

**EVALUATION REPORT  
HARMAN INTERNATIONAL  
DOMESTIC VIOLENCE PREVENTION PROJECT**

***A Project of the Family Violence Prevention Fund,  
San Francisco, CA***

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## Executive Summary

**Project and Evaluation Summary:** Implemented in September, 2001, Harman International's Domestic Violence Prevention Program focused on training employees and managers to increase their awareness of domestic violence and supportive workplace responses in all domestic facilities. The formal evaluation of the Project consisted of administering Training Feedback Forms in eight Harman facilities and a more comprehensive Pre- and Post-Training Survey process in the Northridge, California facility. This report details the findings of the evaluation.

**Results of the Training Feedback Forms:** Responding to ten questions about how the training content affected their awareness and readiness to respond to domestic violence, about ¾ or more of employees (n = 1,193) responded with consistently positive ratings. Ninety-one percent (91%) of employees were more likely to know where to refer someone who is abused for help, while 89% said they were more likely to be supportive at work of people who are abused.

**Training Effectiveness Results: Pre- and Post-Training Surveys:** Of 569 Pre-Training and 480 Post-Training surveys completed, a sample of 189 matched Pre and Post questionnaires was used to draw strong statistically-based conclusions about the resulting changes in employees' responses after training. Tests of difference were used to determine changes in the matched sample.

**Attitudes About Domestic Violence:** Results from a set of questions measuring employees' attitudes about domestic violence victims indicated statistically significant and positive changes before and after training, such that employees' attitudes after training became more supportive of victims overall. About 20% more employees had highly supportive answers after the training than before receiving training.

**Training Concepts:** Employees' agreement with individual training concepts, as included in the Harman Training Curriculum, was measured before and after training. Employees showed a positive increase in understanding and agreeing with the four of the nine concepts after training. Examples of individual training concept results are provided.

**Workplace Helping Behaviors:** Designed to measure employees' agreement with supportive steps to respond to domestic violence situations at work, the comparison of before and after training scores on this scale indicated a highly significant increase. Thirty percent more employees gave higher ratings on supportive helping behaviors after the training than before. These behaviors include vital actions, such as expressing concern to an employee who is abused and knowing whom to contact when there is a threat of domestic violence at work.

**Manager Helping Behaviors:** Managers responded to a set of questions related to management helping actions. The change in managers' scores before and after training was positive and statistically significant for these items, with managers more likely to agree that they would use supportive workplace behaviors after participating in the training. Twenty-two percent more managers reported high agreement with supportive management behaviors after the training.

**Reports of the Incidence of Abuse by Employees:** Employees' reported incidence of physical and non-physical abuse is described, both by gender and ethnicity. Over one-third of employees and almost half of female employees surveyed have coped with either physical or non-physical abuse in their lifetimes. Tests of difference found that female employees reported higher rates of physical and non-physical abuse at some time in their lives.

**General Summary:** In the comments section (see Appendix) an employee stated, "I've been a victim of physical abuse in the past and am glad to see the company getting more involved in this issue." As a first step, this comprehensive project succeeded in reaching out to all employees to talk about a difficult topic, effectively addressing crucial work and personal concerns related to domestic violence.

## PROJECT SUMMARY

Harman International partnered with the Family Violence Prevention Fund (FVPF) to implement a comprehensive internal response to domestic violence. The primary goal of the program was to increase Harman employees' and management's awareness of domestic violence and supportive workplace responses, leading in turn to increased opportunities for safety and well-being.

The Domestic Violence Prevention Project was developed and implemented during the period from September, 2001 to January, 2003. The Project included the following actions:

- The development and implementation of a domestic violence policy with accompanying guidelines for human resource departments and managers.
- The development of regional planning committees to assess the needs of all of the domestic facilities and to implement the policy and training.
- The creation of teams of internal and external co-trainers who participated in regional Train-the-Trainers prior to beginning training, using selected domestic violence trainers from community organizations near each facility as external experts.
- The delivery of training on domestic violence and the policy to employees and managers at all of their domestic facilities.
- The distribution of resource information, safety cards, and posters throughout the domestic facilities.
- An opportunity for each facility to develop additional activities. Several began employee volunteerism projects supporting local domestic violence agencies.

## EVALUATION DESCRIPTION

### **Part A. Training Feedback Forms**

To determine the self-reported impact of trainings on employees and managers, a Training Feedback Form was developed. The internal trainers were each given a copy of the form with training materials. The majority of Harman facilities distributed the Training Feedback Form after each training, and collected and forwarded the completed forms to the FVPF evaluator for analysis.

A copy of the Training Feedback Form is attached in the Appendix. Employees and managers were asked to rate the degree to which the training they attended had increased their knowledge of domestic violence and various workplace responses.

### **Part B. Training Effectiveness: Pre- and Post-Training Surveys**

To determine if the trainings had altered employees' and managers' domestic violence attitudes, knowledge and workplace responses related to domestic violence, a more rigorous Pre- and Post-Training Survey was implemented at the Northridge facility.

Prior to participating in training, employees and managers completed the four-page questionnaire available in both English and Spanish. After participating in training, employees and managers were given the same questionnaire, with the addition of program feedback questions. The pre-training individual questionnaires were then matched with post-training questionnaires using personal code identifiers (favorite color and last four digits of a phone number) and coded demographic variables.

The statistical analysis of matched, pre- and post-training surveys allows for a stronger determination to be made that changes observed in attitudes or intended behaviors are associated with the training, supporting conclusions about the trainings' effectiveness. A copy of the Pre- and Post-Training Survey is provided in the Appendix.

## RESULTS - TRAINING FEEDBACK FORMS

### All Employees' Responses

Employees and managers answered a variety of questions in the Training Feedback Forms that each began with the phrase, "As a result of today's training...", in order to determine their perceptions of how much they learned from the training. Although a few employees noted that they were already very familiar with domestic violence information, the results below indicated that the majority believed they learned a considerable amount.

The following results are based on Training Feedback Forms completed by 1, 193 employees in 8 different Harman facilities. The Feedback Form scale consisted of the responses "Not True", "Somewhat True", "True", and "Very True".

**Table I. Training Feedback Form Responses**

<b>Feedback Form Questions</b> <i>As a result of today's training, I ...</i>	<b>Percent of Responses*</b>	
	<b><i>True to Very True</i></b>	<b><i>Somewhat True to Very True</i></b>
Know more about domestic violence	77%	96%
Know the signs that indicate that someone may be a victim of domestic violence	74%	97%
Understand better why it is hard for abused people to leave abusive relationships	76%	94%
Am more likely to agree that domestic violence is a workplace issue	69%	91%
Am more likely to talk to an employee, co-worker or friend about abuse	61%	91%
Am more likely to ask for help if I was abused	69%	90%
Know where to refer someone who is abused for help	91%	99%
Am more likely to agree that we should be supportive, in the workplace, to people who are abused	89%	98%
Am more aware of what to do if there is a threat of domestic violence at work	86%	97%

\* Percentages indicated are based on the combined frequencies of the responses shown above.

## **Managers' Responses**

In addition, employees who identified themselves as managers were asked the questions shown in Table 2. Of all employees completing the Training Feedback Form, 180 or 15% of the 1,193 respondents identified themselves as managers.

