

5 Warning Signs an Employee May Be in Danger of Intimate Partner Violence

A Quick Guide for Employers and Supervisors

The impact of domestic violence doesn't stay at home. It can follow employees to work, affecting performance, well-being, and even safety.

These warning signs may indicate that an employee is experiencing abuse or escalating threats.

1. Unexplained Injuries or Frequent Absences

- *Repeated "accidents" or vague explanations for injuries.*
- *Sudden pattern of tardiness or missed work.*
- *Requests for time off without clear reasons.*

2. Noticeable Changes in Behavior or Performance

- *Difficulty concentrating or sudden drop in productivity.*
- *Uncharacteristic anxiety, tearfulness, or fearfulness.*
- *Avoidance of phone calls or visitors.*

3. Excessive Communication or Surveillance by a Partner

- *Constant calls, texts, or emails during work hours.*
- *A partner frequently showing up at the workplace.*
- *Employee seems distressed by the partner's contact.*

4. Signs of Isolation

- *Withdrawal from coworkers and social activities.*
- *Expressing fear of losing a job due to partner's behavior.*
- *Statements indicating they have no one to turn to.*

5. Disclosure or Indirect References to Abuse

- *Mentions of feeling unsafe at home.*
- *References to controlling or threatening behavior.*
- *Expressing fear for their safety or their children's safety.*



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If You See These Signs:

- ✓ Approach the employee with care and confidentiality.
- ✓ Share that your organization has resources and support available.
- ✓ Do not pressure them to disclose details or take specific action.
- ✓ Connect them with your HR representative or designated contact for assistance.

Remember:

Your role isn't to investigate but to ensure a safe, supportive workplace and connect employees to help.

What resources do you currently have in place to assist these staff members?

I will be sending you a **Quick Workplace Domestic Violence Preparedness Checklist** in the next couple of days.

Looking forward to helping you help your staff!

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Disclaimer:

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