



FOR YOUR INFORMATION

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Why it's good business for employers to provide workplace programs for victims of domestic violence, sexual assault

Chicago Says No More Workplace EAP Task Force provides model policy, training program for business leaders, human resource executives

Annually, the cost of domestic violence for U.S. employers exceeds \$8.3 billion, with \$2.5 billion attributed to absenteeism and \$5.8 billion to increased healthcare costs. Only 14 percent of all employers, however, offer an employee assistance program to help those affected by domestic violence or sexual assault when the abuser is not a co-worker, according to a study called "The Secret Killer" and conducted by Robert Pearl, M.D. ¹

Victims of domestic violence lose 8 million days of paid work each year. ² Twenty-one percent of full-time employed adults identify themselves as victims of intimate partner violence, and 44 percent report they have personally experienced the effects of domestic violence in their workplace, according to a study conducted by the Corporate Alliance to End Partner Violence. ³

Chicago Says No More Workplace EAP Task Force

To help more employers provide appropriate ways to address and provide helpful support for DV and SA victims, Chicago Says No More formed a Workplace EAP Task Force which met for the first time on June 30, 2015.

Chicago Says No More, a coalition of 29 leaders of not-for-profit agency directors dedicated to addressing domestic violence and sexual assault plus 20 business, civic and philanthropic leaders, work together. Founded in April of 2015 by Kristie Paskvan, CFO and COO of Mesirrow Financial, Chicago Says No More provides a new platform for experts in a variety of fields to develop awareness, education and engagement programs that address the epidemic of targeted intimate violence that is pervasive in all sectors of our society in Chicago and throughout Illinois. Its goal is to help change a culture that tolerates one person exercising power and control over another.

In June of 2015, Mary MacLaren, chair of the Workplace EAP Task Force, formed a group of HR executives and experts in domestic violence and sexual assault ⁴ to identify and study the best practices of organizations including Bank of America.



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Their goal is to provide insights and tools that encourage more employers to increase their support of DV and SA victims and to decrease the costs incurred by ignoring the effects of sexual assault and domestic violence on their bottom line. MacLaren is the past executive director of The Executives' Club of Chicago and (ret.) Colonel U.S. Air Force.

The Task Force also forged a working relationship with Legal Momentum, established to advance the rights of women and girls, to prepare its model policy. Legal Momentum is the nation's oldest legal advocacy organization established by the NOW Legal Defense and Education Fund.

On January 31, 2017, Kristie Paskvan, founder of Chicago Says No More, hosted a meeting for leading Chicago CEOs to learn how her coalition of experts could help in educating their organizations about mitigating the effects of domestic violence and sexual assault by providing helpful assistance to their employees.

Since then, MacLaren and members of the Task Force have met with HR executives to identify support they already offered victims and to consider additional ways to communicate and enhance their employee assistance programs.

Bank of America, City of Chicago, Mesirow Financial, Northwestern Medicine and The John Marshall Law School, representing more than 66,000 employees, are members of the first cohort of employers already committed to supporting survivors and to adopting elements of the Workplace EAP Model Policy prepared by Chicago Says No More and Legal Momentum.

To join the second cohort of employers interested in learning about how to apply this Workplace EAP Model Policy to their organization, send an email through the organization's website ChicagoSaysNoMore.org.

More about Chicago Says No More

To achieve its purpose, Chicago Says No More forms Task Force groups comprised of DV and SA experts along with professionals in a field relevant to the goals of a specific initiative.

These groups produce and offer programs to professionals who can make a difference for victims of domestic violence and sexual assault, as well as provide practical ways to educate decision-makers about how they can make a difference to ultimately reduce the incidence of sexual assault and domestic violence.

Information about DV and SA

To ensure a common understanding of domestic violence and sexual assault, Chicago Says No More shares the following definitions. Both kinds of intimate partner violence are ways one individual exerts power and control over another. They may start as verbal abuse and frequently move to financial, physical, emotional, physical and sexual abuse. ►

Domestic Violence (DV)

A pattern of coercive and /or controlling behavior that may involve physical, psychological, verbal, sexual or economic abuse. The purpose of such abuse is to establish and maintain control over the victim.

Sexual Assault (SA)

Includes any type of sexual contact or behavior that occurs without the explicit consent of the recipient.

