helped Partners for a Competitive Workforce develop a trauma-informed screening tool to assess the participant's risk of violence during intake and trained program staff to assess and respond to victims' needs. Screening questions included, "Are you or have you been emotionally or physically abused by your partner or someone important to you?" (direct) and "Do you have anyone in your life who is unhappy or upset about your return to school/work?" (indirect).

In addition to helping staff become more comfortable addressing domestic violence, screeners are trained to acknowledge survivors' strengths, validate their experiences, affirm potential hardships, offer viable resources and options, and provide affirming messages without promising that things will be okay. Furthermore, staff is equipped with resources and referrals to help victims.

One person interviewed said, "There's a little bit of resistance [but the training has improved] the comfort level of staff, recognizing that they're not positioned as clinicians around it, what their role is, when is the appropriate time to make the hand-off. But let's not fear the discussion, let's identify the issue and make sure our folks have connections."

Finally, all related policies, resources, and referral information must be clearly and easily accessible both on-site and on-line to ensure that trainees have access to supports and tools that can help increase their success and safety.

## Prevention and Support

When victims disclose abuse, program administrators and supervisors should follow four key steps: **educate**, **refer**, **support**, and **secure**.

1. Supervisors should **educate** victims about the agency's workplace violence policies, including the victims' right to privacy.
2. Next, victims should be **referred** to relevant community resources including local domestic violence and sexual violence programs.
3. Victims should be **informed of supports** available under the agency policies including information on their legal rights, relevant leave policies, and what reasonable accommodations can be made.]

### PROMISING PRACTICES: INTEGRATING SUPPORTIVE SERVICES

#### NONTRADITIONAL EMPLOYMENT FOR WOMEN, NEW YORK, NY

Nontraditional Employment for Women (NEW) has social workers on staff to help ensure the success of candidates and trainees by providing case management and support from the moment they pass the entrance exam through placement in the field. Staff conduct an intake assessment to identify needs and potential barriers. They then provide referrals and support around accessing cash assistance programs, addressing housing and childcare challenges, and mental health counseling.

"[This] not only helps us to identify needs and begin to work with the person to mitigate these barriers, it also creates a connection. Each individual realizes this is a person they can come back to during training, or when in the field."

During training, NEW facilitates workshops on sexual harassment prevention, building self-esteem, and wellness to help support and empower trainees. The wellness workshop covers aspects of healthy relationships and often reveals trainees' experiences with abuse. While NEW offers crisis intervention, they rely on outside expertise to assist victims of domestic violence.

"Community partnerships are critical, particularly with domestic violence. We have a fairly high incidence of domestic violence. We work with Sanctuary of Violence, an organization in New York, who comes in and provides workshops on violence."

NEW's mix of hands-on shop skills and classroom instruction, job development and placement services, case management and social service referrals helps to create an equitable environment that promotes the success of its trainees.

- Supervisors should work with victims to take the steps necessary to **ensure their safety and security** within the pre-apprenticeship program. Supervisors and victims should discuss strategies to minimize unwanted contact at work and how to respond to threats of violence in the workplace. This can include providing security or receptionists with information on the perpetrator to prevent unwanted contact; providing escorts to and from the parking lot; changing the victim's schedule, duties, and/or phone numbers; or having a new emergency contact person to notify of potential threats.

A sample workplace safety plan can be found at: [www.ncdsv.org/images/Sample\\_Workplace\\_Safety\\_Plan.pdf](http://www.ncdsv.org/images/Sample_Workplace_Safety_Plan.pdf).

Unions and programs can also share information on protection or restraining orders which can prohibit contact from an abuser in the workplace. If the victim shares that they have a protection or restraining order, it is important that agencies help with enforcement of the order by monitoring contact, including visits to the job site, phone calls, or email messages from the abuser. In some cases, unions and programs are able to seek protection orders as a petitioner to prohibit contact, however, such action should not be done without consulting the victim as this can lead to increased danger.

It is critical that all interventions be victim led to ensure their safety and autonomy, and when possible, in partnership with a local service providers. Such steps will help to improve program equity while balancing the safety and security of programs as a whole.

“One of my students found out where the work site was going to be and she visibly went white and trembled. She informed me that a man had sexually assaulted her there. So we made sure that she never had to go there.”

**OREGON TRADESWOMEN INC.,**  
*Portland, Oregon*

**PROTECTION/RESTRAINING ORDERS** are legal orders issued by a civil or criminal court ordering the respondent (the abuser) to cease abuse of the petitioner (the victim). Protections vary from state to state but generally include “stay away” and “no contact” provisions that can cover campuses and workplaces as well as other provisions seeking to ensure the petitioner’s safety and security. Eligibility differs by state. State definitions of domestic violence vary and some states may not issue petitions for victims of sexual violence or stalking. Furthermore, some states require parental notification for victims who are minors or may require parent to petition on their behalf, which creates additional barriers to safety. For more information visit [www.womenslaw.org](http://www.womenslaw.org).

