

Why is it A UNION ISSUE?

Domestic abuse prevention is part of a union agenda because it is a women's issue, a workplace issue, a public health issue, a family issue, a community issue, and a social justice issue.

- ◆ 85% of all domestic violence victims are women
- ◆ 74% of employed battered women were harassed by their partners while at work
- ◆ 24% of women said that the abuse caused lateness and absenteeism
- ◆ Health-related costs of violence exceed \$5.8 billion
- ◆ Between 3.3 and 10 million children witness domestic violence annually
- ◆ 40% of girls aged 14-17 know someone their age who has been hit or beaten by a boyfriend



Teun Voeten

Unions can and do play a positive role in preventing and addressing domestic abuse through training and intervention.

Source: Family Violence Prevention Fund.

RESOURCES to share with union members

If you or someone else is in immediate danger call 911

Hotlines provide confidential referrals to multi-cultural services for shelter, counseling, legal advice and resources for individuals who want to stop their own abusive behavior.

Safe Horizon, NYC
1-800-621-HOPE or 1-800-621-4673 (24 hrs/7 days)
▶ www.safehorizon.org

Sanctuary for Families, NYC
212-349-6009 ▶ www.sanctuaryforfamilies.org

NYC Gay & Lesbian Anti-Violence Project
212-714-1141 ▶ www.avp.org

NYS Coalition Against Domestic Violence
1-800-942-6906 ▶ www.nyscadv.org

NYS Spanish Domestic Violence Hotline
1-800-942-6908 ▶ www.vipmujeres.org

National Domestic Violence Hotline
1-800-799-SAFE ▶ www.ndvh.org

Employment Rights for Survivors of Abuse (ERSA)
212-925-6635 ▶ www.legalmomentum.org
A national project of Legal Momentum providing free employment-related legal services.

This information is for educational purposes and is not a substitute for professional advice.

New York Labor Union Coalition Against Domestic Violence
c/o Cornell University/NYSSILR, Metro District Office, 212-340-2826
www.ilr.cornell.edu/extension/wkplace, kcw8@cornell.edu

As a multi-union, state-wide coalition we focus on member and steward awareness training, collective bargaining, and legislative action to end domestic abuse. Information adapted from the Family Violence Prevention Fund and AFSCME: A Guide for Union Action. Printing of brochure was funded by the New York State Department of Labor.



Marilyn Humphries

DOMESTIC ABUSE & VIOLENCE

A guide for union
leaders & members



Courtesy of www.nylatinasagainstdv.org

What is DOMESTIC ABUSE?

Domestic abuse crosses all ethnic, racial, age, national origin, sexual orientation, religious, educational backgrounds and incomes. It is a pattern of behaviors and can take many forms.

Domestic Violence is:

- ◆ **Emotional/verbal abuse.** Put downs, name calling, extreme jealousy, threats, phone harassment and stalking.
- ◆ **Isolation.** Restricting someone's freedom to come and go and socialize.
- ◆ **Economic control.** Taking or controlling money and other resources.
- ◆ **Physical violence.** Pushing, choking, slapping, kicking, rape, or murder.

Domestic abuse affects families in many ways. A child's exposure to the father abusing the mother is the strongest risk factor for transmitting violent behavior from one generation to the next.

Source: Family Violence Prevention Fund.

Unions are key in helping members stay safe, healthy and employed so they can retain their dignity and remain economically self-sufficient. Here are some things you can do as a union member.

ARE YOU EXPERIENCING ABUSE?

- ◆ You have a right to expect that personal information shared with the union will be kept confidential.
- ◆ It is your right to be free from violence.
- ◆ Speak with a trusted co-worker or friend.
- ◆ Talk with a union representative about any job related or safety concerns.
- ◆ Contact a steward, business agent, the union health fund, Member's Assistance Program (MAP), labor council, or Employee Assistance Program (EAP) for information about counseling, safety planning, legal or community services.

DO YOU KNOW SOMEONE WHOSE BEHAVIOR MAY BE ABUSIVE?

- ◆ Make them aware that abusive behavior or violence can create job-jeopardy situations or result in disciplinary action.
- ◆ Encourage them to contact the MAP, EAP or labor council for help and community referrals.

The UNION as a RESOURCE

ARE YOU CONCERNED ABOUT A CO-WORKER?

- ◆ Listen, express concern without judgment, and show support.
- ◆ Keep information shared by a co-worker confidential.



Impact Visuals

- ◆ Avoid telling them what to do.
- ◆ Remind your co-worker that they deserve to be free from abuse and violence.
- ◆ Refer them to their union representative, steward, officer, MAP or EAP to get help.

- ◆ Share information about union resources, MAP, EAP or community services.
- ◆ Make a statement that the union cares.

* A theme of the September 22, 2004 conference, "Ending Domestic Violence: A Call to Men—Becoming Part of the Solution," sponsored by Safe Horizon, NYC and John Jay College of Criminal Justice.