

The Abuser at Work



The Center for Family Safety and Healing: Aspiration & Priorities

Break the cycle of violence through the advocacy, prevention, intervention, treatment & research of family violence by integrating comprehensive services through community interdisciplinary collaboration & evidence-based practices.

-Advocacy / Policy

-Prevention

-Intervention

-Public Education

-Assessment

-Treatment

-Research / Evaluation





3 R's for the Workplace

- **Recognize** the signs
 - **Respond** appropriately and safely
 - **Refer** the survivor to human resource and advocacy services
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Magnitude of the Problem

- Lifetime prevalence of DV: **1 in 4** women & **1 in 7-9** men
- **24%** of workplace violence is DV-related
- **44%** of FT employees personally experience effects of DV at work
- **9 in 10** workers say DV has a negative impact on their company's bottom line
 - Just **43%** of corporate executives agree
- **35% of abusers** contacted & abused partners during the workday, using work resources to do so
- **Homicide is a leading cause of death on the job for women in the US**
- **33%** of women killed in US workplaces between 2003-2008 were killed by a current or former intimate partner

Who Does Family Violence Affect?

Myth:

Victims Are Always:

- Poor or uneducated
- Weak or dependent personalities
- Women and / or children

Perpetrators Are Always:

- Poor or uneducated
- Big, angry men
- Substance abusers
- Of a certain race, culture or religion

Truth:

Abuse can happen to anyone

Abuse is perpetrated & suffered by people:

- Of all races
- Of any gender
- Of all cultural & ethnic backgrounds
- Of all sexual orientations
- Of all religions
- Of all personality types
- Of all types of educational backgrounds
- Across all levels of economic status



Abuse is about: Power & Control

A pattern of behaviors where one partner acts to obtain & maintain power and control over the other

Coercive control: malevolent course of conduct that subordinates a partner to the will of the abuser.



An Abusive Partner...

- Is often possessive
 - Makes victim fight for freedom of thought / action
 - Feels entitled to special privilege
 - Bullies the victim to do things s/he doesn't want to or prevents the victim from doing things s/he wants to do
 - Acts like they are superior to the victim
 - Insults & demeans victim
 - Blames abusive behavior on victim
 - Tells victim it's his/her fault abuse bothers him/her
 - **Is good in public**
-



What Causes Abuse?

Myth:

Abuse is caused by:

- Anger management problems
- Alcohol or drugs
- Stress
- Jealousy
- Mental health problems
- Victim's behavior
- Economy/Poverty

Truth:

