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In partnership with **ICOI** Illinois
Collaboration
for Youth

Domestic Violence as a Workplace Safety Issue: The Employer's Role in Mitigation and Prevention

Shannon Benaitis, PHR

Albatross Training Solutions

IARF & IABH Conference | September 6, 2018



**Domestic
Violence as a
Workplace Safety
Issue:**

**The Employer's Role in
Mitigation and Prevention**



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- 1. History**
- 2. Employees**



1. History
2. Employees



**57% of mass
shootings involve
domestic violence
or violence against
women.**





Signs of possible victimization



1. Past Actions

2. Threats

3. Traits

A corkboard with a wooden frame and a yellow sticky note pinned to it. The note contains the text "Employer's Role: Support. Policy. Practice." in bold black font. A single red pushpin is pinned to the top edge of the note.

**Employer's Role:
Support. Policy. Practice.**



**Empathy
& Intervention**



**Safety
& Security**



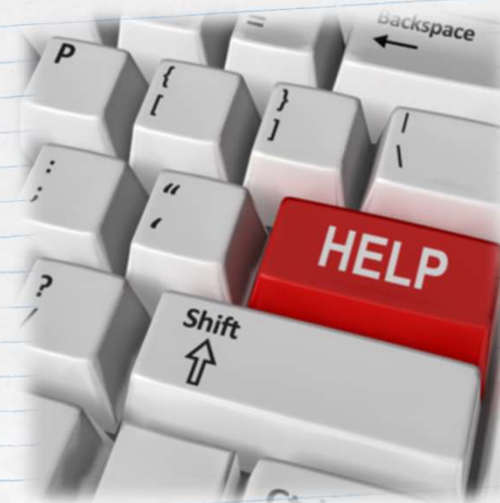
Employee Support



Flexibility & Time Off



Referrals & Resources



Employee Support





Policy

Workplace Violence





Practice

**Supervisor
Training**

**Active
Shooter
Drills**

**Employee
Training**



Legal Issues

Employer Liability

ADA

OSHA

FMLA



Legal Issues

Gun Laws

State

Federal



Legal Issues

IL Workplace Violence Protection Act

PO

IL
DOL

VESSA





Special Considerations

“Domestic violence is not a personal problem or an attack against a single individual.

Instead, it shows an abuser’s perverted relationship to power and should be treated with the severity befitting what it is: a warning sign and predictor of future acts of mass violence.” -CC



What is your “one thing”?



References and Resources (page 1)

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When Violence Affects the Workplace, What Liabilities Do Employers Face? Richard D. Alaniz: December 13, 2010. Alaniz and Schraeder, Houston TX.

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One Small Town's Plan to Prevent another Mass Shooting. Mark Follman: November 15, 2017. Mother Jones

References and Resources (page 3)

Illinois Coalition Against Domestic Violence: www.ilcadv.org

Domestic Violence Agency Locator Map by County: www.ilcadv.org/get_help_now/victim_services.asp

Domestic Violence Agency Locator Map by City: <http://www.dhs.state.il.us/page.aspx?item=31886>

Sample Workplace Violence Policies:

Family Violence Prevention Fund: <https://www.futureswithoutviolence.org/>

Illinois Corporate Alliance to End Partner Violence: <http://www.caepv.org/>

Society for Human Resource Management (SHMR): www.shrm.org

Active Shooter Training Resources:

Department of Homeland Security: www.dhs.gov/activeshooter

FEMA: <https://training.fema.gov/is/courseoverview.aspx?code=IS-907>

ALICE Training: www.alicetraining.com

IL Department of Labor VESSA Information: <https://www.illinois.gov/idol/Laws-Rules/CONMED/Pages/vessa.aspx>

US Centers for Disease Control: www.cdc.gov

Albatross Training Solutions (Shannon Benaitis): www.albatrosstrainingsolutions.com