**Table 2. Training Feedback Form Managers' Questions**

<b>Management Questions From the Feedback Form</b> <i>As a result of today's training, I am...</i>	<b>Percent of Responses*</b>	
	<b><i>True to Very True</i></b>	<b><i>Somewhat True to Very True</i></b>
More prepared to respond to employees who are abused who ask for time off to address a domestic violence situation	92%	100%
More prepared to respond to employees with performance problems caused by domestic violence	90%	100%
More aware of who to notify when there is a threat of domestic violence in the workplace	96%	99%

## **Differences by Facility and by Gender**

A table listing results by each Harman facility is included in the Appendix. The facilities' responses tended to differ somewhat, with some facilities having highly positive responses and others having moderately positive responses. These differences are expected and may be due to differences in trainers and their emphasis on selected training content, pre-existing differences in employee attitudes toward domestic violence, or differences in management's emphasis on various aspects of the program.

Three of the Feedback Form questions showed significant differences between male and female responses. Females scored higher on questions related to understanding why it is hard to leave abusive relationships, on asking for help, and on being supportive at work. Domestic violence research has often revealed that men and women respond differently to domestic abuse questions. As Harman facilities vary widely in their ratios of male to female employees, some of the response differences by facilities may be based on gender, as well as variations in the training.

## **Summary of Part A – Training Feedback Form Results**

Overall, employees' responses on the four-point scale of "Not True" to "Very True" were very positive, indicating that the trainings had a significant impact on their understanding of domestic violence and workplace responses. In addition, managers strongly agreed that the training prepared them to address performance and security issues.

Three questions received slightly lower ratings. The overall statement that domestic violence is a workplace issue received less support from employees. Also, employees rated the two items about talking to a co-worker about abuse or asking for help for themselves a little lower. Past research has shown that the tendency to ask for help for oneself is less likely to be influenced by training.

Most importantly, employees agreed that they learned where to refer employees who need help, what to do in response to a threat of domestic violence at work and that everyone should be supportive of other employees coping with abuse.

## **RESULTS - TRAINING EFFECTIVENESS: PRE- AND POST-TRAINING SURVEYS**

### **The Administration of the Pre- and Post-Training Surveys**

The Pre- and Post-Training Survey questionnaires were distributed to managers and supervisors at the Northridge facility by Human Resource management. The Pre-Training Survey took place in June of 2002 prior to the beginning of domestic violence training at that facility. The Post-Training Survey was implemented in January, 2003 after all training sessions were completed at Northridge.

Employees completed 569 Pre-Training questionnaires, 429 in English and 140 in Spanish. A total of 490 Post-Training questionnaires were completed, 286 in English and 204 in Spanish.

Although some descriptive information can be obtained from the whole set of Pre- and Post-training questionnaires, in order to draw strong conclusions about the training effectiveness the questionnaires needed to be matched. This requires matching an individual's Pre-training survey to his or her Post-training survey, using personal identifiers (favorite color and last 4 digits of a phone number).

In addition, to increase the validity of the matches, demographic variables (age, gender, race/ethnicity and employee status) were utilized. A "match" was defined as a perfect match on at least six variables (including personal identifiers and demographics). Please note that the matching system in no way compromised the anonymity of surveys.

Usable Pre and Post matches were obtained in 189 cases, equaling 44% of the Post-Training sample. The number of usable matches was reduced by the requirement of including only employees who attended the training (10% of the Post-Training sample had not attended the training). Of the 189 usable matches, 75 or 40% completed the questionnaire in Spanish and 114 or 60% in English.

### **The Demographics of Participants**

The demographics provided in Table 3 include all responses from both the Pre-Training and Post-Training questionnaires.

#### *Demographic Results:*

- A much larger number of employees completed the Pre-Training Survey in English (75%) than the number of employees taking the Post-Training Survey (58%).
- The percentage of supervisors remained about the same on both samples.
- The gender of respondents was about 2/3 male and 1/3 female on both samples.
- The majority of respondents were Hispanic (49% Pre, and 58% Post) and White (35% Pre and 22% Post) with a shift toward a larger number of Hispanic participants in the Post-Training Survey.
- The Education levels of respondents shifted in the Post-Training Survey with fewer employees have any college education.
- The average age remained similar (42 years Pre and 44 years Post)

**Table 3. Pre-Training and Post-Training Survey Demographics**

Demographics		Pre-Training (569)		Post-Training (490)	
Variable	Responses	#	%	#	%
Survey Language	<i>English</i>	429	75%	286	58%
	<i>Spanish</i>	140	25%	204	42%
Employee Status	<i>Manager</i>	138	24%	94	21%
	<i>Employee</i>	430	76%	355	79%
Gender	<i>Male</i>	384	69%	307	67%
	<i>Female</i>	168	31%	147	33%
Ethnicity/Race	<i>Asian</i>	61	10%	51	10%
	<i>Black</i>	16	3%	8	2%
	<i>Hispanic</i>	279	49%	283	58%
	<i>Native American</i>	2	0.5%	0	0%
	<i>White</i>	197	35%	108	22%
	<i>Other or missing</i>	14	2.5%	40	8%
Education	<i>Grade school</i>	124	22%	85	17%
	<i>High school/GED</i>	140	25%	166	34%
	<i>2 years college</i>	116	20%	73	15%
	<i>4 years college</i>	122	21%	69	14%
	<i>Advanced degree</i>	43	8%	33	7%
	<i>Missing</i>	24	4%	64	13%
Age	<i>Range</i>	18 - 66	---	19-67	---
	<i>Average</i>	42	---	44	---

**Table 4. Matched Surveys Demographics**

Demographics		Matched Cases (189)	
Variable	Responses	#	%
Survey Language	<i>English</i>	114	60%
	<i>Spanish</i>	75	40%
Employee Status	<i>Manager</i>	50	29%
	<i>Employee</i>	122	71%
Gender	<i>Male</i>	117	66%
	<i>Female</i>	60	34%
Ethnicity/Race	<i>Asian</i>	16	9%
	<i>Black</i>	2	1%
	<i>Hispanic</i>	102	54%
	<i>Native American</i>	0	0%
	<i>White</i>	59	31%
	<i>Other or missing</i>	10	5%
Education	<i>Grade school</i>	26	14%
	<i>High school/GED</i>	58	31%
	<i>2 years college</i>	33	17%
	<i>4 years college</i>	34	18%
	<i>Advanced degree</i>	13	7%
	<i>Missing</i>	25	13%
Age	<i>Range</i>	24-67	---
	<i>Average</i>	45	---



### **Matched Demographic Results**

The demographics of the matched survey respondents were fairly similar to that of the Pre-Training and Post-Training sample. The primary difference was that a slightly larger percentage (29%) of the sample was managers or supervisors, compared to the Pre-Training sample (24%) and the Post-Training sample (21%).

### **Attitudes About Domestic Violence**

Eleven of the questions in the surveys formed a scale measuring people's attitudes toward domestic violence, indicating their degree of support for victims of abuse. The scale, called Support for Victims in this study, used a 7-point response scale (from Strongly Disagree to Strongly Agree). The following is a sample of questions from the scale.