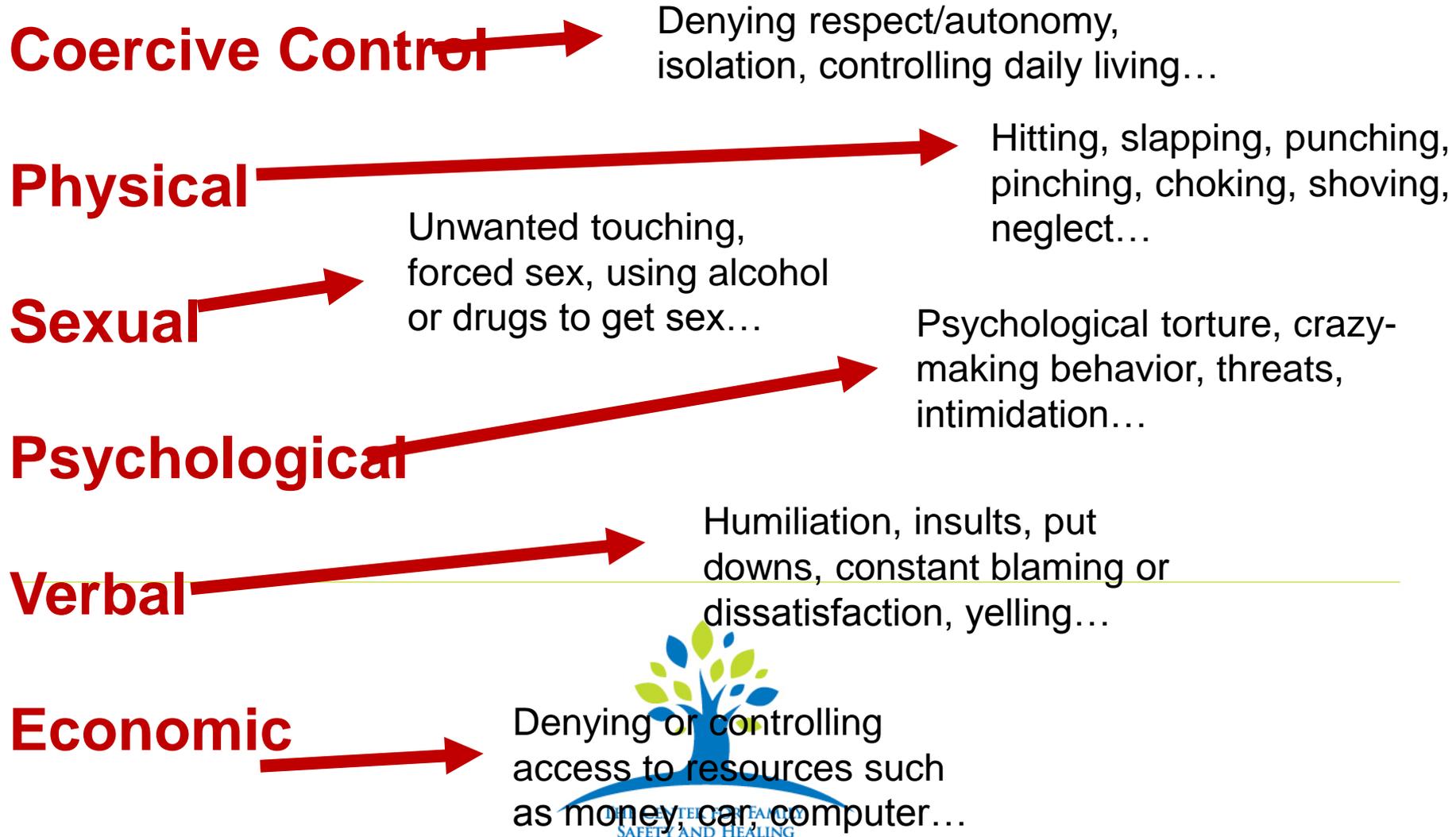
Abuse is caused by:

The **abuser's choice** to behave a certain way

- Observation
- Family
- Community
- Cultural experiences



Types of Abusive Behaviors



An Abusive Partner at Work...

Always calls, checks up on, keeps partner up all night, prevents partner from going in, uses punishment



Coercive Control



Denying respect/autonomy, isolation, controlling daily living

Calls & threatens, stalks, injury, intimidation



Physical Abuse



Hitting, shoving, choking, restraining, slapping, kicking

Controls clothing worn to work, flirts with coworkers, unwanted PDA, possessive



Sexual Abuse



Birth control sabotage, forced touch, using intoxication, degradation, rape

Describes partner as crazy, bullies, creates intensely stressful environment



Psychological Abuse



Psychological torture, crazy-making behavior, threats, intimidation

Engages coworkers in humiliating partner, name-calling



Verbal Abuse



Humiliation, insults, put downs, constant blaming or dissatisfaction, yelling

Tracking cell phone use at work, disallows money for lunch, controls work transportation



Economic Abuse



Denying or controlling access to resources such as money, car, computer

Abuser's Tactics in Seeking Allies

- Seeking sympathy
- Minimizing seriousness of the offense
- Blaming alcohol
- Bonding with males against women
- Flattering/flirting with females
- Shifting blame to victim
- Lying
- Promising change
- Getting people to pressure or criticize victim



Ian killed wife, then himself in home, 1

o children, 22 and 16, were in Clintonville house at time

Elizabeth Gibson
Dolly Zechariah
LUMBUS DISPATCH

lice say a man shot and
his wife in their Clin-
tonville home Saturday.
The couple had been plan-
ning to leave home when, he
was shot in a few feet

A son, 22, and daughter,
16, were at home and heard
the gunshots about
6:25 a.m., police said. The
two found their parents in
their bedroom and called
911, police said.

