

Easing the Return to Normalcy: Reintegrating Victims of Domestic Violence Into the Workplace

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Background

- 1 in 3 women and 1 in 10 men experience DV (Huecker & Smock, 2019)
- Family-work conflict theory – DV likely translates into the workplace (Bakker et al., 2008)
- Workplace Impact
 - Absences due to hospitalization, receiving counseling services, attending legal proceedings, etc. (Arias & Corso, 2005)
 - Distracted due to focusing on home life
 - Reduced productivity due to PTSD, anxiety, or depression (Raphael, 1997; Reeves & O’Leary-Kelly, 2009)
 - Having absent and distracted employees is costly for organizations
 - The average cost associated with productivity losses per woman victims was \$36,065 and \$14,291 in productivity losses for men victims (Peterson et al., 2018)
- Different resources for victims based on job industry

Purpose

- It is more cost-efficient overall for organizations to reintegrate victims of DV
- More expensive to lose victims and pay the costs associated with the attraction and selection of a replacement (Gatewood et al., 2011)
- **Help future victims of DV in the workplace**

October is Domestic Violence Awareness



The results of this study will raise awareness about the impact that domestic violence can have in the workplace and how organizations can help support their employees. #BreaktheCycle

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Proposed Methods

- Study 1
 - Research Question 1: From the perspective of DV victims, what are the best methods organizations can utilize to help victims of DV reintegrate into the workplace?
 - Recruit approx. 100 participants through a partnership with the Family Justice Center
 - Mixed-methods survey
 - Directed and conventional content analysis of the open-ended survey questions (Hsieh & Shannon, 2009)
- Study 2
 - Research Question 2: Which recommendations from DV victims are most feasible within your organization?
 - Research Question 3: Are there other strategies your organization could implement to help victims of DV reintegrate into the organization?
 - Online interviews with four Human Resources professionals from various industries

Resources

- The National Domestic Violence Hotline**
1-800-799-SAFE(7233)
- Tennessee Domestic Violence Helpline**
1-800-356-6767
- Chattanooga’s 24/7 Domestic Violence and Sexual Assault Hotline**
423-755-2700
- Chattanooga’s Family Justice Center**
423-643-7600