



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

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



**NATIONAL CENTER FOR WOMEN'S EQUITY IN  
APPRENTICESHIP AND EMPLOYMENT**



Webinar



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

**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



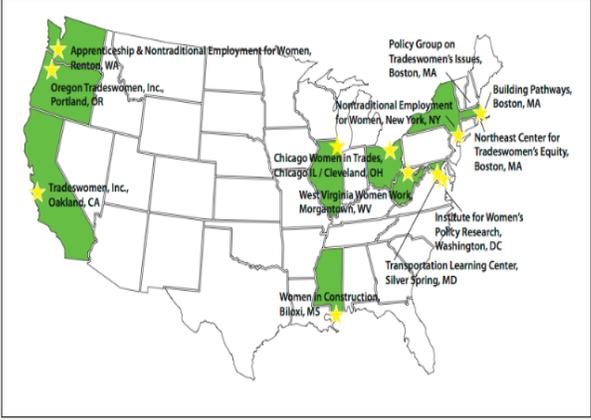
**NATIONAL CENTER FOR WOMEN'S EQUITY IN  
APPRENTICESHIP AND EMPLOYMENT**



## NATIONAL CENTER FOR WOMEN'S EQUITY IN APPRENTICESHIP AND EMPLOYMENT

### 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/>



## NATIONAL CENTER FOR WOMEN'S EQUITY IN APPRENTICESHIP AND EMPLOYMENT

NATIONAL CENTER FOR WOMEN'S EQUITY IN APPRENTICESHIP AND EMPLOYMENT  
FOUNDED BY THE U.S. DEPT. OF LABOR, BUREAU OF LABOR MARKET RESEARCH

### BUILDING EQUITY: ADDRESSING THE IMPACTS OF VIOLENCE ON PRE-APPRENTICESHIP AND APPRENTICESHIP PROGRAMS

**The Impact of Abuse on Apprentice's Ability to Fully Participate and Thrive**

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.<sup>1</sup>

Domestic or intimate partner violence (IPV) is an issue that not only affects victims at home, but also in the workplace. A 2014 national survey found that one in five working men and women are themselves victims of domestic violence, and over four in ten report domestic violence's effects in the workplace and apprenticeship programs can not control **sexual violence** program participants reveal that between 30 and 40 percent of respondents have experienced intimate partner violence.

The apprenticeship and apprenticeship programs offer intimate partner violence opportunities to build the resources to achieve safety and independence and to obtain the abuse may continue or even escalate while pursuing training or employment. Abuse by partner does to undermine a student's ability to participate and successfully complete other students and the program.

Intimate partner violence threatens the well-being of workers, decreases workplace productivity, and can jeopardize workplace safety. Acknowledging and proactively responding to intimate partner violence has on these trainers and program officials. Promoting safe and healthy classrooms and workplaces will provide women and men with more equitable environments in which they can be productive and thrive.

This brief, *Building Equity: Addressing the Impacts of Violence on*

The Impacts of Violence on Pre-apprenticeship and Apprenticeship Programs

#Me Too in Traditionally Male-Dominated Occupations: Preventing and Addressing Sexual Harassment

<http://womensequitycenter.org/best-practices/>

**#METOO IN TRADITIONALLY MALE-DOMINATED OCCUPATIONS: PREVENTING AND ADDRESSING SEXUAL HARASSMENT**

Women comprise less than 2.5% of workers in occupations such as electrical, machanic, transit vehicle repair, or welder. These statistics mean that women can often find themselves the only woman or the first woman their male coworkers have ever worked alongside, or in a work environment that is a "locker room" atmosphere. When women are still less than 3% of the workforce they often are not and simultaneously present, who may spend just as much energy on doing their job as on navigating stereotypes about women's capabilities and gender bias on the job. Maintaining male-dominated occupations experience some of the highest rates of sexual harassment, by far gendered and pervasive discrimination and gender bias on the job. Maintaining apprenticeship training, and union activities free from harassment, intimidation, and retaliation is essential for workers who are traditionally under-represented in an industry that has a safe and respectful workplace. It is also critical for industries that want to attract and develop a workforce to understand the distinct challenges facing workers that are not traditionally male-dominated.

**Assessment Offer for Women in Male-Dominated Workplaces**

Male-dominated, but safer occupations face a range of issues that are distinct from those in occupations with either more gender balance, female dominance, or where there is a wider gender workplace spread, especially in regards to sexual harassment. Trainers should consider when looking to address sexual harassment in relation to women that:

- 1) where women find themselves isolated, the only representative of their gender, jobs where women are made to feel unwelcome. Less egregious forms of harassment are amplified when a worker is marginalized.
- 2) where the "locker room" and a "bro culture" may be the norm for the work place.
- 3) where working in nontraditional jobs challenge stereotypes of women's place, capacity and ability making them more likely to be targets and less likely to report.
- 4) where safety and physically demanding working conditions make sexual harassment a safety & jobs issue – as a result of the distraction and stress brought on by sexual harassment or abuse of power, being put in a "hot" or "cold" situation.
- 5) in the fluid construction employment world, where layoffs and changing work sites and employees in the room, resistance for complaining of sexual harassment may be covered up.
- 6) Unlike many other jobs, construction workers usually have no paid sick days, any time off is looked at as unforgivable in tradesman's image as a good worker.
- 7) Regularly changing workplaces, employers and coworkers adds challenges to addressing and resolving sexual harassment.
- 8) If trade unions and industry are not on a "to-not-lose" list, seen as a trouble-maker.
- 9) More transparent, that in other workplaces might be understood and treated as pattern & practice of a hostile workplace, are hard to establish because of fluid employment situations.

