

Washington State Domestic Violence Fatality Review

Summary of Recommendations, 2004 – 2010

Employers

Based on in-depth reviews of 84 domestic violence homicide and murder-suicide cases, the DVFR identified 11 key goals to improve the response to domestic violence in Washington State. Among these key goals:

(5) Build the capacity of friends, family members, neighbors, employers, and coworkers to support domestic violence victims and respond to abusers

(10) Increase victims' options for economic and housing stability.

The following is a summary of recommendations for employers from the DVFR reports issued 2004-2010. Page numbers (in parentheses) indicate where each recommendation can be found in the full report, along with victim stories and relevant findings from review teams.

Full reports are available at: dvfatalityreview.org/fatality-review-reports/

2010 *Up to Us*

Employers: Routinely offer information to employees about domestic violence community resources (for example, attach information to paychecks, post information in restrooms, or invite a domestic violence advocate to share information at a staff meeting). (32)

Employers: Develop policies to help employees who are domestic violence victims safely maintain their employment. (46)

2008 *Now That We Know*

Labor unions, employers, and employer associations should distribute information about employment rights specific to victims of domestic violence. (48)

Employers should develop policies and issue guidelines for supervisors and human resources personnel on how to address domestic violence situations in a safe and supportive manner. (50)

Employers should routinely make information available to employees about domestic violence community resources. (50)

Employers should partner with local domestic violence programs to provide training to all staff on identifying and responding to domestic violence. (50)

2006 *If I Had One More Day...*

Employers should develop, implement, and train staff on policies that specifically address how they will support employees who are being abused and/or stalked, in order to assist them in safely maintaining their employment. (62)

Employers should contact their local domestic violence program to learn about resources available and routinely share this information with their employees by a variety of methods (e.g., attach a list of resources to paychecks, have information available in restrooms, invite an advocate from a local domestic violence program to give a presentation at a staff meeting). (62)

2004 *Every Life Lost Is a Call for Change*

Employers should proactively implement workplace safety policies to specifically address abuse and stalking of their employees, as well as supporting victims of domestic violence in retaining their employment while receiving support for coping with the abuse. (56)

Employers should support (and not penalize) victims who need to take time off work to attend civil and criminal proceedings, or go to medical or counseling appointments related to domestic violence. (56)