

# Information on the impacts of domestic violence at work



Booklet for  
employees

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Equality and Citizenship  
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**FACE**  
Les entreprises contre l'exclusion

**ONE IN THREE**  
*Women*  
COMPANIES UNITED TO END  
VIOLENCE AGAINST WOMEN



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## FACE

Les entreprises contre l'exclusion

**The Fondation Agir Contre l'Exclusion (Act Against Exclusion or FACE)** was created in 1994 by 13 major companies (16 founders in 2019), in order to deal with the issues of exclusion, discrimination and poverty jointly with public authority.

Recognized for its public utility, FACE promotes the social involvement of companies on all territories going beyond the legal framework. The Foundation currently supports 6 500 companies and 400 000 beneficiaries each year through activities that promote a fair and inclusive society.



The **CEASE** project, co-financed by the European Union's Rights, Equality and Citizenship Program, aims at involving the private sector in the fight against gender-based violence and more specifically domestic violence and its impact on the workplace.

Through the implementation of concrete actions (trainings, events, sensitization material), the objective is to create and test approaches within companies in order to support efficiently employees' victims of domestic violence, hand in hand with specialized organisations.

This project enabled the creation of the **OneIn-ThreeWomen** network, co-created by FACE and the Kering Foundation and composed of multinational companies following the same goal.



Members of the network managed in France in April 2019:



L'ORÉAL



BNP PARIBAS



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# Introduction

This booklet aims to raise awareness and inform employees on violence against women and more specifically domestic abuse and its impact on work, as well as providing victims with advice and necessary contact information.

Violence against women is defined by the United Nations as **any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women**, including threats of such acts, coercion or arbitrary, whether occurring in public or private life.

Domestic abuse is the most common form of gender-based violence. In the UK, **one in four women** is a victim of domestic abuse throughout her life. Contrary to popular thinking, most of these women are employed and the violence they experience can impact their professional lives (stress, loss of productivity, absenteeism, etc.).



*This booklet is produced as part of the CEASE project, cofinanced by the Rights, Equality and Citizenship Programme of the European Commission and managed by Fondation Agir Contre l'Exclusion.*

# Domestic violence: what is it?

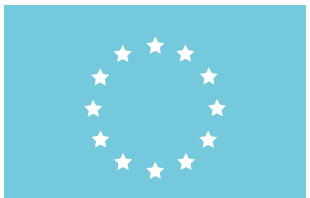
## A major social issue



In England and Wales, two women are killed each week by a current or former partner.

Between **40** and **60%** of women victims of violence are assaulted during their pregnancy. More than a third of cases start or worsen during pregnancy.

On average, a victim of domestic violence is assaulted **35** times before her first call to



### In Europe

**42,3%** of those experiencing domestic violence reported they discussed it with someone at work. The most common people victims disclose to are co-workers and supervisors/managers.

Around **18%** of victims experienced an assault at the workplace or nearby.

**56%** of victims declared that it affects their work negatively and **32%** declare having missed work because of situations of violence at home (wounds, incapacity to get to work because of the violent partner, etc.)

## The different forms of violence

Domestic violence is defined as all acts of physical, sexual, psychological or economic violence that occur within the family, domestic unit or between former and current spouses or partners, whether the perpetrator shares or has shared the same residence with the victim.

According to the Office for National Statistics, **92% of defendants in domestic-abuse related prosecutions were men and 66% of victims were recorded as female**. Domestic abuse clearly has an asymmetric gender dimension and affects women more than men.

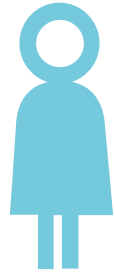
This type of violence is not rooted in specific economic or social situations, **it affects women and men from all social backgrounds, nationality or culture**.

Domestic abuse can take **many forms**:

- **Physical:** slaps, punches, kicks, hitting with objects
- **Verbal:** insults, threats
- **Administrative:** confiscation of essential documents
- **Psychological:** humiliations, harassment, coercive control
- **Sexual:** sexual assault or rape
- **Material:** damage to property
- **Economic:** control of finances, bank accounts and spending
- **Cyberviolence:** social network humiliation, stalking and surveillance.