The couple also had a
13-year-old son who had
been staying at a friend's
house down the street.

Francis J. Doyle, 45, and
Barbara M. Doyle, 48, each
were shot with a large-
caliber handgun in their
home, homicide detective
Dana Croom said.

There were no signs of a
struggle, and police think
Francis Doyle killed himself
shortly after he shot his
wife. He left behind a sui-

cide note.

Croom said details would
have to wait until the
Franklin County coroner's
office performs autopsies
on Monday.

The younger children are
under their brother's care,
but Croom said they will be
staying with an aunt for the
time being.

The couple had been
talking about separating for

at least a month
said.

Neighbors an-
said the family 1
fine Friday at ar-
help the daught-
money for a clas-
Europe. They sa-
Doyle always h-
close, climbing
and heading to

See CLINTONVI

Lethality Factors

Actions, traits or behaviors that help determine the likelihood of a serious DV event or fatality

Stalking / Harassment

Threats with weapons

Threats to kill victim

Protection Order Violation

Victim is separating

Sexual abuse

Abuser's suicidal threats

Strangulation

Creating a Safety Plan is KEY to mitigating the danger.





RESPOND

DV Comes to Work

- Workplace may serve as only location where abuser can readily access or locate the victim
- Abuse isn't:
 - domestic
 - an abusive relationship
 - situational
- Abusers **BRING** it with them or **TAKE** it to the victims' workplace



DV & Workplace Violence

- Abuser with access to firearms can pose a deadly threat to the intended victim **AND** third party bystanders, family, friends, or coworkers
- **11%** of all homicides on the job are related to D/FV
- Abusers & stalkers pose risks to company property such as:
 - Damaging buildings, vehicles, and other physical property
 - Installing spyware on company computers and cell phones
 - Monopolizing phone lines by making repeated calls



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Barriers to Disclosure

- Lack of awareness of prevalence / severity
- Belief that it is not appropriate to intervene
- Not knowing how to intervene
- Blaming the survivor who will not leave the relationship
- Disbelief because abuser seems concerned & appropriate
- Too busy / not enough time to deal with situation
- Confidentiality issues
- Personal experience with domestic violence



What can you do?

What do you want to do?

“The kind of response a particular abuser or a particular victim receives from their workplace is going to entirely depend on what the workplace has come to believe about DV.”

Lundy Bancroft

- Community Support versus “Community Wall”
 - Well-intentioned colleagues as supporters
 - Versus
 - Educated colleagues as accountability
-



Expectations

- This is your business ...because it's *your business*
 - Set expectations for the abuser at work
 - Use of work equipment & time to abuse partner
 - Affects abuser's behaviors toward partner have on the staff
 - Policies for DV & violence in workplace
 - Set expectations for victim safety
 - Not all cases have same level of control or violence
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Assessing Abusive Behaviors at Work

- Impact on their performance & staff performance & or morale
- Actions by abuser to harm the partner or staff at work
- Role of substance abuse
- Full spectrum of victim's efforts to promote safety & well-being in workplace
 - If they work together, then...?
- Don't lump abuser & victim together. Avoid:
 - Abusive family/relationship
 - Abusive parents
 - Dysfunctional/dangerous family
 - Non-offending parent allows, enables, fails to protect



Interventions

- **Confidentiality!**
 - Plans that specifically address workplace impact
 - Batterer Intervention Program
 - Do NOT give abusers credit for *finishing a course*
 - Credit is due when abusers' behaviors change
 - Crying, apologizing, exclamations of love are NOT behavior changes
 - Or admission that they're wrong
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Interventions, cont'd

