

Employer Response to Domestic Violence Training Package

www.womensaid.ie

24hr National Freephone Helpline 1800 341 900

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Women's Aid

Domestic Violence and Abuse in the Workplace

Domestic violence and abuse has traditionally been considered a private family matter but businesses and organisations are increasingly becoming aware that it is an issue which directly impacts employees' participation at work and the workplace itself. High prevalence of the issue means the cost of domestic abuse to companies can be considerable.

The Facts



37%

More than 1 in 3 working people surveyed across multiple industries and at varying levels of seniority have experienced domestic abuse.



94%

Almost all employees who are subjected to abuse report an impact on their work performance.



Many women are prevented from working, forced to work part-time or take sick leave, or become ill, stressed, or lose confidence as a result of the abuse. Some will ultimately cease working.

What You Can Do

Addressing the issue of domestic abuse as an employer is not about taking on the role of a counsellor or support worker. Rather, it is about offering a supportive space to victim-survivors, which has an added benefit of reducing the stigma that surrounds the issue. In doing so, employers can be well placed to recruit and retain high-performing employees.

“Supportive employers and colleagues can save lives by providing a place of safety and solidarity, serving as a nexus to community services, and also identifying cases of violence.”

International Labor
Organization

Employment has been shown to mitigate the impacts of domestic abuse. Participation in the workplace serves to improve affected employees' financial situation, promote physical safety, increase self-esteem and social connectedness, and more. Women's Aid can guide and support you in adopting simple measures which allow employees subjected to abuse to continue working and realise they do not have to endure the abuse alone.

How We Can Help

The Employer Response to Domestic Abuse training package offered by Women's Aid is a specialist service for employers with the aim of creating a supportive, understanding, and safe workplace environment for victim-survivors of domestic violence and abuse.



Domestic Abuse Awareness Training

An interactive 3-hour training session designed for employees who may facilitate or respond to disclosures of domestic abuse, or who are in a decision-making capacity regarding the company's response. Framed around the 3 Rs – recognise, respond, and refer – this training will provide the foundational knowledge needed to safely and effectively respond to employees subjected to abuse.

Organisational Response Workshop

This 90-minute workshop will give key stakeholders in your organisation the opportunity to identify current and potential supports for mitigating the impacts of domestic violence in the workplace. Participants will leave the workshop with a comprehensive policy framework and an agenda of actions for a well-rounded and informed system of support for employees.

Policy Development Support

This service is offered to organisations which have developed a domestic abuse policy and are looking for it to be reviewed by an expert. A member of our team will complete a full review of the policy, followed by a meeting to address the feedback and respond to any queries you may have around the policy and integrating it effectively in the workplace.

Domestic Abuse Awareness Event

Employees subjected to abuse are more likely to disclose to an immediate colleague over a supervisor, HR representative, or other designated person. As such, this awareness event is designed for all employees in your organisation, to increase their awareness of domestic abuse and how to safely respond to it. A member of our team will deliver a presentation followed by time for Q&A.

For more information or to book:
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