#### *A Sample of Support for Victims Scale Questions:*

- There is no excuse for a person hitting his or her partner
- Even when someone lies to their partner they do not deserve to get hit
- People try to get hit by their partners in order to get sympathy from others

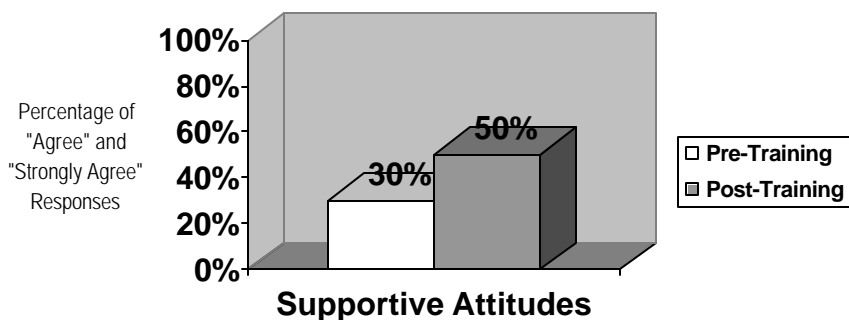
Past research has revealed that the majority of people answering these questions tend to have fairly positive responses overall. Yet, those with less supportive attitudes do not always respond to training with a shift toward more positive answers, as training by itself does not always result in an attitude change.

#### *Results from the Matched Sample – Support For Victims Scale:*

The results of this evaluation do indicate that some employees did alter their attitudes toward abuse. When comparing the answers of employees in the matched sample before and after the

training, a statistically significant number of employees increased the supportiveness of their attitudes (with probability that the result was due to chance equaling less than 1%). The number of employees selecting strongly supportive responses in the Post-Training survey increased by 20%, indicating that a significant, positive shift toward more supportive attitudes about domestic violence victims took place after the training.

### A) Changes in Supportive Attitudes Before and After Training



### Training Concepts

Nine of the survey questions mimicked content included in the original Harman Domestic Violence Prevention Program Training Curriculum, to determine if employees increased their understanding of training content. As it is not feasible to control the actual delivery of content when multiple trainers are used, some concepts may be emphasized more by some trainers and less by others. At the Northridge facility, a variety of trainers delivered training to over 1000 employees in both English and Spanish.

The items do not comprise a scale and each of the Training Concept questions and separate analyses are provided in Table 5 below, along with the statistical results.

#### *Results from the Matched Sample – Training Concepts*

Statistical comparisons of Pre- and Post-Training matched scores on each Training Concept survey question were made. Four of the nine Training Concept questions demonstrated a statistically significant increase (with a probability of the result being due to chance at less than 5%). Two of the nine questions showed a highly significant increase (with a probability of the result being due to chance at less than 1%). The rest of the questions indicated a non-significant increase.

Employees were more likely to agree that they knew the signs of abuse, that preventing access to money is abusive, that calling a partner names is abusive and that it is important to keep what victim tells one confidential unless there is immediate danger.

Chart B below displays the 16% increase in the number of employees who agreed or strongly agreed that they knew the signs of abuse after attending the training.

Overall, the statistical tests indicated employees learned more about domestic violence, most specifically on four of the concepts included in the training.

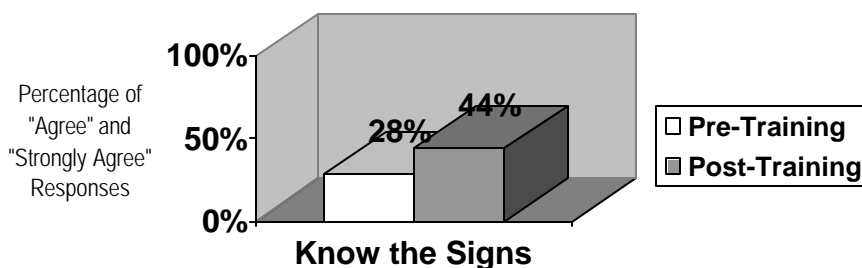
**Table 5. Changes in Awareness of Training Concepts Before and After Training**

Training Concept	Outcome
Understand the reasons why a victim stays with an abuser	Non-significant increase
Know the signs of domestic violence	Highly significant increase (p. <.00)
Many victims eventually leave the abusive relationship	Non-significant increase
A good way to help is to listen and be supportive of what a victim chooses to do	Non-significant increase
Important to keep it confidential unless there is immediate danger	Significant increase (p<.05)
Alcohol or drugs causes people to be violent with their partner*	Non-significant decrease
Batterers are violent due to bad temper**	Non-significant decrease
Repeatedly preventing a partner access to jointly owned money is abusive	Highly significant increase (p<.00)
Calling a partner names is abusive	Significant Increase (p<.05)

\*The training content teaches that alcohol and drugs are NOT the primary cause of domestic violence.

\*\*The training content teaches that temper and abuse are not the same.

**B) Changes in Knowing Signs of Abuse Before and After Training**



**Workplace Helping Behaviors**

Seven of the survey questions composed a scale called Workplace Helping Behaviors, measuring employees' tendency to agree that they would take supportive steps to respond to domestic violence situations at work. Each of the seven items and the outcomes for each is shown in Table 6 below.

*Results from the Matched Sample – Workplace Helping Behaviors*

The change in employees' responses to the Workplace Helping Behavior Scale<sup>1</sup> after the training was highly statistically significant and positive (with the chance that the increase is due to chance alone equaling less than .01%). This result indicates that employees were more likely to agree that they would use supportive behaviors at work after participating in the training.

Six of the seven scale items displayed statistically significant changes, with five of the scale items having highly significant changes. Note that the scores on the items decreased or increased based on the positive or negative wording of the question (see Table 6).

Looking at average scores of the Workplace Helping Scale, 30% more employees demonstrated agreement with positive workplace helping behaviors in the Post-Training than in the Pre-Training survey (see Chart C.)

The results indicate important shifts in intended workplace behaviors overall. Employees were significantly more likely to:

- Know who to talk to at work if they needed help for abuse
- Talk to a manager or HR person to ask for time off to get help
- Know who to contact if there is a threat of domestic violence in the workplace
- Express concern to an employee who may be a victim of abuse
- Know where to refer someone for domestic abuse help
- Agree that domestic violence is a workplace issue

**Table 6. Changes in Workplace Helping Behaviors Before and After Training**

<b>Workplace Helping Behavior</b>	<b>Outcome</b>
Domestic violence is a personal issue not to be talked about in the workplace*	Significant decrease (p <.05) <i>Positive direction</i>
If in a domestic violence situation, I would be comfortable talking to a manager or HR about time off to get help	Highly significant increase (p. <.00) <i>Positive direction</i>
I would tell someone at work who is being abused what I think they should do to fix the situation**	Non-significant decrease <i>Positive direction (not significant)</i>
Talking to an employee about my concern that he or she may be abused is not a good thing to do***	Highly significant decrease (p. <.00) <i>Positive direction</i>
I know where to refer someone to get help	Highly significant increase (p. <.00) <i>Positive direction</i>
If I know an employee that might be attacked at work, I know who to contact	Highly significant increase (p. <.00) <i>Positive direction</i>
If I was in a domestic violence situation, I know who to talk to at work to get information	Highly significant increase (p. <.00) <i>Positive direction</i>

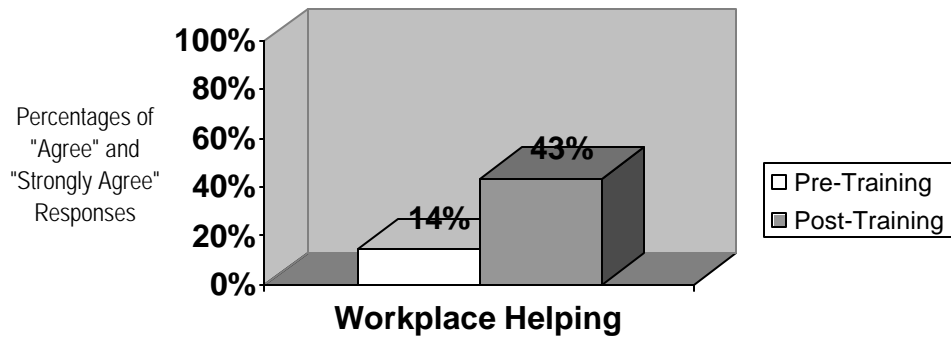
\*Training content teaches that it is a workplace concern

\*\* Training content teaches employees NOT to tell victims what to do

\*\*\*Training content teaches talking about concerns is a good thing

<sup>1</sup> To increase scale reliability, one item was removed from scale during analysis

### C) Changes in the Workplace Helping Scale Before and After Training



## **Manager Helping Behaviors**

Seven survey questions addressed managers' responses to employees coping with domestic violence, combined in a scale called Manager Helping Behaviors.<sup>2</sup> Changes in managers' scores on the scale and all seven of the items are provided below.