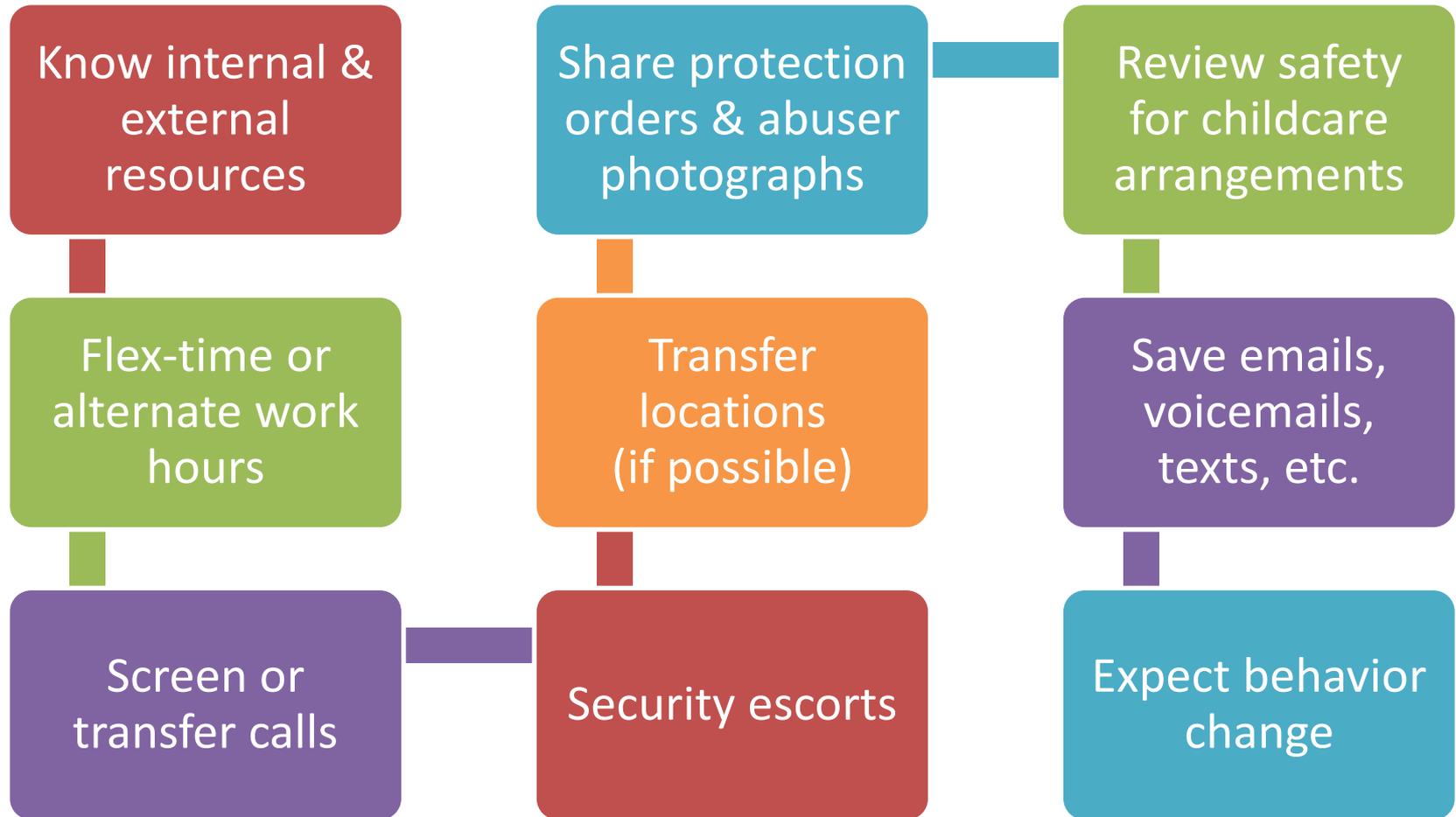
- Accountability
 - Impact on workplace
 - Bystander accountability
 - Avoid moving abuser & or victim around in departments
- Report threats to individual or workplace safety
- Confrontation can trigger:
 - cause escalation at home AND work
 - Ensure safety for victim
 - Ensure safety at workplace

Remember:

Abusers are *GOOD UNDER OBSERVATION!*

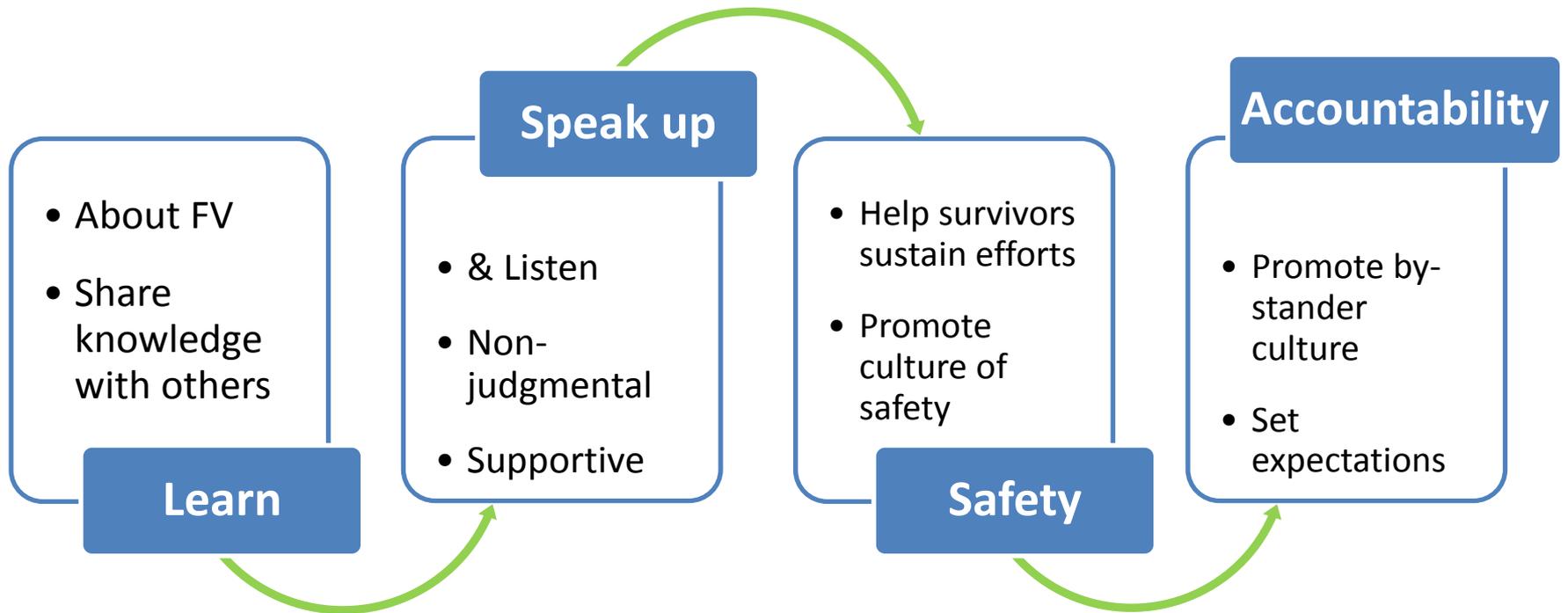


HR & Security Interventions





Your Role: *Success is measured by our comprehensive efforts to reduce isolation and to improve options for safety.*



Key Resources

The Center for Family Safety and Healing
(614) 722-8200

Franklin County Children's Services
(614) 275-2571

www.franklincountyohio.gov/children_services/

CHOICES – Crisis Hotline & Shelter
(614) 224-4663

www.choicescolumbus.org

Ohio Domestic Violence Network
(800) 934-9840

www.odvn.org



Key Resources

BRAVO (LGBTQ Anti-Violence)

(614) 268-9622

www.bravo-ohio.org

Domestic Violence National Hotline

(800) 799-SAFE (7233)

www.thehotline.org

National Dating Abuse Hotline

(866) 331.9474 / text “loveis” to 77054

www.loveisrespect.org



Thank you!

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The Center for Family Safety and Healing

