

## DID YOU KNOW...

- The costs of domestic violence against women exceed an estimated \$5.8 billion annually. These costs include nearly \$4.1 billion in the direct costs of medical and mental health care and nearly \$1.8 billion in the indirect costs of lost productivity.
- 60% of domestic violence victims are late to work, 54% miss three days of work each month, and 70% experience poor work performance.
- In 2003 the CDC found that victims of domestic violence lost almost 8 million days of paid work, which is the equivalent of more than 32,000 full-time jobs as a result of domestic abuse.
- In a 2002 Liz Claiborne, Inc. Corporate Leader Survey, 68% of corporate leaders said a company's financial performance would benefit if domestic violence were addressed with its employees.
- 74% of victims are harassed at work by their abuser.

## THEATRE AT WORK'S

Theatre at Work's dynamic theatre-based training, **NONE OF OUR BUSINESS**, explores the effect of domestic violence on the workplace. The play is moderated by an expert in workplace domestic violence. There is an opportunity for questions and an in-depth discussion following the presentation. Theatre at Work, Inc. is a national leader in developing and delivering innovative training presentations that get to the heart of costly workplace problems. Founded in 1992, Theatre at Work, Inc. helps companies foster positive and productive interpersonal relationships between employees.

## CONFERENCE INFORMATION

### Date:

Thursday, **April 28, 2005**  
**7:30 am - 1:30 pm**

### Location:

The Loudermilk Center  
40 Courtland Street  
Atlanta, GA 30303

### Directions:

For driving directions, parking instructions and maps, please log on to [www.loudermilkcenter.com](http://www.loudermilkcenter.com)

### Refund Policy:

Fees can be refunded if a written request is received by April 25, 2005. No refunds will be made after the deadline; however, substitutions may be made. Send all cancellation notices via e-mail to [info@shrmatlanta.org](mailto:info@shrmatlanta.org) or [www.meetingexpectations.com](http://www.meetingexpectations.com)

### Continuing Education:

Attendees can apply 4 hours toward their Society for Human Resource Management PHR or SPHR certification.

### Information:

For more information, please call PADV at (404) 870-9605 or SHRM at (404) 442-7335.

## SPONSORED BY



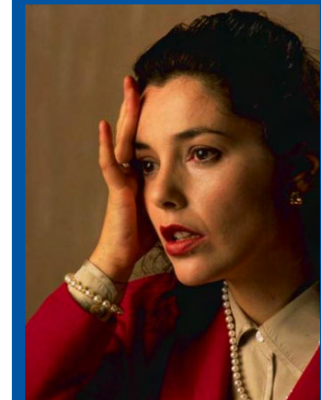
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## HOSTED BY

Partnership Against Domestic Violence  
Society for Human Resource Management -  
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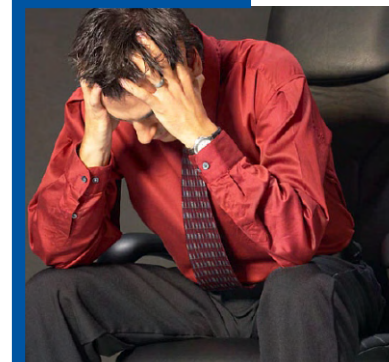
Partnership Against Domestic Violence  
619 Edgewood Avenue, Ste. 101  
Atlanta, GA 30321  
[www.padv.org](http://www.padv.org)



# When Domestic Violence Goes to Work...

*Developing  
A  
Workplace  
Response*

**April 28, 2005**



## WHEN DOMESTIC VIOLENCE GOES TO WORK... Developing A Workplace Response

Domestic violence in the workplace occurs both on and off the worksite. It includes all behaviors that interfere with an individual's ability to perform work tasks. Worksite abuse can include harassing or repeated telephone calls and faxes to the workplace, armed and unarmed appearances at the worksite, and homicide. Seventeen percent of women murdered on the job are domestic violence related homicides. Domestic violence at home also can have substantial consequences at work. For example, sleep deprivation and physical injuries can negatively impact an individual's ability to perform his or her job effectively. Domestic violence not only endangers the abused employee, but it also can result in reduced productivity, lost workdays, higher medical costs, increased legal liability and endangerment to the entire workforce.