Costs of domestic violence

- The cost of domestic violence exceeds \$8.3 billion annually. (*Journal of Occupational Health Psychology, 2007*)
- Victims of domestic violence lose 8 million days of paid work each year. (*Ibid.*)
- Between 21 and 60% of victims of domestic violence lose their jobs due to reasons stemming from abuse. (*Ibid.*)
- Between 2003 and 2008, 142 women murdered in workplace by former or current intimate partners. (*Finkelhor, D., Turner, H., Ormrod, R. & Hamby, S, 2011. Children's exposure to IPV and other family violence.*)

Costs of sexual assault

- Each rape costs approximately \$151,423. (*The Journal of Forensic Psychiatry & Psychology, 2010*)
- Annually, rape costs the U.S. more than any other crime: \$127 billion. (*Victim costs and consequences: A new look. DOJ, Nat'l Institute of Justice, 1996*)
- Victims of sexual assault are:
 - 3 times more likely to suffer from depression
 - 4 times more likely to contemplate suicide
 - 6 times more likely to suffer from PTSD
 - 13 times more likely to abuse alcohol
 - 26 times more likely to abuse drugs(*World Health Organization, 2002*)

Women

- Nine out of every 10 rape victims are female. (*U.S. DOJ National Crime Victimization Survey*)
- One out of every 5 women has been the victim of a rape or attempted rape in her lifetime in the U.S. (*The Nat'l Intimate Partner and Sexual Violence Survey, 2010*)
- 1 in 3 women have been victims of severe violence by an intimate partner in their lifetimes. (*Ibid.*)
- 18,500,000 mental healthcare visits annually due to intimate partner violence. (*Ibid.*)

Men

- 1 in 7 men have been victims of severe violence by an intimate partner in their lifetimes. (*The Nat'l Intimate Partner and Sexual Violence Survey, 2010*)
- 1 in 6 men are sexually abused before the age of 18 (*Centers for Disease Control and Prevention, Injury Prevention & Control: Division of Violence Prevention, "ACE Study"*)
- 1 in 10 men are survivors of rape (*U.S. Department of Justice, "Female Victims of Sexual Violence, 1994-2010," 2013*)



Children

- 44 percent of sexual assault and rape victims are under age 18. (*U.S. Bureau of Justice Statistics, Sex Offenses and Offenders, 1997*)
- 40 million adult Americans grew up living with domestic violence. (*Childhood Domestic Violence Association*)
- Physical abuse during childhood increases risk of future victimization and perpetration of abuse more than two-fold. (*Violent Childhood and the Risk of IPV in Adults: Journal of Interpersonal Violence, 2003*)
- Those who experience childhood trauma are at greater risk of having serious physical & mental health problems. (*Adverse Childhood Experiences Study, CDC, 2003*)

LGBT community

- 44% of lesbians and 61% of bisexual women experience rape, physical violence, or stalking by an intimate partner. (*CDC National Intimate Partner and Sexual Violence Survey, 2010*)
- 26% of gay men and 37% of bisexual men experience rape, physical violence, or stalking by an intimate partner. (*Ibid.*)

Persons with disabilities

- 80% of women and 30% of men with intellectual disabilities have been sexually assaulted. 50% of those women have been assaulted more than ten times. (*Sobsey & Doe; Sorenson*)
- Women with disabilities are three times more likely to be sexually assaulted than women without disabilities. (*"Partner Violence Against Women With Disabilities: Prevalence, Risk, and Explanations." Violence Against Women, 2006*)

¹ Robert Pearl, M.D., "Domestic Violence: The Secret Killer," *Forbes*, December 5, 2013

² U.S. Centers for Disease Control and Prevention, "Cost of intimate partner violence against women in the United States." Atlanta. CDC, National Center for Injury Prevention and Control, 2003

³ CAEPV National Benchmark Telephone Survey conducted by the Corporate Alliance to End Partner Violence, Bloomington, Ill., 2005

⁴ The Allstate Foundation, Aon Hewitt, Bank of America, Chicago Metropolitan Battered Women's Network, City of Chicago Department of Family and Support Services, The Executives' Club of Chicago, JPMorgan Chase & Co., KMPG LLP, Mesirow Financial, Midwest Business Group on Health, Paziotopoulos Group, Ltd., Rape Victim Advocates, A Safe Place, SHALVA, Sheila King Marketing + Public Relations, and Zacharias Sexual Abuse Center