Domestic abuse impacts negatively the physical and psychological well-being of victims or children exposed to it. This form of violence leads to severe consequences on society's health, security and economy, making it a major public health issue which must be solved.





# How to help a colleague victim of domestic abuse?

## How to respond to a coworker who is experiencing domestic abuse?

### What should I do?

- Let your coworker speak. Make yourself available.
- Listen carefully, be supportive without being judgmental.
- Respect confidentiality and privacy. Keep the information to yourself, unless your coworker gives you permission to tell others.
- Do not blame the victim.



### What should I expect?

- Expect a broad range of emotions such as anger or even guilt.
- Respect your coworker's choices which may be different to yours.
- Your coworker might need to take time off work, if so, stay in touch regularly.

### What should I say?

- Inform your coworker that internal and external help services are available for support.
- Thank your coworker for telling you. Express your understanding.
- Ask your coworker what you could do to help.

Are you experiencing domestic violence? →



# What legal remedies are available?



## The penalties incurred by the perpetrators of violence

Domestic abuse is forbidden by law and most of its forms are criminal offences. Many of the tactics that abusers use are illegal and some carry a prison sentence if a prosecution is successful.

The following table informs you of the different offences related to domestic abuse. However, each case is unique and the justice system is the only actor entitled to give a ruling.

If you are experiencing any or some of the following behaviours, either contact the Police directly or seek specialist support.

Offence	Description
Common Assault	Actual battery or perceived threat of immediate, unlawful force
Criminal Damage	Destroys or damages property
Breach of a non-molestation/restraining order	Doing anything that he is prohibited from doing by the order itself

## Other Offences

Disclosing private sexual images / Assault occasioning actual bodily harm (ABH) / Grievous bodily harm (GBH) / Controlling or coercive behaviour in an intimate or family relationship / Stalking & harassment / Sexual assault / Rape / Threat to kill / Attempted murder / Manslaughter / First degree murder

If you wish to know more about the sentences, please consult the following websites as laws in England&Wales, Scotland and Northern Ireland are not the same :

- England & Wales: <https://www.sentencingcouncil.org.uk/>
- Scotland: <https://www.scottishsentencingcouncil.org.uk/>
- Northern Ireland: <https://judiciaryni.uk/sentencing-guidelines-northern-ireland>

## Victims' rights

In this part, you will be informed on victims' rights. To get more information on procedures, you should contact the support organisations listed further in this guidebook.

Domestic abuse is dealt with under both criminal and civil law, administered by separate courts.

- Civil law aims at protecting the victim
- Criminal law aims at punishing the perpetrator

### • Under the criminal law

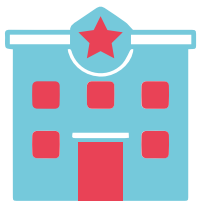


#### **Ask for your partner previous relationship history**

Clare's Law gives any member of the public the right to ask the police if their partner or the partner of a close friend or family member may pose a risk to them. To make an application you'll need to call 101, the police non-emergency number.

#### **Report domestic abuse**

You can report domestic abuse at any police station or by calling the police. They should always give you the opportunity of being listened to and spoken to separately, away from your abuser. You can also ask to be seen by a woman police officer (WPC).



#### **Ask for a Domestic Violence Prevention Order (DVPOs)**

Domestic violence protection orders (DVPOs) are available across England and Wales. They can be put in place by the police and magistrates in the immediate aftermath of a domestic abuse incident. The perpetrator can be banned with immediate effect from returning to a residence and from having contact with the victim for up to 28 days, allowing the woman time to consider their options and get the support they need.

### • Under the civil law



#### **Apply to the civil courts (either to the Family Proceedings Court or the County Court) for the following orders:**

- Non-molestation order: prohibits the perpetrator from doing various actions
- Prohibited steps order: prevents either parent from carrying out certain events or making specific trips with their children without the express permission of the other parent
- Occupation order: states who can occupy the property or parts of the property
- Specific issue order: determines a specific question which has, or may arise, in connection with any aspect of Parental Responsibility for a child

For a victim to better prepare her departure from home, it is recommended to :

- Collect evidence and testimonials
- Report medically physical and/or sexual violence
- Gather all the administrative documents

For more advice, consult the Survivor's Handbook of Women's Aid available here: <https://www.womensaid.org.uk/the-survivors-handbook/>

# What are the existing support services for victims?



## Helplines & Live chats

In the UK, there are different organisations that can support victims of domestic abuse in terms of guidance, housing, legal or medical support, etc.

