

Domestic Violence and the Workplace

PROCEDURES

According to the Centers for Disease Control and Prevention (CDC), one out of four women and one out of ten men will experience domestic violence in their lifetime.

Colleagues, managers, and supervisors may detect a pattern of one or more of the following signs/behaviors in the workplace that **MAY** be an indicator of domestic violence: Keep in mind that just one of these signs alone may not be enough to know for sure if a colleague is a victim:

- Visible physical injuries
- Stress-related illnesses
- Marital or family problems
- Alcohol or other addictions
- Depression, suicidal thoughts, or attempts
- Absenteeism, lateness, leaving work early, arriving early
- Strict adherence to starting and ending times
- Inability to travel away from the office for work-related events
- Decreased job performance
- Unusual/excessive number of phone calls
- Disruptive personal visits or phone calls
- Abrupt changes in personality, including isolating from other coworkers and lack of participation in office functions/events
- Fatigue

If you think a coworker may be a victim of domestic violence beyond the workplace, notify your supervisor and your People Operations Business Partner. They may be able to offer resources to the Associates and Doctors.

If you are concerned about the teammate, you may offer support by speaking with them in private, away from other staff. You may ask questions or use phrases such as:

- "Is there anything going on at home that is making it hard for you to get to work, or get to work on time?"
- "I notice there has been a change in your performance. Is there anything going on at home that is impacting your performance?"
- "I've noticed you're getting a lot of upsetting phone calls. Is there something we can do to assist with that?"

Domestic Violence and the Workplace

We all have a role to play!



- "I'm concerned about you. If I can be of any help, please let me know."
- "I heard you crying when you hung up the phone this morning. Do you feel like talking about it? I would like to help you get the support you need."
- "I noticed your split lip and the bruise on your arm. I'm concerned for your safety, and I'd like to help."

If you think the associate is in imminent danger, notify your supervisor and your People Operations Business Partner immediately. They may need to call the non-emergency police line for a welfare check.

If an Associate or Doctor confirms they are experiencing domestic violence:

- Let them know that you are concerned for their safety.
 - "I'm worried about you. It sounds like you may not be safe."
 - "Your situation sounds dangerous. I'm concerned for your safety."
- Refer them to any of AEG's benefits/resources for assistance and encourage them to seek help.
- Don't judge the success of your intervention by their action and remember that there are risks attached to every decision a victim makes.
- **Be patient and respectful of a victim's decisions, even if you don't agree with them.**
- Remember, you are a concerned teammate and not a mental health professional, counselor, or legal authority. Your goal is to express concern and comfort them, not provide legal or medical advice.