

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, According to the “Telephone Benchmarking Survey” by the Corporate
16 Alliance to End Partner Violence (2005), about 64% of victims of domestic violence indicated
17 that their ability to work was affected by the violence due to distraction, fear of discovery,
18 harassment by intimate partner at work, fear of intimate partner’s unexpected visits, inability to
19 complete assignments on time, and/or fear of job loss; and

20 WHEREAS, Employers Against Domestic Violence reported in “How Employees Who
21 Batter Impact the Workplace” (2001) about 68% of offenders said that domestic abuse posters
22 and brochures in the workplace would help prevent domestic abuse from impacting the
23 business; and

24 WHEREAS, According to the “Violence Prevention Coalition of Greater Los Angeles,
25 Fact Sheet” (2007), of all establishments reporting an incident of workplace violence, 21%

1 reported that the incident affected the fear level of their employees and 21% indicated that the
2 incident affected their employees' morale; and

3 WHEREAS, According to a 2006 Bureau of Labor Statistics survey, of the 30% of
4 workplaces in the U.S. that have some sort of formal workplace violence policy, only 44%
5 have a policy to address domestic violence in the workplace, and only 4% of all
6 establishments train employees on domestic violence and its impact on the workplace; and

7 WHEREAS, Employers Against Domestic Violence reported in "How Employees Who
8 Batter Impact the Workplace" (2001) that over 75% of offenders used workplace resources at
9 least once to express anger, check up on, pressure, or threaten the victim, and 74% of
10 offenders had easy access to their intimate partner's workplace, with 21% of offenders
11 reporting that they contacted the victim at the workplace in violation of a no contact order; and

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

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

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

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1 RESOLVED, That the San Francisco Board of Supervisors requests that the
2 Department on the Status of Women, in consultation with the Department of Human
3 Resources, develop materials about what employees and managers should know about
4 domestic violence in the workplace, including how to identify the signs of domestic violence
5 and how to respond appropriately, to be shared with all city employees; and, be it

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

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