## ADDITIONAL RESOURCES

**CORPORATE ALLIANCE TO END PARTNER VIOLENCE**

[www.caepv.org](http://www.caepv.org)

**EMPLOYERS AGAINST DOMESTIC VIOLENCE**

[www.eadvma.org](http://www.eadvma.org)

**LEGAL AID SOCIETY – EMPLOYMENT LAW CENTER**

[www.legal-aid.org/en/home.aspx](http://www.legal-aid.org/en/home.aspx)

**LEGAL MOMENTUM**

[www.legalmomentum.org](http://www.legalmomentum.org)

**NATIONAL ALLIANCE TO END SEXUAL VIOLENCE**

[endsexualviolence.org](http://endsexualviolence.org)

**NATIONAL CENTER ON DOMESTIC AND SEXUAL VIOLENCE**

[www.ncdsv.org](http://www.ncdsv.org)

**NATIONAL CENTER ON FOR VICTIMS OF CRIME**

[victimsofcrime.org](http://victimsofcrime.org)

**NATIONAL CENTER ON PROTECTION ORDERS AND FULL FAITH & CREDIT**

[www.bwjp.org/our-work/projects/protection-orders.html](http://www.bwjp.org/our-work/projects/protection-orders.html)

**NATIONAL COALITION TO END DOMESTIC VIOLENCE**

[ncadv.org](http://ncadv.org)

**NATIONAL DOMESTIC VIOLENCE HOTLINE**

[www.thehotline.org](http://www.thehotline.org)

**NATIONAL NETWORK TO END DOMESTIC VIOLENCE**

[nnev.org](http://nnev.org)

**NATIONAL STALKING RESOURCE CENTER**

[victimsofcrime.org/our-programs/stalking-resource-center](http://victimsofcrime.org/our-programs/stalking-resource-center)

**RAPE, ABUSE & INCEST NATIONAL NETWORK**

[www.rainn.org](http://www.rainn.org)

**SAFE AT WORK NETWORK**

[www.stepsvt.org/safe-at-work-network](http://www.stepsvt.org/safe-at-work-network)

**U.S. DEPARTMENT OF LABOR WORKPLACE VIOLENCE PROGRAM**

[www.dol.gov/oasam/hrc/policies/dol-workplace-violence-program.htm](http://www.dol.gov/oasam/hrc/policies/dol-workplace-violence-program.htm)

**WOMEN'S LAW**

[www.womenslaw.org](http://www.womenslaw.org)

**WORKPLACES RESPOND**

[www.workplacesrespond.org](http://www.workplacesrespond.org)

This briefing paper was prepared by **SARAH GONZALEZ BOCINSKI** of the **INSTITUTE FOR WOMEN'S POLICY RESEARCH** on behalf of the **NATIONAL CENTER FOR WOMEN'S EQUITY IN APPRENTICESHIP AND EMPLOYMENT** with a grant from the **U.S DEPARTMENT OF LABOR OFFICE OF APPRENTICESHIP**.