### *Results from the Matched Sample – Manager Helping Behaviors*

The change in managers' scores on the Manager Helping Behavior scale before and after training was positive and statistically significant (the probability that this result was due to chance alone was less than 5%). Managers were more likely to agree that they would use supportive workplace behaviors after participating in the training.

Although all of the seven scale questions showed a positive change, only three of the individual items showed a significant or highly significant statistical change (see Table 7 below). These statistically significant changes demonstrate that:

- Managers were more certain about what to do if an employee indicated he or she is being abused at home.
- Managers were less likely to handle a workplace domestic violence threat on their own (implying they are more likely to implement a coordinated response).
- Managers were less likely to tell an abused employee that he or she should leave the relationship (which can be harmful to the employee).

Chart D indicates that 22% more managers agreed or strongly agreed with the Manager Helping Behaviors scale questions after the training than before the training.

Among some items that did not show a significant increase, managers had already rated these items very positively even before the training. For example, in the Pre-Training survey, managers scored an average score of 6.4 out of 7.0 possible points on the item about approving time off for an employee to get an order of protection.

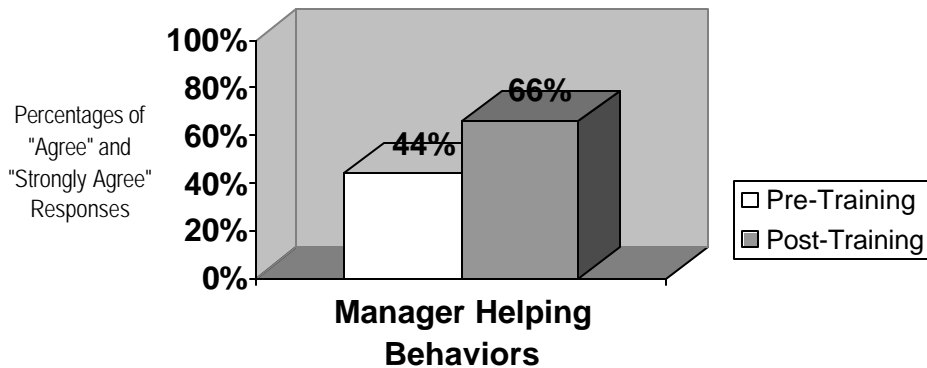
**Table 7. Changes in Manager Helping Behaviors Before and After Training**

<b>Manager Helping Behavior</b>	<b>Outcome</b>
I would approve time off for an employee who needed to go to courts to get an order of protection.	Non-significant increase <i>Positive direction</i>
I would tell an abused employee that he or she should leave the relationship*.	Highly significant decrease (p. <.00) <i>Positive direction</i>
I am not sure that I know what to do if an employee told me that he or she is being physically abused at home.	Highly significant decrease (p. <.00) <i>Positive direction</i>
I would consider holding off on disciplinary procedures, if I found out that an employee's performance problems were caused by domestic abuse.	Non-significant increase <i>Positive direction</i>
If I found out that an employee's spouse threatened to attack an employee at work, I would handle the situation on my own.**	Highly significant decrease (p. <.00) <i>Positive direction</i>
I would talk to Human Resources about arranging a personal leave of absence for an abused employee who is in danger and needs to be in a safe place.	Non-significant increase <i>Positive direction</i>
If an employee told me that he or she is being abuse, I would ask the employee who they want to know about the situation.	Non-significant increase <i>Positive direction</i>

\*The training teaches managers to not tell employees to leave the relationship, as it can be dangerous for them to do so under the wrong conditions. \*\*The training encourages managers to report threats.

<sup>2</sup> Two of the items were eliminated from analysis to increase the scale's reliability

### D) Changes in the Manager Helping Scale Before and After Training



#### Additional Feedback Questions on the Post-Training Surveys

Four additional questions were added to the Post-Training questionnaire in order to gather general feedback from employees about the training program at Northridge. Similar to responses from the Feedback Forms, the following results are drawn from the Post-Training questionnaires completed by employees attending the training (both matched and unmatched, equaling 434 responses).

**Table 8. Additional Feedback Questions from the Post-Training Surveys**

Questions about the Training From the Post-Training Questionnaire	Percent of Responses* (n = 434)	
	<i>A Fair Amount to Quite a Lot</i>	<i>Some to Quite a Lot</i>
How much did you learn about domestic abuse from the information you received?	75%	96%
How much has the information about domestic abuse caused you to think about domestic abuse in the lives of your co-workers?	64%	90%
How much has the information about domestic abuse caused you to do anything differently in your life?	46%	71%
Overall, how helpful was the information presented in the training?	78%	96%

These results indicate that employees are less likely to agree that they would apply the information immediately to their own situation. Yet, similar to the results from the Feedback Forms, the employees completing the Post-Training survey at Northridge were fairly positive in their overall impression of the program.

## **Summary of Training Effectiveness: Pre- and Post-Training Surveys**

The statistical comparisons of the matched survey responses of employees and managers revealed consistently positive effects from the training program. Employees were more supportive toward domestic violence victims, demonstrated learning of some of the domestic violence training concepts, and embraced workplace helping responses. Managers, who responded with fairly positive helping responses even before the training, increased their number of positive responses after the training.

## **REPORTED INCIDENCE OF DOMESTIC VIOLENCE AMONG EMPLOYEES**

Information was gathered from employees in the Pre- and Post-Training surveys about their experiences with domestic abuse, both physical and non-physical, occurring in the last year or at any time in their life.

Although it is possible that training may actually increase employees' awareness of the abuse in their lives, in the Harman study there were no differences found between Pre- and Post-Training reports of abuse. Yet, the incidence of abuse among employees does indicate how frequent a concern it is for employees, as well highlights any differences of risks among employees.

### **Reports by Abuse Type and By Gender**

In other studies, the incidence of physical abuse in the past year for women ranged from 2% to 23%.<sup>3</sup> Based on results from the Harman Pre-Training survey, we find that 7.1% of females and 5.2% of males reported being physically abused in the last year.

The rates for physical abuse occurring in one's lifetime were much higher, equaling 35.7% for women and 20.8% for men. This finding supports the commonly quoted statistic that one-third of women have faced physical abuse at some time in their lives.

