Domestic Violence in Apprenticeship and Pre-Apprenticeship Programs: Developing Effective Responses

September 13, 2018
3:00- 4:00pm ET

Speakers

• Ariane Hegewisch, Institute for Women’s Policy Research: Pervasiveness and Costs
• Sarah Gonzalez Bocinski, Futures without Violence: Policy Responses
• Tiffany Thompson, Oregon Tradeswomen: View from a Pre-apprenticeship Program
• Erika Yingling, YWCA Greater Cincinnati: View from a Intermediary Service Provider
Industry Opportunity Partners

- SMART - International Training Institute of the Sheet Metal Industry
- IMPACT – Ironworkers National Training Cooperative
- International Masonry Institute
- Finishing Trades Institute

http://womensequitycenter.org/
WHY DOMESTIC AND INTIMATE PARTNER VIOLENCE IS AN ISSUE FOR PRE-APPRENTICESHIP AND APPRENTICESHIP PROGRAMS

More than one in four (27 percent) women and one in nine (11 percent) men in the United States have experienced sexual violence, physical violence, or stalking by an intimate partner in their lifetime.¹

Surveys of job training program participants show that DV/IPV is common:

- 30 to 66 percent report having experience intimate partner violence
- 30 to 60 percent report having lost a job
- 17 percent said they dropped out of a training program

Abusive partners routinely interfere with victim/survivors’ education, training, and employment

- Hinder participation and success
- Create unsafe environments

Abusive partners may be a co-worker.

DOMESTIC AND INTIMATE PARTNER VIOLENCE CONTRIBUTES TO NONCOMPLETION OF TRAINING PROGRAMS

Financial considerations
Insufficient child care
Work hours/scheduling conflicts
Needed to care for a family member
Personal or family health issues
Inadequate/affordable transportation
Substance abuse
Found training too difficult/inadequate preparation
Mental health issues
Inadequate/affordable housing
Lack of career goals
Training was not what was expected/desired
Asked to leave by the program
Intimate partner or family violence
Other

9% of training program administrators in 2016 IWPR Job Training Success Survey report that IPV is among the top three reasons for women dropping out of training programs.
“He would not let me leave at times, hide my keys, start fights before I would leave for work. Call my employer and claim there were emergencies when there were not. Show up unexpectedly at my job to “check in” on me.”

“would show up at my school and physically removed me from class or lie and say one of my kids are in the hospital.”

“He would show up and harass the staff, sit outside calling my name and yelling at all the men that worked there or asking all the men if I was sleeping with any of them. He would go out of the way to hide the keys to the car, flatten the tires, or use all the gas and hide bus passes so I could not get to work.”

“Stalked me in the parking lot. Made threats to my co workers.”

VIOLENCE IS A WORKPLACE ISSUE

- Over four in ten (44%) workers have experienced the impact of domestic violence in the workplace.
- The annual cost of lost productivity due to domestic violence is estimated at $727.8 million (in 1995 dollars) with over 7.9 million paid workdays lost per year.
- Nearly 25% of incidents of violence in the workplace involve personal relationships.

The impact of DV/IPV is typically not limited to the survivor/the person who is the target of the violence.

Lost productivity from lost work days, reduced focus, impact on teams, staff turnover.
Developing a Strong Workplace Response to Domestic Violence

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Potential Applicable Employment Laws

• OCCUPATIONAL HEALTH AND SAFETY ACT requires that all private employers provide environments “free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees.”

• AMERICANS WITH DISABILITIES ACT (ADA) prohibits different treatment of workers based on actual or perceived impairment including depression, PTSD, and some physical injuries.

• FAMILY AND MEDICAL LEAVE ACT (FMLA) entitles employees to unpaid, job-protected leave to recover from a serious health condition or illness.
Model Policies and Practices (1)

- Provide a clear statement supporting employees experiencing violence, and that retaliation against the survivor is not tolerated;
- Define intimate partner violence, sexual assault, and stalking within the workplace policy;
- Describe confidentiality and privacy for victims, as well as mandatory reporting requirements, if applicable;
- Outline the procedure for reporting policy violations or seeking help;

Model Policies and Practices (2)

- Detail how the agency will respond to disclosures or reports of violence and harassment;
  - Investigation process
  - Information on support and accommodations available to victims
- Describe how the agency will respond to employees who commit violence and harassment;

Model Workplace Policy: https://www.workplacesrespond.org/resource-library/modelpolicy/
Victim-Centered Practices: What Do We Mean?

Prioritize victim's wishes, safety, and well-being

The Elements of Victim-Centered Practices

• Empower victims and give them agency and choice to the extent possible
• Coordinate and collaborate in the victim’s self-defined interest
• Ensure victim safety
• Promote accountability
• Build trustworthiness and transparency
• Foster peer support & offer resources
Prevention

• Educate staff on the dynamics of violence and harassment
• Ensure that staff are aware of workplace policies and available workplace supports
• Provide supervisors with resources and guidance to help individuals who disclose abusive relationships
• Conduct safety audits to prevent potential perpetrators’ access to the workplace and employees

Incident Prevention and Response Strategies

Response

- Educate
  • Workplace policies
  • Victim rights
- Refer
  • Community resources
  • Workplace-related resources such as EAP
- Inform
  • Options
- Support
  • Safer and supportive workplaces
  • Reasonable accommodations
Resources and Partnerships

Workplaces Respond: National Resource Center on Domestic and Sexual Violence
www.workplacesrespond.org

