

1 [Urging the Development of a Workplace Employee Policy on Domestic Violence]

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3 **Resolution urging the Department on the Status of Women to develop and share**
4 **materials on domestic violence to be shared with City employees and City contractors**
5 **and grantees.**

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7 WHEREAS, The City and County of San Francisco has a clear policy prohibiting
8 workplace violence, as written in the Employee Handbook, this City policy needs further
9 clarification regarding domestic violence; and

10 WHEREAS, According to data obtained from the Corporate Alliance to End Partner
11 Violence website, it is estimated that 25% of workplace problems such as absenteeism, lower
12 productivity, turnover and excessive use of medical benefits are due to family violence, and an
13 estimated 24–30% of abused working women lose their jobs due to their domestic violence
14 situation; and

15 WHEREAS, About 64% of victims of domestic violence indicated that their ability to
16 work was affected by the violence due to distraction, fear of discovery, harassment by intimate
17 partner at work, fear of intimate partner’s unexpected visits, inability to complete assignments
18 on time, and/or fear of job loss; and

19 WHEREAS, About 68% of offenders said that domestic abuse posters and brochures
20 in the workplace would help prevent domestic abuse from impacting the business; and

21 WHEREAS, Of all establishments reporting an incident of workplace violence, 21%
22 reported that the incident affected the fear level of their employees and 21% indicated that the
23 incident affected their employees' morale; and

24 WHEREAS, According to a 2006 Bureau of Labor Statistics survey, of the 30% of
25 workplaces in the U.S. that have some sort of formal workplace violence policy, only 44%

1 have a policy to address domestic violence in the workplace, and only 4% of all
2 establishments train employees on domestic violence and its impact on the workplace; and

3 WHEREAS, A study of convicted batterers in Maine found that over 75% of offenders
4 used workplace resources at least once to express anger, check up on, pressure, or threaten
5 the victim, and 74% of offenders had easy access to their intimate partner's workplace, with
6 21% of offenders reporting that they contacted the victim at the workplace in violation of a no
7 contact order; and

8 WHEREAS, According to a 2009 Department of Justice study, about one in eight
9 employed stalking victims lost time from work because of fear for their safety or because they
10 needed to get a restraining order or testify in court, and more than half of these victims lost
11 five or more days from work; and

12 WHEREAS, According to the Centers for Disease Control and Prevention, the total
13 cost of domestic violence in 2003 was over \$5.8 billion, of which \$4.1 billion was direct
14 medical and mental health care services, and the annual cost of lost productivity due to
15 domestic violence is estimated as \$728 million, with close to 8 million paid workdays lost per
16 year nationally; and

17 WHEREAS, Given these startling statistics about the negative impacts of domestic
18 violence in the workplace, we strive to create a culture of responsiveness by making it safe to
19 talk about domestic violence, by educating all employees about the issue, and by making
20 resources widely available; now therefore be it

21 RESOLVED, That the San Francisco Board of Supervisors requests that the
22 Department on the Status of Women develop materials about what employees and managers
23 should know about domestic violence in the workplace, including how to identify the signs of
24 domestic violence and how to respond appropriately, to be shared with all city employees; and,
25 be it

1 FURTHER RESOLVED, That the San Francisco Board of Supervisors requests that
2 the Department on the Status of Women work with other departments to distribute such
3 information to their employees, contractors and grantees, and other partner organizations,
4 including non-profits and businesses.

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