**Table 9. Incidence of Abuse Reported by Employees by Gender**

<b>Pre-Training Responses</b>	<b>Males (n = 384)</b>		<b>Females (n = 168)</b>		<b>Total (n = 552)*</b>	
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b><i>Physical Abuse in Last Year</i></b>	20	5.2%	12	7.1%	32	5.6%
<b><i>Physical Abuse in Lifetime</i></b>	80	20.9%	60	35.7%	140	24.6%
<b><i>Non-Physical Abuse in Last Year</i></b>	53	13.9%	20	12.0%	73	12.9%
<b><i>Non-Physical Abuse in Lifetime</i></b>	115	30.2%	73	43.7%	188	33.3%
<b><i>Either Physical or Non-Physical Abuse in Lifetime</i></b>	129	33.6%	81	48.2%	211	36.9%

\*552 of the 569 completed pre-training responses included a gender response.

<sup>3</sup> Urban, B.Y. (At Press). Report to Congress: Employers' Responses to Violence Against Women. U.S. Dept. of Justice, Violence Against Women Office and the Family Violence Prevention Fund.



Reports of non-physical abuse ranged even higher, with men reporting more non-physical abuse in the last year (13.9%) than women (12.0%) and women reporting more non-physical abuse over their lifetimes (43.7%) than men (30.2%).

Compiling data across the type of abuse, 48.2% of the women reported either physical or non-physical abuse at some time in their lives, while 33.6% of men experienced either physical or non-physical abuse in their lives. About 37% of all respondents had experienced some type of abuse in their lifetime.

**Differences by Gender:**

Using statistical tests of difference and looking at the lifetime rates for abuse, female employees reported significantly more physical and non-physical abuse than did the male employees (with the probability that the result is due to chance at less than .01). There were no significant differences of reported rates of abuse in the last year.

**Differences by Ethnicity**

The low numbers of people reporting Asian, Black or Native American ethnicity make analysis and comparison across these groups impossible. Looking at the combined Abuse Lifetime variable (either physical or non-physical), White employees reported the highest rate of abuse overall at 47% (males – 44%, females - 57%). Hispanic and Asian employees reported a total rate of 32% and 30 % respectively, with women reporting greater rates of abuse.

**Table 10. Incidence of Either Physical or Non-Physical Abuse in a Lifetime by Demographic Categories**

Pre-Training Response	Males		Females		Total	
	#	%	#	%	#	%
Asian	11	27%	7	35%	18	30%
<i>Total N</i>	41	---	20	---	61	---
Black	7	*	3	*	10	*
<i>Total N</i>	12	---	4	---	16	---
Hispanic	44	25%	41	46%	85	32%
<i>Total N</i>	175	---	90	---	265	---
Native American	1	*	0	*	1	*
<i>Total N</i>	2	---	0	---	2	----
White	64	44%	28	57%	92	47%
<i>Total N</i>	145		49		194	
Other	1	*	1	*	2	*
<i>Total N</i>	7	---	4	---	11	---

\*Percentages cannot be accurately calculated in cells with a total sample of less 20.

## **APPENDIX**

- A. Harman Training Feedback Form
- B. Harman Pre-training Questionnaire
- C. A Comparison of Training Feedback Form Responses by Facility
- D. A Sample of Comments from Employees
  - 1) From Training Feedback Forms
  - 2) From Northridge Post-Training Surveys

## **Domestic Violence Training Feedback Form**

Thank you for your feedback. Please circle the number next to your answers below and hand in this form to a trainer before leaving. Do not place your name or any other identifying information on this form.

Work Location: \_\_\_\_\_ Gender: \_\_\_ Male \_\_\_ Female  
Age: \_\_\_\_\_ Race/Ethnicity: \_\_\_ African American/Black \_\_\_ Asian  
\_\_\_ Caucasian/White \_\_\_ Hispanic/Latino \_\_\_ Native American/Indian \_\_\_ Other

As a result of today's training ...

1. I know more about domestic violence.

1 Not at all true      2 Somewhat true      3 True      4 Very true

2. I know the signs that indicate that someone may be a victim of domestic violence.

1 Not at all true      2 Somewhat true      3 True      4 Very true

3. I understand better why it is hard for abused people to leave abusive relationships.

1 Not at all true      2 Somewhat true      3 True      4 Very true

4. I am more likely to agree that domestic violence is a workplace issue.

1 Not at all true      2 Somewhat true      3 True      4 Very true

5. I am more likely to talk to an employee, co-worker or friend about abuse.

1 Not at all true      2 Somewhat true      3 True      4 Very true

6. I am more likely to ask for help if I was abused.

1 Not at all true      2 Somewhat true      3 True      4 Very true

7. I know where to refer someone who is abused for help.

1 Not at all true      2 Somewhat true      3 True      4 Very true

8. I more likely to agree that we should be supportive, in the workplace, to people who are abused.

1 Not at all true      2 Somewhat true      3 True      4 Very true

9. I am more aware of what to do if there is a threat of domestic violence at work.

1 Not at all true      2 Somewhat true      3 True      4 Very true

10. Overall, the information presented in the training was...

**[NOTE: Question 10 data was not reported as several facilities used a copy of the form that had incorrect response items.]**

**If you manage employees, please also answer the following questions on the reverse side**

**If you manage employees, please also answer the following questions...**

10. I am more prepared to respond to employees who are abused who ask for time off to address a domestic violence situation.

1 Not at all true      2 Somewhat true      3 True      4 Very true

11. I am more prepared to respond to employees with performance problems caused by domestic violence.

1 Not at all true      2 Somewhat true      3 True      4 Very true

12. I am more aware of who to notify when there is a threat of domestic violence in the workplace.

1 Not at all true      2 Somewhat true      3 True      4 Very true

**For all employees, feel free to use the space below for any general comments:**

### A Comparison of Training Feedback Form Responses by Harman Facility

<b>Feedback Form Questions</b> <i>As a result of today's training, I ...</i>	<b>Percent of Responses: Includes Responses of True to Very True</b>						
	<b><i>Martinsville</i></b>	<b><i>Farming- ton Hills</i></b>	<b><i>Crown Intn'l</i></b>	<b><i>Franklin</i></b>	<b><i>Phoenix</i></b>	<b><i>Woodbury</i></b>	<b><i>Prairie du Chien</i></b>
Know more about domestic violence	78%	90%	62%	87%	87%	94%	85%
Know the signs that indicate that someone may be a victim of domestic violence	75%	78%	62%	88%	35%	70%	81%
Understand better why it is hard for abused people to leave abusive relationships	80%	78%	61%	90%	74%	71%	87%
Am more likely to agree that domestic violence is a workplace issue	69%	76%	62%	77%	74%	62%	77%
Am more likely to talk to an employee, co-worker or friend about abuse	66%	68%	45%	67%	61%	70%	55%
Am more likely to ask for help if I was abused	72%	73%	60%	81%	64%	68%	70%
Know where to refer someone who is abused for help	90%	100%	89%	97%	87%	95%	96%
Am more likely to agree that we should be supportive, in the workplace, to people who are abused	90%	88%	84%	97%	96%	92%	96%
Am more aware of what to do if there is a threat of domestic violence at work	85%	83%	74%	93%	96%	94%	96%
<b>Questions for Managers Only</b>							
More prepared to respond to employees who are abused who ask for time off to address a domestic violence situation	97%	100%	84%	100%	100%	100%	No responses
More prepared to respond to employees with performance problems caused by domestic violence	100%	75%	84%	94%	90%	100%	No responses
More aware of who to notify when there is a threat of domestic violence in the workplace	100%	100%	94%	100%	90%	100%	No responses

## **A Sample of Comments From Employees From the Training Feedback Forms**

Note: Some comments have been shortened but retain the original wording. A mix of comments was selected that represents the balance of comment types.