Find your local domestic and sexual violence program:
www.justice.gov/ovw/local-resources

Oregon Tradeswomen

Oregon Tradeswomen is dedicated to promoting success for women in the trades through education, leadership, and mentorship.
Working with Apprenticeship

- Bystander Intervention
- Workplace Violence
- Coordinator Trainings
- Ongoing Support

#ORTradeswomen
Oregon Tradeswomen

FUTURES WITHOUT VIOLENCE
Toolkits and resources addressing violence at home and at work
- www.futureswithoutviolence.org/workplace-safety-equity

OREGON TRADESWOMEN
Pre-apprenticeship Program
- www.tradeswomen.net

WESTERN RESOURCE CENTER FOR WOMEN IN APPRENTICESHIP
Free images and other resources
- www.womeninapprenticeship.org
YWCA Greater Cincinnati

YWCA Greater Cincinnati was established in 1868. In its early years, YWCA established an employment bureau for women, advocated for women's rights, and was at the forefront of racial justice advocacy. Today, programming is delivered in three main areas:

• **EMPOWERMENT & ECONOMIC ADVANCEMENT** - workforce development, adult/family literacy, home visitation, licensed childcare, career development, leadership programs, scholarship for high school girls, Women’s Art Galley;

• **HEALTH & SAFETY** - domestic violence/sexual assault crisis lines, emergency shelters, transitional housing, court advocacy, sexual assault prevention/intervention, intervention programming for abusive adult males/at-risk adolescents, and fitness center; and

• **RACIAL JUSTICE & INCLUSION** - education series, community conversations, and Stand Against Racism campaign. Programs serve 34,500+ individuals annually and intentionally target vulnerable populations, including: single adult mothers receiving public assistance, intimate partner violence victims, low-income families and unemployed adults.

Mission: YWCA is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.
Project Scope

- Arose from widespread anecdotal accounts amongst job training providers in Cincinnati of an increase in domestic violence incidents occurring shortly before women starting their job training in non-traditional fields
- Interfered with women's completion of training programs & halted their ability for career advancement
- Lack of data on prevalence of IPV among women seeking workforce development and training

Pilot Sites

- Brighton Center
- Cincinnati Works
- Greater Cincinnati Urban League
- Santa Maria Community Services
- YWCA Greater Cincinnati
Project Process

• Universal IPV and Trauma Informed Care training for all staff
• Staff members administered at intake or soon after orientation
• Positive disclosures were offered resources and referrals to local domestic violence program (YWCA Greater Cincinnati)

Findings

• Individual agencies reports of abuse from 3 to 43 percent of screened participants with an average of 30 percent across the five agencies
• Of those who reported intimidation or violence, 81 percent were women while 19 percent were men
• Up to 64 percent of those screened had children in the home versus up to 26 percent of those screened without children in the home
• Of those screened 31 percent identified as white, 63 percent as black, 2 percent as Hispanic and 4 percent as multiracial or as another race
What’s Next?

- Work Safe Training Curriculum in process of being developed
- Collaboration with for profit employers to address IPV in workplace, best practice policy and referral/ advocacy process
- Continued community workgroup with Survivors from Health care/ Call center fields, united Way, Victim Service Agencies and Design Impact to Develop Toolkit, policy, process and protocol for providing safety, support and justice to workers impacted by IPV

Concept One: Visual Map and Decision Tree in Onboarding

Visualizing options and resources to survivors, both within the workplace and in the community.

OPPORTUNITY AREA
- How might we build workplace awareness that compels employers and co-workers to act?

WHY IT MATTERS
- Employees experiencing intimate partner violence are not aware of their rights when considering how to access support within the workplace and what will happen should they report. They fear retaliation and judgement, which often reinforces feelings of shame and isolation.
- There is limited awareness of what options and resources are available to employees experiencing intimate partner violence and so they are not equipped to best support other employees who disclose these experiences to them.
- Creating a clear, visualized map of reporting options and resources available is helpful in evaluating what is working, where there are challenges, and what could be improved.

RESOURCES AND PARTNERS TO LEAN INTO
- Existing sexual harassment/Equal Employment Opportunity Commission decision trees or set of procedures.
- Community-based agencies’ information on reporting procedures
- HR’s current training materials
- https://www.workplacesrespond.org/page/harassment-decisiontrees
Concept Two: A Room To Heal

A designated and inviting space within the workplace for IPV survivors and others to connect to one another and to resources that can help them cope with traumatic life events.

**OPPORTUNITY AREA**

- How might we strengthen relationships in the workplace so that survivors are supported?

**WHY IT MATTERS**

- Employers in the customer service business don’t always extend the same service based care to their employees. This idea begins to support an organizational culture that is oriented towards serving the employee.
- The emotional care giving aspect of work is draining, in addition to hiding the manipulation and physical harm inflicted on an employee by their abuser.
- Because of pride and personal relationships, IPV survivors want discretion if they are to seek support during work hours.
- There are barriers to disclosing experiences of IPV to peers. “Being in a female dominated career, any woman could come and take my job. Or she could come and take him.”

**RESOURCES AND PARTNERS TO LEAN INTO**

- Lactation rooms/migraine rooms
- Physical wellness onsite at employers - gyms, yoga classes, etc.
- YWCA, Women’s Crisis Center, Women Helping Women

Thank you!
Questions?

Best practice examples and technical advice on recruiting and retaining women in registered apprenticeships are available at [http://womensequitycenter.org](http://womensequitycenter.org)