

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 materials for**
4 **survivors of domestic violence to share with City and private business employees.**

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6 WHEREAS, The City and County of San Francisco has a clear policy prohibiting
7 workplace violence, as written in the Employee Handbook, though City's policy needs further
8 clarification when the issue of domestic violence is introduced, and

9 WHEREAS, It is estimated that 25% of workplace problems such as absenteeism,
10 lower productivity, turnover and excessive use of medical benefits are due to family violence,
11 and an estimated 24–30% of abused working women lose their jobs due to their domestic
12 violence situation, and

13 WHEREAS, It is estimated domestic violence costs employers \$3 to \$5 billion a year in
14 lost days of work and reduced productivity, and

15 WHEREAS, 96% of employed domestic violence victims experience problems at work
16 due to their abuse or abuser while 64% of victims of domestic violence indicated that their
17 ability to work was affected by the violence, and

18 WHEREAS, The annual cost of lost productivity due to domestic violence is estimated
19 as \$727.8 million with over 7.9 million paid workdays lost per year, and

20 WHEREAS, About one in eight employed stalking victims lost time from work because
21 of fear for their safety or because they needed to get a restraining order or testify in court and
22 more than half these victims lost five days or more from work, and

23 WHEREAS, A study of convicted batterers in Maine found that over 75% of offenders
24 used workplace resources at least once to express remorse or anger, check up on, pressure,
25 or threaten the victim and 74% of perpetrators had easy access to their intimate partner's

1 workplace, with 21% of offenders reporting that they contacted her at the workplace in
2 violation of a no contact order, and

3 WHEREAS, 68% of offenders said that domestic abuse posters and brochures in the
4 workplace would help prevent domestic abuse from impacting the business, and

5 Whereas, Of all establishments reporting an incident of workplace violence in the
6 previous 12 months, 21% reported that the incident affected the fear level of their employees
7 and 21% indicated that the incident affected their employees' morale, and

8 WHEREAS, Of the 30% of workplaces in the US that have some sort of formal
9 workplace violence policy, only 44% have a policy to address domestic violence in the
10 workplace, and only 4% of all establishments train employees on domestic violence and its
11 impact on the workplace, and

12 RESOLVED, That the San Francisco Board of Supervisors requests that the
13 Department on the Status of Women develop materials for survivors of domestic violence to
14 be shared with City employees, and, be it

15 FURTHER RESOLVED, That the San Francisco Board of Supervisors requests that
16 the Department on the Status of Women (DSOW) aid willing City contractors and other
17 businesses to share such information with their employees, and, be it

18 FURTHER RESOLVED, That the San Francisco Board of Supervisors requests that
19 the DSOW work with the Department on Children, Youth, and Their Families on developing
20 age-appropriate materials on relationship abuse and sharing these with the San Francisco
21 Unified School District, City managed youth program providers, and youth-serving grantees.

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