### **Martinsville**

- Very informative. I have learned some things that can be done which I did not know the company could do.
- I will never believe that a victim is not capable of stopping the abuse.
- The seminar was not at all informative. I was the victim [male] in my marriage for 6 years.
- I have been a victim of domestic violence. I wish this information had been there when I needed it. This is a good thing.
- I think more companies should do this kind of training.

### **Farmington**

- Very worthwhile. Thank you.
- The training was all lecture. It would help to have some case studies to reinforce the objectives.
- Excellent informative information

### **Crown International**

- I am anxious for my employees to receive this training. Thank you for allowing it!
- My boss may say she would help someone, but I see differently. She has said, your problems belong at home when you go to work.
- I've been a victim of physical abuse in the past and am glad to see the company getting more involved in this issue.
- Basically I feel it was a waste of our work time. Although I support what the Y [community agency] is doing. Thanks.
- Great job! Thanks for the info.

### **Franklin**

- I appreciate Harman taking action against this horrible crime. I hope they will finally make an exception for missed time or time needed off as a result of domestic violence, instead of just saying in writing they will.
- I have been a victim of abuse, so I already knew this information. The speaker was very good. This is a good program.
- Great information!

### **Phoenix**

- I have been through domestic violence training before. What I did learn was the impact in the workplace and local resources.
- I'm already familiar with a lot of this information, because I grew up in a hostile household. I also strongly believe that with support and encouragement, a person can break the chain [of abuse].

**Woodbury**

- Well done. Very good speaker!
- I found the seminar to be a bit too long. There seemed to be too much time spent going over and over again. I would prefer more case studies.
- Very helpful.
- This is a very worthy issue for Harman to be involved in. The length of the presentation should be reduced to 30 to 45 minutes.
- Elaborate on signs of domestic violence both physical and behavioral, so managers will be better equipped to “see it and say it.”

**Prairie du Chien**

- No comments were written on the forms.

**Madrigal**

- Only one comment was made, as follows: My general concern regarding the policy at Harman is that the support appears geared toward the victim and punishment for the abuser. This would lead to an environment where the abuser is less likely to seek help. Also far more attention to child abuse situations is needed. Those victims have no options.

## **A Sample of Comments From Employees From the Northridge Post-Training Surveys**

The following is a sample of all legible English statements written on the Post-Training surveys, included in their original form. Comments from employees made in Spanish will be made available upon request.

- Some thing very important on my life and for some people
- Thank you too
- The information is quite a lot good to know about the rights in life
- This is a good thing
- This is valuable information that should be conveyed to everyone. However, I found this to be a poor seminar, I was very disappointed in the presentation by the instructor.
- Training program was very informative, made me think how I treat other people
- Training provided was good
- Your questions are not geared for some unskilled employees here at Harman.
- Prevention of domestic violence is an issue that applies to both men and women not just men!!
- Please address questions more simple and straight forward. Most of the questions; maybe put in simple but hard to think what is asked or required to answer.
- Although some mention of abused husband (males) was made @ the class, I think this should be explored in more depth. Especially in the large imbalance between resources for women vs men, stigma in the legal and criminal [systems]
- I am a remote-based employee. Did not attend training. But - just filling out these surveys is informative and thought - provoking.
- I felt the instructor showed a lack of sensitive to those that have in fact been in a domestic violence situation. As a note, we need to address and deal with this issue more aggressively. Placing families in a shelter is not a long-term solution.
- I appreciate the fact that this was addressed. It is not perfect but a good first step. Thank you.
- I believe providing people with information and assistance would be much more beneficial than completing a survey with "trick" questions.
- I don't know which training program are you talking about? But any type of information is always helpful. Specially for the employee who she or he is in a situation.
- I think women who stay in abusive relationships are afraid to be alone and are selfish to their children.
- If this is possible where we receive this type of training about domestic. Better if we watch by videotape exactly what happen when somebody is hitting to others.
- It would be an excellent idea if women in domestic violent would know where to go to obtain legal help i.e. restraining orders, child support etc.



# The Harman Domestic Violence Prevention Project Survey

This is the second survey of Harman=s Domestic Violence Prevention Program. The purpose of the survey is to determine if the program helped us learn about domestic violence and to provide us with better answers on how to prevent domestic abuse. The survey should take about 10 to 12 minutes to complete.

This survey is voluntary. You can choose to do the survey or not do the survey and no one will report whether or not you completed it. This is an anonymous survey--do not put your name, department, or work phone number on this survey.

In order to compare how your answers change over time, please enter the following information and answer the questions below, using the **SAME ANSWERS** as you used on the first survey. This information will not be used to identify you.

If you did not complete the first survey, or if you don't remember the information you put on the first survey, still fill in the following information and complete the entire survey.

Favorite color: \_\_\_\_\_ Last 4 numbers of your home phone number\*: \_\_\_\_\_  
\*If you don't have a home phone, use the last four digits of a phone number of a close family member or friend.

- A. I completed the first survey    \_\_\_ YES    \_\_\_ NO
- B. I attended the training on domestic violence    \_\_\_ YES    \_\_\_ NO

