

Personal Safety Suggestions:

Making a decision to leave an abusive relationship can be very difficult. It may take time for you to feel ready. If you are ready to leave, here are some suggestions.

- Pack a bag *in advance* and keep it at a friend's or neighbor's house. Include cash or credit cards, medicine, and extra clothes for you and your children. Take a favorite toy or plaything for children.
- Hide an extra set of car and house keys outside of your house in case you have to leave quickly.
- Take important documents, such as birth certificates for you and your children, health insurance cards, a deed or lease to your house or apartment, checkbook, social security card or green card/work permit, any court papers (especially protective orders and child custody papers), driver's license/photo ID, passports, and pay stubs.
- If you go to a hospital or doctor because you are hurt, tell the doctor what happened and ask him or her to document your medical file.
- Keep any evidence of abuse, such as photos of bruises or ripped clothing. This may be helpful if you decide to take legal action in the future.
- Consider obtaining a protective order.

Talking about intimate partner violence isn't easy, but it can help.

Whom to Contact:

IF YOU ARE THREATENED OR ASSAULTED
AND NEED EMERGENCY HELP, CALL
911

USC Center for Work and Family Life
(213) 821-0800

USC Center for Women and Men
(213) 740-4900

National 24-hour Toll-Free Hotline Numbers:
1-800-799-SAFE (7233)
1-800-787-3224 (TDD)

HOW DO I CONTACT THE CENTER FOR WORK AND FAMILY LIFE (CWFL)?

If you are a USC staff or faculty member and are interested in scheduling an appointment with a counselor or receiving information regarding resources and referrals, phone the CWFL at (213) 821-0800. If you are an immediate family member of a USC employee, you may also phone the Center directly to request services. CWFL services are available at all USC sites by appointment. All services are free and confidential.

The Center for Work and Family Life is open Monday through Friday from 8:30 a.m. to 5:00 p.m.

INTIMATE PARTNER VIOLENCE— HOW THE WORKPLACE CAN HELP

University of Southern California Center for Work and Family Life

Phone: (213) 821-0800
Fax: (213) 747-8304

University Park Campus
University Village
3375 South Hoover, Suite E206
Los Angeles, CA 90007-7794

Health Science Campus
Center for Health Professions
Room 233 B
1540 Alcazar
Los Angeles, CA 90033

INTIMATE PARTNER VIOLENCE—HOW THE WORKPLACE CAN HELP

center for
work & family
life

USC
Employee Assistance Program
www.usc.edu/worklife

Often people feel tension in their personal relationships. However, intimate partner violence goes beyond a disagreement, a marital spat, or an anger management problem, and is not an isolated event.

What is Intimate Partner Violence?

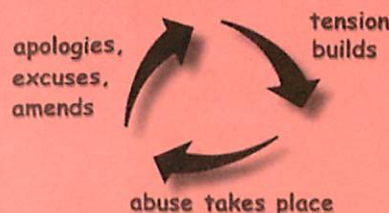
Intimate partner violence can be defined as a pattern of assaults and controlling behaviors—purposefully conducted by an intimate partner in a current or former dating, marital, or cohabitating relationship—that restrict the activity, independence, and safety of the other partner or former partner. It is used to gain or maintain power and control. Intimate partner violence can happen to anyone regardless of race, age, socioeconomic background, sexual orientation, religion, or gender. More than 1 in 3 Americans has witnessed an incident of intimate partner violence. While over 90 percent of all victims of intimate partner violence are women, men are also victims both in same sex and heterosexual relationships.

Intimate Partner Violence Can Include:



- **Physical abuse**, such as hitting, slapping, shoving, grabbing, & pinching.
- **Sexual abuse**, such as marital rape, attacks on sexual parts of the body, and using threats of violence to coerce or force sex
- **Emotional abuse**, such as undermining an individual's sense of self-worth and/or self esteem, constant criticism, blaming, humiliation, and name-calling.
- **Economic abuse**, such as withholding access to money, taking car keys, denying money for daily expenses, or forbidding attendance at school or work.
- **Psychological assaults**, such as stalking, causing fear by intimidation, discrediting the partner's reputation, isolating partner from family, friends, or work, or threats of violence/ harm to self, partner, children, pets, or partner's family or friends.

Cycle of Violence



Intimate Partner Violence Is a Cycle

The **first phase** is one of increased tension and arguing.

The **second phase** is the actual act of abuse – hitting, kicking, slapping, verbal threats.

The **third phase** is called the “honeymoon phase” during which perpetrators apologize and promise “it will never happen again,” and the victim feels loved and hopes for change. Despite these promises, the cycle tends to repeat indefinitely unless the victim makes a change.

Intimate Partner Violence Affects the Workplace

Intimate partner violence can interfere with an individual's ability to safely and confidently perform duties at work. It may involve harassment, including repeated phone calls or emails, or perpetrator showing up at the partner's place of work. Sleep deprivation, due to stress and violence at home, can also affect work. Physical injuries often keep victims out of work. Thus, intimate partner violence routinely causes reduced productivity and performance, as well as increased medical expenses and absenteeism.

The workplace is an ideal place to get help and support, as many spend significant time there, away from their abuser.

What Supervisors and Co-Workers Can Do:

Be alert to the warning signs of intimate partner violence:

- Frequent absences from work or arriving late
- Frequent doctor appointments
- Hypersensitivity to touch and loud noises
- Signs of depression or crying at work
- Discussions about stress at home
- Isolation from friends, family, and co-workers
- Repeated or unexplained physical injuries, and attempts to cover these up.
- Changes in behavior or work performance

Be supportive:

- Listen without judgment, emphasize safety, offer to help

- Refer the person to *The Center for Work and Family Life* for confidential advice and resources

A Workplace Safety Plan

To create a safety plan, both for home and work, victims of intimate partner violence can:

- Look into flexible or alternate work hours
- Notify security of safety concerns, including providing a picture of the abuser
- Find ways to have calls screened
- Review the safety of parking arrangements
- Consider relocating the work space
- Review the safety of child care arrangements
- Specify restriction of the perpetrator from the workplace in orders of protection, if obtained
- Consider obtaining a restraining order

Are you Being Abused?

Does the person you love...

Threaten to hurt you or your children?

☐ Yes ☐ No

Say it's your fault if he or she hits you, then promises it won't happen again (but it does)?

☐ Yes ☐ No

Put you down in public or keep you from contacting family or friends?

☐ Yes ☐ No

Throw you down, push, hit, choke, kick, or slap you?

☐ Yes ☐ No

Force you to have sex when you don't want to?

☐ Yes ☐ No

Just one "yes" is a sign of an abusive relationship. If this is the case, you're not alone. Help is available.

The Facts

- Estimates range from 960,000 incidents of violence against a current or former spouse, boyfriend, or girlfriend per year (*Family Violence Prevention Fund*).
- In 2001, women accounted for 85% of the victims of intimate partner violence (588,490 total), while men accounted for approximately 15 percent of victims (103,220 total.) (*Stats - Office on Violence Against Women*).

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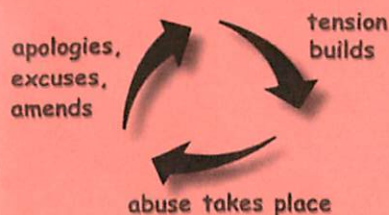
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3375 South Hoover, Suite E206
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Health Science Campus
Center for Health Professions
Room 233 B
1540 Alcazar
Los Angeles, CA 90033

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