## CONFERENCE SCHEDULE

**7:30 - 8:00 am**  
REGISTRATION/BREAKFAST

**8:00 - 9:00 am**  
**WELCOME AND CONFERENCE OVERVIEW**  
Gary Wheeler, SPHR  
President, SHRM - Atlanta

**WHAT IS DOMESTIC VIOLENCE AND WHY CORPORATIONS SHOULD CARE**  
Cathy Willis Spraez, CEO  
Partnership Against Domestic Violence

**9:00 - 9:15 am**  
BREAK

**9:15 - 11:15 am**  
**SESSION A: "NONE OF OUR BUSINESS" PERFORMED BY THEATRE AT WORK, INC. AND PANEL DISCUSSION**

A theatre-based training about the impact of domestic violence on the workplace, and the direct and indirect impact of domestic violence on employee productivity, stress, morale and the

## CONFERENCE SCHEDULE

bottom line. The play also examines how employers can make a difference by learning how to identify and support victims/survivors in the workplace, understanding legal obligations and risks, and by providing programs and resources geared towards preventing potential perpetrators from becoming offenders. A cross-disciplinary panel will discuss the scenarios and provide feedback on each approach.

**11:15 - 11:30 am**  
BREAK

**11:30 - 12:30 pm**  
**SESSION B: A HOW TO WORKSHOP**  
**DEVELOPING A WORKPLACE POLICY**  
Learn how **Verizon Wireless** and **State Farm** have responded to issues of domestic violence in the workplace. Among other issues, the presentation will cover securing upper-management support and training employees to respond appropriately. Key components of a domestic violence in the workplace policy will be provided for attendees to reference when developing their own policies.

**12:30 - 1:30 pm**  
**LUNCH & KEYNOTE ADDRESS**  
**A SURVIVOR'S PERSONAL STORY**

**CLOSING REMARKS & RAFFLE**

## SPEAKERS

**Dan Bloom** is Deputy Director of the Atlanta Volunteer Lawyers Foundation. He trains attorneys, judges and advocates on issues related to domestic violence. Dan also serves as a Magistrate Judge in Fulton County Superior Court, specially assigned to the Family Division, where he addresses all issues affecting families.

**Dennis Butler** is Vice President of Associate Relations with Liz Claiborne. Dennis was part of the team that developed Liz Claiborne, Inc.'s policy and protocols for domestic violence in the workplace. Dennis has managed the company's responses to more

## SPEAKERS

than 40 reported DV in the workplace cases and has conducted domestic violence in the workplace training.

**Edwina Knox-Betty** is Director of Programs with Partnership Against Domestic Violence. Edwina is a licensed social worker with over fifteen years in the domestic violence field. Edwina brings a commitment to victim safety and batterers' accountability through her efforts to implement best practice models.

**Ken Scroggs** is the founder and CEO of a nationwide Employee Assistance company called EAP Works that implements cutting edge products such as Worklife Website that has received national attention for its impact on Worklife Balance. He has provided consultation and training programs on such important topics as How to Control Healthcare Costs and When Domestic Violence Comes to Work.

**Sheryl Sellaway** is the executive director of Public Relations for the South area at Verizon Wireless and is responsible for overseeing public relations, media relations, executive communications, community affairs, employee communications and promoting the company's products and services.

**Linda Watson** is President of Whirlaway Group LLC that provides corporate and private risk management services and specializes in threat assessment for workplace, school and domestic violence. Linda served as a police officer in Massachusetts for over a decade. She is a graduate of Gavin de Becker's Advanced Threat Assessment & Management Academy.

**Missy Wills** is an Employee Relations staff member at State Farm Insurance Corporate Headquarters. She has over six years of experience providing advice on organizational change, work place security, and domestic violence issues to State Farm associates. Missy is a member of the Corporate Alliance to End Partner Violence (CAEPV), of which State Farm is the founding member.



## CONFERENCE REGISTRATION

Complete the registration information below and mail with payment to:

SHRM - ATLANTA  
One Piedmont Center, Suite 400  
Atlanta, GA 30305  
(404) 442-7335

For convenient, on-line registration, go to [www.shrmatlanta.org](http://www.shrmatlanta.org) and click on **Upcoming Events**. Select **April** from the calendar and follow the on-screen instructions.

**Please check one:**

- \$75 - Regular
- \$50 - Member of the Society for Human Resource Management (SHRM)
- \$25 - Nonprofit Sector

Name \_\_\_\_\_

Title \_\_\_\_\_

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E-mail \_\_\_\_\_

SHRM Membership # \_\_\_\_\_

Federal ID # (If representing a nonprofit organization) \_\_\_\_\_

Method of Payment:

Check enclosed Amount of \$ \_\_\_\_\_

Credit card  
 VISA  AM EX  MasterCard

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