## ENDNOTES

1. Smith, Sharon, Jieru Chen, Kathleen Basile, Leah Gilbert, Melissa Merrick, Nimesh Patel, Margie Walling, and Anurag Jain. 2017. *National Intimate Partner and Sexual Violence Survey — 2010-2012 State Report*. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention. <<https://www.cdc.gov/violenceprevention/pdf/NISVS-StateReportBook.pdf>> (accessed April 27, 2017).
2. The U.S. Department of Justice defines domestic violence as a pattern of abusive behavior in any relationship that is used by one partner to gain or maintain power and control over another intimate partner, including married and dating partners regardless of sex. It is important to note individual state definitions of domestic violence vary, which has implications for the legal protections and remedies available to those experiencing violence.
3. Corporate Alliance to End Partner Violence. 2005. *CAEPV National Benchmark Telephone Survey*. Bloomington, IL: The Corporate Alliance to End Partner Violence. <<http://www.caepv.org/membercenter/files/CAEPV%20National%20Telephone%20Survey%20Report%20.pdf>>. (accessed April 27, 2017).
4. Curcio, William. 1996. *The Passaic County Study of AFDC Recipients in a Welfare-to-Work Program: A Preliminary Analysis*. Paterson, NJ: Passaic County Board of Social Services; and, Partners for a Competitive Workforce. 2016. *Domestic Violence Pilot Project Report*. Cincinnati, OH: Partners for a Competitive Workforce.
5. Borchers, Andrea, Rebecca C. Lee, Donna S. Martsolf, and Jeff Maler. 2016. "Employment Maintenance and Intimate Partner Violence." *Workplace Health & Safety* 64 (10): 469–478.
6. Ridley, Ellen, John Riox, Kim C. Lim, DesiRae Mason, Kate F. Houghton, Faye Luppi, and Tracey Melody. 2005. *Domestic Violence Survivors at Work: How Perpetrators Impact Employment*. Augusta, ME: Maine Department of Labor and Family Crisis Services. <[http://mainegov-images.informe.org/labor/labor\\_stats/publications/dvreports/survivorstudy.pdf](http://mainegov-images.informe.org/labor/labor_stats/publications/dvreports/survivorstudy.pdf)> (accessed September 10, 2015); Brush, Lisa D. 2000. "Battering, Traumatic Stress, and Welfare-to-Work Transition." *Violence Against Women* 6 (10): 1039–65; Partners for a Competitive Workforce. 2016. *Domestic Violence Pilot Project Report*. Cincinnati, OH: Partners for a Competitive Workforce.
7. Postmus, Judy L., Sara-Beth Plummer, and Amanda M. Stylianou. 2016. "Measuring Economic Abuse in the Lives of Survivors Revising the Scale of Economic Abuse." *Violence Against Women* 22 (6): 692–703.
8. Ridley, Ellen, John Riox, Kim C. Lim, DesiRae Mason, Kate F. Houghton, Faye Luppi, and Tracey Melody. 2005. *Domestic Violence Survivors at Work: How Perpetrators Impact Employment*. Augusta, ME: Maine Department of Labor and Family Crisis Services. <[http://mainegov-images.informe.org/labor/labor\\_stats/publications/dvreports/survivorstudy.pdf](http://mainegov-images.informe.org/labor/labor_stats/publications/dvreports/survivorstudy.pdf)> (accessed September 10, 2015).
9. Government Accountability Office. 1998. *Domestic Violence: Prevalence and Implications for Employment Among Welfare Recipients*. Washington, D.C.: Government Accountability Office. <<http://www.gao.gov/archive/1999/he99012.pdf>> (accessed July 19, 2017); Ridley, Ellen, John Riox, Kim C. Lim, DesiRae Mason, Kate F. Houghton, Faye Luppi, and Tracey Melody. 2005. *Domestic Violence Survivors at Work: How Perpetrators Impact Employment*. Augusta, ME: Maine Department of Labor and Family Crisis Services. <[http://mainegov-images.informe.org/labor/labor\\_stats/publications/dvreports/survivorstudy.pdf](http://mainegov-images.informe.org/labor/labor_stats/publications/dvreports/survivorstudy.pdf)> (accessed September 10, 2015).

10. Borchers, Andrea, Rebecca C. Lee, Donna S. Martsolf, and Jeff Maler. 2016. "Employment Maintenance and Intimate Partner Violence." *Workplace Health & Safety* 64 (10): 469–478; Browne, Angela and Shari S. Bassuk. 1997. "Intimate Violence in the Lives of Homeless and Poor Housed Women: Prevalence and Patterns in an Ethnically Diverse Sample." *American Journal of Orthopsychiatry* 67 (2): 261–78; Crowne, Sarah Shea, Hee-Soon Juon, Margaret Ensminger, Lori Burrell, Elizabeth McFarlane, and Anne Duggan. 2011. "Concurrent and Long-Term Impact of Intimate Partner Violence on Employment Stability." *Journal of Interpersonal Violence* 26 (6): 1282–1304; Riger, Stephanie, Susan L. Staggs, and Paul Schewe. 2004. "Intimate Partner Violence as an Obstacle to Employment Among Mothers Affected by Welfare Reform." *The Journal of Social Issues* 60 (4): 801–18; Staggs, Susan L. and Stephanie Riger. 2005. "Effects of Intimate Partner Violence on Low-Income Women's Health and Employment." *American Journal of Community Psychology* 36 (1–2): 133–45.
11. Smith, Sharon, Jieru Chen, Kathleen Basile, Leah Gilbert, Melissa Merrick, Nimesh Patel, Margie Walling, and Anurag Jain. 2017. *National Intimate Partner and Sexual Violence Survey — 2010-2012 State Report*. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention. <<https://www.cdc.gov/violenceprevention/pdf/NISVS-StateReportBook.pdf>> (accessed April 27, 2017).
12. *ibid.*
13. Gorde, Mrugaya, Christine Helfrich, and Marcia Finlayson. 2004. "Trauma Symptoms and Life Skill Needs of Domestic Violence Victims." *Journal of Interpersonal Violence* 19 (6): 691–708.
14. Baum, Katrina, Shannan Catalano, and Michael Rand. 2009. *Stalking Victimization in the United States*. Bureau of Justice Statistics Special Report. Washington, DC: U.S. Department of Justice. <<http://victimsofcrime.org/docs/src/baum-k-catalano-s-rand-m-rose-k-2009.pdf?sfvrsn=0>> (accessed October 3, 2016).
15. Tjaden, Patricia and Nancy Thoennes. 2000. *Extent, Nature and Consequences of Intimate Partner Violence: Findings from the National Violence Against Women Survey*. Washington, DC: National Institute of Justice and the Centers of Disease Control and Prevention. <<https://www.ncjrs.gov/pdffiles1/nij/181867.pdf>>.
16. Hart, Barbara J. 1989. "National Estimates and Facts About Domestic Violence." *NCADV Voice* 12.
17. Corporate Alliance to End Partner Violence. 2005. *CAEPV National Benchmark Telephone Survey*. Bloomington, IL: The Corporate Alliance to End Partner Violence. <<http://www.caepv.org/membercenter/files/CAEPV%20National%20Telephone%20Survey%20Report%20.pdf>>.
18. *ibid.*
19. Cranwell Schmidt, Michelle and Autumn Barnett. 2012. *Effects of Domestic Violence on the Workplace*. Vermont Council on Domestic Violence. <<http://women.vermont.gov/sites/women/files/pdf/DVWorkplaceStudy2012.pdf>> (accessed May 15, 2017).
20. Reckitt, Lois Galgay and Laura A. Fortman. 2004. *Impact of Domestic Offenders on Occupational Safety & Health: A Pilot Study*. Augusta, ME: Maine Department of Labor, Family Crisis Services. <<http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.530.9338&rep=rep1&type=pdf>> (accessed May 17, 2017).