### England: National Domestic Violence Helpline: 0808 2000 247

The National Domestic Violence Helpline, free and available 24/7<sup>1</sup> in different languages and for deaf or with hearing problems people.

### Scotland: National Domestic Abuse and Forced Marriage Helpline 0800 027 1234

is a helpline, available 24/7<sup>2</sup>, provides free and confidential information and support to victims of domestic abuse and forced marriage.

### Northern Ireland: Domestic and Sexual Violence Helpline 0808 802 14 14

This helpline, free and available 24/7<sup>3</sup>, is open to all women and men affected by domestic & sexual violence.

**Republic of Ireland: National Freephone Helpline 1800 341 900.** This helpline, free and available 24/7<sup>4</sup>, is open to women being abused by a partner or ex-partner.

### Wales: Live Fear Free Helpline (domestic abuse and sexual violence): 0808 8010 800.

<https://livefearfree.gov.wales/?lang=en>

On this website, in addition to the helpline, a live chat is available 24/7.

### In case of immediate danger, you should call the police:

**999 or 112** – Police and/or Ambulance

## Support organisations

**women's aid**  
until women & children are safe

**Women's Aid** is a federation of over 180 organisations, that provide just under 300 local lifesaving services to women and children across the country. They provide expert training and qualifications to a range of agencies. Women's Aid campaigns to achieve change in policy, practice and awareness, encouraging healthy relationship and helping to build a future where domestic abuse is no longer tolerated.

<https://www.womensaid.org.uk/>

**Refuge**  
For women and children.  
Against domestic violence.

**Refuge** is an organisation supporting victims of violence and abuse through specialist services to ensure their safety, notably refuges.

<https://www.refuge.org.uk/>

**THE SURVIVORS TRUST**

**The Survivors Trust (TST)** is a UK-wide national umbrella agency for 130 specialist organisations for support for the impact of rape, sexual violence and childhood sexual abuse throughout the UK and Ireland.

Support, Advice and Info: **0808 801 0818**

Website: <http://thesurvivorstrust.org/>

**RIGHTS of WOMEN**  
helping women through the law

**Rights of women**, is an organisation giving advice and information about the law and specific rights, focusing on women.

<https://rightsofwomen.org.uk/get-information/violence-against-women-and-international-law/>

<sup>1</sup> This time slot may change, please visit the following website for more information: <http://www.nationaldomesticviolencehelpline.org.uk/>

<sup>2</sup> This time slot may change, please visit the following website for more information: <https://sdfmh.org.uk/>

<sup>3</sup> This time slot may change, please visit the following website for more information: <https://www.womensaidni.org/24-hour-domestic-sexual-violence-helpline/>

<sup>4</sup> This time slot may change, please visit the following website for more information: <https://www.womensaid.ie/services/helpline.html>

# For more information

All the figures and information given in this booklet were taken from official sources listed below. If you want to go further, you can visit the following websites:

## In the UK

Rights of Women

**<https://rightsofwomen.org.uk/get-information/violence-against-women-and-international-law/>**

Minister for Women and Equalities

**<https://www.gov.uk/government/ministers/minister-for-women-and-equalities--3>**

Government Equalities Office

**<https://www.gov.uk/government/organisations/government-equalities-office>**

## In Europe and worldwide

UN Women

**<http://www.unwomen.org/fr/what-we-do/ending-violence-against-women>**

Council of Europe

**<https://www.coe.int/fr/web/istanbul-convention>**

European Institute for Gender Equality

**<https://eige.europa.eu/>**

Uni Global Union

**[http://dvatworknet.org/sites/dvatworknet.org/files/DVatWork-uniGlobal-union-survey-findings.\\_preliminary.pdf](http://dvatworknet.org/sites/dvatworknet.org/files/DVatWork-uniGlobal-union-survey-findings._preliminary.pdf)**

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For more information, visit the CEASE website:  
<https://cease-project.eu/>

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