**Please circle one answer for each item below to indicate how much you agree or disagree with each statement.**

## DOMESTIC VIOLENCE QUESTIONS

- |                      |   |                      |          |                      |        |                   |       |                   |   |   |   |   |   |   |   |  |
|----------------------|---|----------------------|----------|----------------------|--------|-------------------|-------|-------------------|---|---|---|---|---|---|---|--|
| 1.                   | People try to get hit by their partners in order to get sympathy from others.   |                      |          |                      |        |                   |       |                   |   |   |   |   |   |   |   |  |
|                      | <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;">Strongly<br/>Disagree</td> <td style="text-align: center;">Disagree</td> <td style="text-align: center;">Slightly<br/>Disagree</td> <td style="text-align: center;">Unsure</td> <td style="text-align: center;">Slightly<br/>Agree</td> <td style="text-align: center;">Agree</td> <td style="text-align: center;">Strongly<br/>Agree</td> </tr> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> <td style="text-align: center;">4</td> <td style="text-align: center;">5</td> <td style="text-align: center;">6</td> <td style="text-align: center;">7</td> </tr> </table> | Strongly<br>Disagree | Disagree | Slightly<br>Disagree | Unsure | Slightly<br>Agree | Agree | Strongly<br>Agree | 1 | 2 | 3 | 4 | 5 | 6 | 7 |  |
| Strongly<br>Disagree | Disagree  | Slightly<br>Disagree | Unsure   | Slightly<br>Agree    | Agree  | Strongly<br>Agree |       |                   |   |   |   |   |   |   |   |  |
| 1                    | 2   | 3                    | 4        | 5                    | 6      | 7                 |       |                   |   |   |   |   |   |   |   |  |
| 2.                   | There is no excuse for a person hitting his or her partner.   |                      |          |                      |        |                   |       |                   |   |   |   |   |   |   |   |  |
|                      | <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;">Strongly<br/>Disagree</td> <td style="text-align: center;">Disagree</td> <td style="text-align: center;">Slightly<br/>Disagree</td> <td style="text-align: center;">Unsure</td> <td style="text-align: center;">Slightly<br/>Agree</td> <td style="text-align: center;">Agree</td> <td style="text-align: center;">Strongly<br/>Agree</td> </tr> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> <td style="text-align: center;">4</td> <td style="text-align: center;">5</td> <td style="text-align: center;">6</td> <td style="text-align: center;">7</td> </tr> </table> | Strongly<br>Disagree | Disagree | Slightly<br>Disagree | Unsure | Slightly<br>Agree | Agree | Strongly<br>Agree | 1 | 2 | 3 | 4 | 5 | 6 | 7 |  |
| Strongly<br>Disagree | Disagree  | Slightly<br>Disagree | Unsure   | Slightly<br>Agree    | Agree  | Strongly<br>Agree |       |                   |   |   |   |   |   |   |   |  |
| 1                    | 2   | 3                    | 4        | 5                    | 6      | 7                 |       |                   |   |   |   |   |   |   |   |  |
| 3.                   | There are many sensible reasons why a domestic abuse victim stays with an abuser.   |                      |          |                      |        |                   |       |                   |   |   |   |   |   |   |   |  |
|                      | <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;">Strongly<br/>Disagree</td> <td style="text-align: center;">Disagree</td> <td style="text-align: center;">Slightly<br/>Disagree</td> <td style="text-align: center;">Unsure</td> <td style="text-align: center;">Slightly<br/>Agree</td> <td style="text-align: center;">Agree</td> <td style="text-align: center;">Strongly<br/>Agree</td> </tr> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> <td style="text-align: center;">4</td> <td style="text-align: center;">5</td> <td style="text-align: center;">6</td> <td style="text-align: center;">7</td> </tr> </table> | Strongly<br>Disagree | Disagree | Slightly<br>Disagree | Unsure | Slightly<br>Agree | Agree | Strongly<br>Agree | 1 | 2 | 3 | 4 | 5 | 6 | 7 |  |
| Strongly<br>Disagree | Disagree  | Slightly<br>Disagree | Unsure   | Slightly<br>Agree    | Agree  | Strongly<br>Agree |       |                   |   |   |   |   |   |   |   |  |
| 1                    | 2   | 3                    | 4        | 5                    | 6      | 7                 |       |                   |   |   |   |   |   |   |   |  |
| 4.                   | Even when someone lies to their partner they do not deserve to get hit.   |                      |          |                      |        |                   |       |                   |   |   |   |   |   |   |   |  |
|                      | <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;">Strongly<br/>Disagree</td> <td style="text-align: center;">Disagree</td> <td style="text-align: center;">Slightly<br/>Disagree</td> <td style="text-align: center;">Unsure</td> <td style="text-align: center;">Slightly<br/>Agree</td> <td style="text-align: center;">Agree</td> <td style="text-align: center;">Strongly<br/>Agree</td> </tr> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> <td style="text-align: center;">4</td> <td style="text-align: center;">5</td> <td style="text-align: center;">6</td> <td style="text-align: center;">7</td> </tr> </table> | Strongly<br>Disagree | Disagree | Slightly<br>Disagree | Unsure | Slightly<br>Agree | Agree | Strongly<br>Agree | 1 | 2 | 3 | 4 | 5 | 6 | 7 |  |
| Strongly<br>Disagree | Disagree  | Slightly<br>Disagree | Unsure   | Slightly<br>Agree    | Agree  | Strongly<br>Agree |       |                   |   |   |   |   |   |   |   |  |
| 1                    | 2   | 3                    | 4        | 5                    | 6      | 7                 |       |                   |   |   |   |   |   |   |   |  |
| 5.                   | I know the signs that indicate that someone may be a victim of domestic violence.   |                      |          |                      |        |                   |       |                   |   |   |   |   |   |   |   |  |
|                      | <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;">Strongly<br/>Disagree</td> <td style="text-align: center;">Disagree</td> <td style="text-align: center;">Slightly<br/>Disagree</td> <td style="text-align: center;">Unsure</td> <td style="text-align: center;">Slightly<br/>Agree</td> <td style="text-align: center;">Agree</td> <td style="text-align: center;">Strongly<br/>Agree</td> </tr> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> <td style="text-align: center;">4</td> <td style="text-align: center;">5</td> <td style="text-align: center;">6</td> <td style="text-align: center;">7</td> </tr> </table> | Strongly<br>Disagree | Disagree | Slightly<br>Disagree | Unsure | Slightly<br>Agree | Agree | Strongly<br>Agree | 1 | 2 | 3 | 4 | 5 | 6 | 7 |  |
| Strongly<br>Disagree | Disagree  | Slightly<br>Disagree | Unsure   | Slightly<br>Agree    | Agree  | Strongly<br>Agree |       |                   |   |   |   |   |   |   |   |  |
| 1                    | 2   | 3                    | 4        | 5                    | 6      | 7                 |       |                   |   |   |   |   |   |   |   |  |

6. Victims of domestic violence try to get their partners to hit them as a way to get attention from them.
- |          |          |          |        |          |       |          |
|----------|----------|----------|--------|----------|-------|----------|
| Strongly |          | Slightly |        | Slightly |       | Strongly |
| Disagree | Disagree | Disagree | Unsure | Agree    | Agree | Agree    |
| 1        | 2        | 3        | 4      | 5        | 6     | 7        |
7. Many domestic violence victims are likely to eventually leave an abusive relationship.
- |          |          |          |        |          |       |          |
|----------|----------|----------|--------|----------|-------|----------|
| Strongly |          | Slightly |        | Slightly |       | Strongly |
| Disagree | Disagree | Disagree | Unsure | Agree    | Agree | Agree    |
| 1        | 2        | 3        | 4      | 5        | 6     | 7        |
8. Sometimes it is OK for some one to hit his or her partner.
- |          |          |          |        |          |       |          |
|----------|----------|----------|--------|----------|-------|----------|
| Strongly |          | Slightly |        | Slightly |       | Strongly |
| Disagree | Disagree | Disagree | Unsure | Agree    | Agree | Agree    |
| 1        | 2        | 3        | 4      | 5        | 6     | 7        |
9. One of the best ways to help a victim of domestic abuse is to listen and be supportive of what she or he chooses to do.
- |          |          |          |        |          |       |          |
|----------|----------|----------|--------|----------|-------|----------|
| Strongly |          | Slightly |        | Slightly |       | Strongly |
| Disagree | Disagree | Disagree | Unsure | Agree    | Agree | Agree    |
| 1        | 2        | 3        | 4      | 5        | 6     | 7        |
10. People who are abused are responsible for the abuse because they could have avoided it.
- |          |          |          |        |          |       |          |
|----------|----------|----------|--------|----------|-------|----------|
| Strongly |          | Slightly |        | Slightly |       | Strongly |
| Disagree | Disagree | Disagree | Unsure | Agree    | Agree | Agree    |
| 1        | 2        | 3        | 4      | 5        | 6     | 7        |
11. It is important to keep what I know about a victim confidential as long as there is no immediate danger to that person or others.
- |          |          |          |        |          |       |          |
|----------|----------|----------|--------|----------|-------|----------|
| Strongly |          | Slightly |        | Slightly |       | Strongly |
| Disagree | Disagree | Disagree | Unsure | Agree    | Agree | Agree    |
| 1        | 2        | 3        | 4      | 5        | 6     | 7        |
12. Many victims of domestic violence secretly desire to be hit by their partners.
- |          |          |          |        |          |       |          |
|----------|----------|----------|--------|----------|-------|----------|
| Strongly |          | Slightly |        | Slightly |       | Strongly |
| Disagree | Disagree | Disagree | Unsure | Agree    | Agree | Agree    |
| 1        | 2        | 3        | 4      | 5        | 6     | 7        |
13. Alcohol or drug use causes people to be violent with their partners
- |          |          |          |        |          |       |          |
|----------|----------|----------|--------|----------|-------|----------|
| Strongly |          | Slightly |        | Slightly |       | Strongly |
| Disagree | Disagree | Disagree | Unsure | Agree    | Agree | Agree    |
| 1        | 2        | 3        | 4      | 5        | 6     | 7        |
14. People could avoid being hit by their partners if they knew when to stop talking
- |          |          |          |        |          |       |          |
|----------|----------|----------|--------|----------|-------|----------|
| Strongly |          | Slightly |        | Slightly |       | Strongly |
| Disagree | Disagree | Disagree | Unsure | Agree    | Agree | Agree    |
| 1        | 2        | 3        | 4      | 5        | 6     | 7        |
15. A batterer acts violently toward a partner because he or she has a bad temper.
- |          |          |          |        |          |       |          |
|----------|----------|----------|--------|----------|-------|----------|
| Strongly |          | Slightly |        | Slightly |       | Strongly |
| Disagree | Disagree | Disagree | Unsure | Agree    | Agree | Agree    |
| 1        | 2        | 3        | 4      | 5        | 6     | 7        |
16. Someone who repeatedly prevents their partner from having access to any jointly owned money is being abusive.
- |          |          |          |        |          |       |          |
|----------|----------|----------|--------|----------|-------|----------|
| Strongly |          | Slightly |        | Slightly |       | Strongly |
| Disagree | Disagree | Disagree | Unsure | Agree    | Agree | Agree    |
| 1        | 2        | 3        | 4      | 5        | 6     | 7        |