21. Cranwell Schmidt, Michelle and Autumn Barnett. 2012. *Effects of Domestic Violence on the Workplace*. Vermont Council on Domestic Violence. <<http://women.vermont.gov/sites/women/files/pdf/DVWorkplaceStudy2012.pdf>> (accessed May 15, 2017); Reckitt, Lois Galgay and Laura A. Fortman. 2004. *Impact of Domestic Offenders on Occupational Safety & Health: A Pilot Study*. Augusta, ME: Maine Department of Labor, Family Crisis Services. <<http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.530.9338&rep=rep1&type=pdf>> (accessed May 17, 2017).
22. One in three (33 percent) female workplace homicides were committed by a personal relation, most of which were intimate partners. In many cases bystanders are also killed in the process. Tiesman, Hope M., Kelly K. Gurka, Srinivas Konda, Jeffrey H. Coben, and Harlan E. Amandus. 2012. "Workplace Homicides Among U.S. Women: The Role of Intimate Partner Violence." *Annals of Epidemiology* 22 (4): 277–84.
23. National Center for Injury Prevention and Control, "Costs of Intimate Partner Violence Against Women in the United States," (Atlanta, GA: Department of Health and Human Services, Centers for Disease Control and Prevention, 2003) <<http://www.cdc.gov/violenceprevention/pdf/ipvbook-a.pdf>> (accessed September 10, 2015).
24. Matejkovic, John E. 2004. "Which Suit Would You Like? The Employer's Dilemma In Dealing With Domestic Violence." *Capital University Law Review*, 33 (309).
25. Programs receiving federal education funds should seek clarification around their legal obligations under Title IX of the Education Amendments of 1972 (Title IX), the Jeanne Clery Disclosure of Campus Security Policy and Campus Crimes Statistics Act (Clery Act), and the Campus Sexual Violence Elimination Act (SaVE Act), as well as any state mandatory reporting laws.
26. Hess, Cynthia, Yana Mayayeva, Lindsey Reichlin, and Mala Thakur. 2016. *Supportive Services in Job Training and Education: A Research Review*. Report, IWPR #C434. Washington, DC: Institute for Women's Policy Research.
27. Goldscheid, Julie and Robin Runge. 2009. *Employment Law and Domestic Violence: A Practitioner's Guide*. American Bar Association Commission on Domestic Violence. <[http://www.americanbar.org/content/dam/aba/migrated/domesticviolence/PublicDocuments/ABA\\_CDV\\_Employ.authcheckdam.pdf](http://www.americanbar.org/content/dam/aba/migrated/domesticviolence/PublicDocuments/ABA_CDV_Employ.authcheckdam.pdf)> (accessed August 15, 2016).
28. U.S. Department of Labor. 2009. "Frequently Asked Questions and Answers About the Revisions to the Family and Medical Leave Act." <<https://www.dol.gov/whd/fmla/finalrule/NonMilitaryFAQs.pdf>> (accessed August 4, 2017).