The National Center for Women's Equity in Apprenticeship and Employment at Chicago Women in Trades (CWIT) can provide useful strategies and practical applications to increase the number of women entering and being retained in registered apprenticeship through our online resources, technical assistance and training.

## 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.<sup>1</sup>

### 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

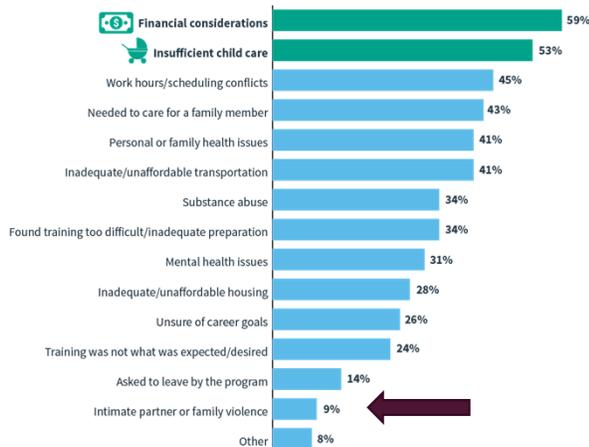
### Abusive partners routinely interfere with victim/survivors' education, training, and employment

- 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



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.



WHY DOMESTIC AND INTIMATE PARTNER VIOLENCE IS AN ISSUE FOR PRE-APPRENTICESHIP AND APPRENTICESHIP 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!”

Responses to 2018 IWVPR Costs of Intimate Partner Violence Survey

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

“**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.”

WHY DOMESTIC AND INTIMATE PARTNER VIOLENCE IS AN ISSUE FOR PRE-APPRENTICESHIP AND APPRENTICESHIP PROGRAMS

**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

**Sarah Gonzalez Bocinski**

Program Manager, Economic Justice and Workforce Initiatives  
Futures Without Violence

[sgonzalez@futureswithoutviolence.org](mailto:sgonzalez@futureswithoutviolence.org) | 202-595-7388

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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

<https://www.workplacesrespond.org/resource-library/incident-prevention-response/>



## 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](http://www.workplacesrespond.org)

Find your local domestic and sexual violence program:

[www.justice.gov/ovw/local-resources](http://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.



Oregon Tradeswomen

IRONWORKERS

## 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](http://www.futureswithoutviolence.org/workplace-safety-equity)

### OREGON TRADESWOMEN

Pre-apprenticeship Program

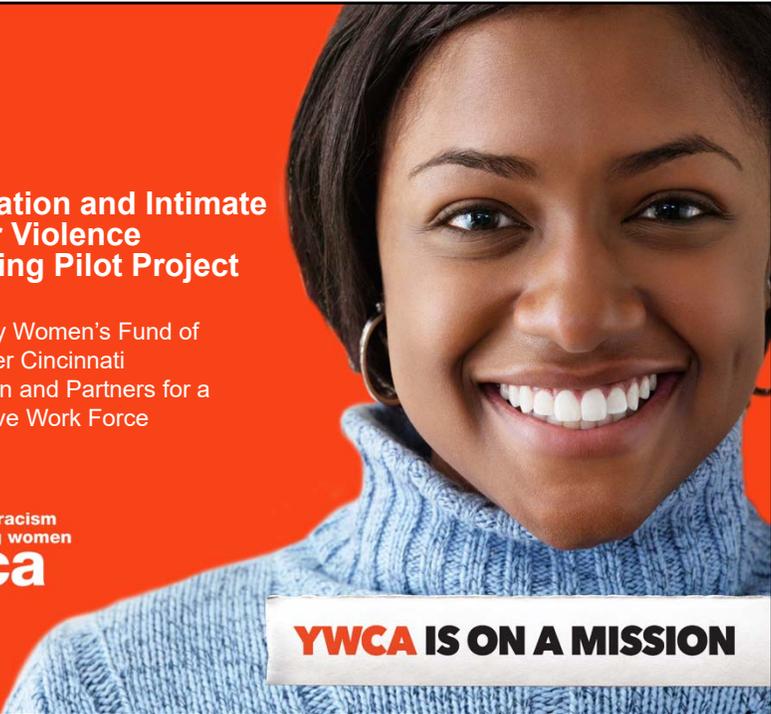
➤ [www.tradeswomen.net](http://www.tradeswomen.net)

### WESTERN RESOURCE CENTER FOR WOMEN IN APPRENTICESHIP

Free images and other resources

➤ [www.womeninapprenticeship.org](http://www.womeninapprenticeship.org)





**Intimidation and Intimate Partner Violence Screening Pilot Project**

Funded by Women's Fund of the Greater Cincinnati Foundation and Partners for a Competitive Work Force

eliminating racism  
empowering women  
**ywca**

**YWCA IS ON A MISSION**

## 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.

eliminating racism  
empowering women  
**ywca**

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## 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)



**YWCA IS ON A MISSION**

## 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



**YWCA IS ON A MISSION**

## 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



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## NATIONAL CENTER FOR WOMEN'S EQUITY IN APPRENTICESHIP AND EMPLOYMENT

# Thank you! Questions?

Best practice examples and technical advice on recruiting and retaining women in registered apprenticeships are available at <http://womensequitycenter.org/>

hegewisch@iwpr.org

www.iwpr.org

