

Domestic Violence and the Workplace

We all have a role to play!



Domestic violence is not a private problem that stays at home. In your workplace, there may be employees who are survivors or perpetrators of domestic violence. Sometimes the violence can put jobs at risk, affecting performance and safety at work. The workplace can also be a safe space where an employee can get help.

If you are experiencing violence:

It's not your fault. You are not alone. There is help, and you have rights at work.

- You can take time off for court proceedings, or for services related to the abuse, such as medical counseling, domestic violence or rape crisis agency services, as well as safety planning.
- You have the right to reasonable accommodations at work for safety needs, such as a new work phone number, a transfer, or a different schedule.
- Talk to your supervisor or contact one of the numbers below for referrals to resources, or a City Domestic Violence Liaison.

If you are a co-worker:

Let them know that no one deserves verbal, emotional, or physical abuse. Listen. Don't be judgmental. Refer them to resources, including the City's Domestic Violence Liaisons.

If you are a supervisor/manager:

Let employees make their own decisions and provide as much support as possible. Refer employees to the Employee Assistance Program or the City's Domestic Violence Liaisons.

Need help?

City and County of San Francisco Employee Assistance Program **800-795-2351**

National Domestic Violence Hotline **800-799-7233**

**Get more information or contact a City Domestic Violence Liaison
at sfgov.org/dosw/domestic-violence-and-workplace**