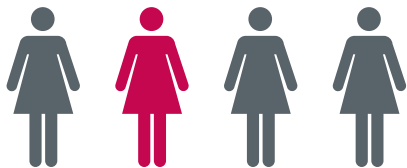


Domestic Violence:

Serious Implications for Employers

SEYFARTH
SHAW

Did you know?



1 in 4 women will experience domestic violence in their lifetime



Domestic violence results in a **\$1.8 billion** loss in productivity for employers

Domestic violence victims lose nearly **8 million days** of paid work per year in the United States — the equivalent of **32,000 full-time jobs** and **\$1.8 billion** annually in productivity for employers

Employer Responsibilities Under State Law

Many states have provisions that apply to employees who are victims of domestic violence

- ☒ Job protection for participation in criminal proceedings.
- ☒ Right to leave work to obtain an order of protection.
- ☒ Employer-initiated injunctions and restraining orders.
- ☒ Obligation to protect confidentiality of domestic violence victims.
- ☒ Leave for victims to obtain medical or mental health care.
- ☒ Leave for victims to secure their homes or find new housing.
- ☒ Job protection for time to seek legal assistance related to abuse.
- ☒ Leave for medical treatment for victim who is employee's spouse, parent or child.