

The Impact of Violence on Workplace Communities

Violence affects the workplace in a number of ways. Absenteeism, impaired job performance, and loss of experienced employees are only some of the costs that companies and affected employees bear as a direct result of violence.

Toll on Productivity

- An analysis of 2012 National Intimate Partner and Sexual Violence Survey data estimates that the average survivor experiences 5.7 lost days of productivity because of intimate partner victimization.ⁱ
- A 2018 national survey of domestic violence survivors found that 83% of respondents reported that their abusive partners disrupted their ability to work. Among those who reported experiencing one or more disruptions, 70% said they were not able to have a job when they wanted or needed one, and 53% said they lost a job because of the abuse. 49% said they missed one or more days of work, 18% missed out on a promotion or raise, and 38% said they lost out on other work opportunities.ⁱⁱ
- A 2018 study of the construction trades found that women who experienced sexual harassment were over twice as likely to also experience workplace injury in the past year, which can greatly reduce their productivity. The study also found that for women in construction, experiencing sexual harassment is a better predictor of

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- workplace injury than assessments of other occupational safety climates. ⁱⁱⁱ
- Approximately 22% of federal employees who experienced sexual harassment saw a loss in productivity, 17% used annual or sick leave, and 13% were denied a promotion/pay increase/ good performance rating or good reference, as found in a 2016 survey of U.S. Merit Systems Protection Board employees. ^{iv}
 - About 130,000 survivors of stalking in a 12-month period from 2005 to 2006, reported that they were fired or asked to leave their job because of the stalking. About one in eight employed stalking survivors lost time from work because of fear for their safety or because they needed to get a restraining order or testify in court. More than half these survivors lost five days or more from work. ^v
 - A 2005 study of female employees in Maine who experienced domestic violence found that: 98 percent had difficulty concentrating on work tasks; 96 percent reported that domestic abuse affected their ability to perform their job duties; 87 percent received harassing phone calls at work; 78 percent reported being late to work because of abuse; and 60 percent lost their jobs due to domestic abuse. ^{vi}

Costs

- An analysis of 2012 National Intimate Partner and Sexual Violence Survey data estimates that U.S. adults experience 741 million lost productive days because of victimizations by an average of 2.5 perpetrators per survivor. The estimated societal cost of violence-based short-term lost productivity was \$730 per survivor, or \$110 billion across the lifetimes of all survivors, in 2016 USD. ^{vii} The longer term estimated impacts are even more staggering. The same authors in a 2014 suggest that the lifetime cost of intimate partner violence

- was \$1.3 trillion (37%) in lost productivity among survivors and perpetrators.^{viii}
- The Tennessee Economic Council on Women estimated that Tennesseans spent or lost at least \$886,171,950 as a result of domestic violence, human sex trafficking, and sexual assault in 2012. These costs were associated with health care payments, charity, lost wages, and workplace expenses as well.^{ix}
 - A 2003- 2011 longitudinal study of working women in Minnesota found that women who experienced sexual harassment were significantly more likely to experience financial stress two years later. Moreover, women who experienced sexual harassment were 6.5 times as likely to change jobs as women who had not experienced sexual harassment.^x

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