17. People who frequently call a partner names or say bad things about them are being abusive.

Strongly Disagree	Disagree	Slightly Disagree	Unsure	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6	7

18. Someone who constantly refuses to have sex with their partner is asking to be hit

Strongly Disagree	Disagree	Slightly Disagree	Unsure	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6	7

19. No one has a right to hit their partner even if the partner breaks agreements they have made with that person.

Strongly Disagree	Disagree	Slightly Disagree	Unsure	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6	7

20. Occasional violence by someone toward a partner can help maintain the marriage or relationship.

Strongly Disagree	Disagree	Slightly Disagree	Unsure	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6	7

### DOMESTIC VIOLENCE AND THE WORKPLACE QUESTIONS

21. I think domestic violence is a personal issue that should not be talked about in the workplace.

Strongly Disagree	Disagree	Slightly Disagree	Unsure	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6	7

22. I know where to refer someone who is being abused to get help.

Strongly Disagree	Disagree	Slightly Disagree	Unsure	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6	7

23. If I know an employee that might be attacked at work, I know who to contact.

Strongly Disagree	Disagree	Slightly Disagree	Unsure	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6	7

24. If I was in a domestic violence situation, I would not feel comfortable talking to a manager or Human Resources about taking time off to get help.

Strongly Disagree	Disagree	Slightly Disagree	Unsure	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6	7

25. I would tell someone at work who is being abused what I think they should do to fix the situation.

Strongly Disagree	Disagree	Slightly Disagree	Unsure	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6	7

26. Talking to an employee at work about my concern that he or she may be a victim of domestic violence is not a good thing to do.

Strongly Disagree	Disagree	Slightly Disagree	Unsure	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6	7

27. If I was in a domestic violence situation, I know who I could talk to at work to get information on domestic violence resources.

Strongly Disagree	Disagree	Slightly Disagree	Unsure	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6	7

**Please answer the following questions if you MANAGE OR SUPERVISE EMPLOYEES. If you do not supervise or manage employees, go to question 35 on the next page.**

As a manager or supervisor,

28. I would approve time off for an employee who needed to go to court to get an order of protection.

Strongly Disagree	Disagree	Slightly Disagree	Unsure	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6	7

29. I would tell an abused employee that he or she should leave the relationship.

Strongly Disagree	Disagree	Slightly Disagree	Unsure	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6	7

30. I am not sure that I know what to do if an employee told me that he or she is being physically abused at home.

Strongly Disagree	Disagree	Slightly Disagree	Unsure	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6	7

31. I would consider holding off on disciplinary procedures, if I found out that an employee's performance problems were caused by domestic abuse.

Strongly Disagree	Disagree	Slightly Disagree	Unsure	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6	7

32. If I found out that an employee's spouse threatened to attack an employee at work, I would handle the situation on my own.

Strongly Disagree	Disagree	Slightly Disagree	Unsure	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6	7

33. I would talk to Human Resources about arranging a personal leave of absence for an abused employee who is in danger and needs to be in a safe place.

Strongly Disagree	Disagree	Slightly Disagree	Unsure	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6	7

34. If an employee told me that he or she is being abused, I would ask the employee who they want to know about the situation.

Strongly Disagree	Disagree	Slightly Disagree	Unsure	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6	7

## QUESTIONS ABOUT ABUSE

**Physical domestic violence** includes being physically controlled by a partner or an ex-partner by the use of any of the following types of violence:

! using weapons      ! choking      ! beating      ! hitting      ! kicking  
! slapping      ! forcing sex      ! behaving      ! grabbing      ! pushing

35. Have you experienced any of the above types of physical domestic violence in the last year?  
\_\_\_yes \_\_\_no
36. Have you experienced any of the above types of physical domestic violence at any time in your life?  
\_\_\_yes \_\_\_no

**Non-physical domestic abuse** includes being physically controlled by a partner or an ex-partner

by the use of any of the following types of abuse:

! making you feel bad about yourself      ! calling you names  
! treating you like you are stupid      ! making you account for your whereabouts  
! controlling your money      ! preventing you from going somewhere  
! not letting you see your friends      ! threatening to take the children

37. Have you experienced any of the above types of non-physical domestic abuse in the last year?  
\_\_\_yes \_\_\_no
38. Have you experienced any of the above types of non-physical domestic abuse at any time in your life? \_\_\_yes \_\_\_no
39. How many co-workers do you know who have been a victim of domestic violence?  
\_\_\_ None    \_\_\_ A few    \_\_\_ Several

## DEMOGRAPHIC QUESTIONS

These questions will not be used to identify you. They will be used for general information, such as the number of different types of people who answer a question a certain way.

40. Do you manage or supervise employees?      \_\_\_ Yes      \_\_\_ No
41. Are you exempt or non-exempt      \_\_\_ Exempt      \_\_\_ Non-Exempt
42. Education: Check ALL of the levels of education that apply to you:  
\_\_\_ Completed grade school or less  
\_\_\_ Completed High School or GED  
\_\_\_ Completed 2 years of college  
\_\_\_ Completed 4 years of college  
\_\_\_ Completed an advance degree
43. How old are you? \_\_\_\_\_      36. Gender: \_\_\_ Male      \_\_\_ Female
44. What is your racial/ethnic background? Check all that apply to you:  
\_\_\_ Asian/Oceania  
\_\_\_ Black/African-American  
\_\_\_ Hispanic/Latino  
\_\_\_ Native American/Indian  
\_\_\_ White/European  
\_\_\_ Other \_\_\_\_\_

