



# CADV UPDATE

MARCH 2008

## ABUSE DOESN'T STOP DURING 9-5

When the topic of violence in the workplace is mentioned we generally think about scenarios such as dissatisfied employees at an office or the World Trade Center. On average, we don't think of domestic violence as a workplace violence issue, but it is.

Domestic violence doesn't stay at home when victims go to work. What effects employees effects their employers and co-workers. It includes all types of behaviors that hampers a person's ability to perform his or her job.

Domestic violence impacts the workplace when an abuser harasses an employee who is on the job, when a victim is absent because of injuries, or is less productive because of stress, or when violence occurs at the work site. It not only influences the victim's performance directly but also co-workers who may have to fill in for absent or unproductive workers.

Co-workers may feel resentful of victims for needing time off or receiving extra attention; co-workers may try to protect the victim from unwanted phone calls and may be completely unaware of

how to intervene. This may leave the co-worker feeling helpless and distracted from his or her own work.

With reports stating one in three women are physically or sexually abused by a partner at some time in their lives, domestic violence is likely to effect almost every workplace. However, employers who address domestic violence in the business can provide real help to victims and reduce the associated risks.

### A victim of abuse may display these signs:

- Noticeable injuries such as bruises, black eyes and broken bones often attributed to "falls," "clumsiness" or "accidents"
- Clothing that is inappropriate for the season such as a turtle neck, etc.
- Increased absenteeism or lateness
- Change in job performance
- Change in appearance and self-esteem
- Need for increased supervision

- Signs of anxiety and fear
- Requests for special accommodations
- An unusual number of phone calls, faxes or e-mails from a current or former partner.

Helping employees who are experiencing abuse can be a real challenge, but employers can do a lot to help. The workplace is one option where a person can reach out and offer support, education and referrals. One of the first things an employer can do is notice and address the abuse. This can be achieved by becoming familiar and knowledgeable about domestic violence. Another step is to discover the resources available in your community. The Elko Committee Against Domestic Violence (CADV) provides 24-hour service to victims of domestic violence and sexual assault. To learn more about services, you can call the 24-hour hotline at 888-738-9454 or call the office at 775-738-6524. CADV has resources and referrals available free of charge.



### Wish List

- Plastic Kitchen Utensils
- Ladies Bikini Style Underwear (all sizes)
- Toilet Paper

- Paper Towels
- Laundry Soap
- Gallon Zip Lock Bags



775-738-6524 office  
 775-738-9454 crisis line  
 775-738-2976 fax  
 P.O. Box 2531 Elko, NV 89803  
[www.elkoharborhouse.com](http://www.elkoharborhouse.com)

### BINGO is Back!

*When:* Saturday, March 29, 2008  
*Where:* Mater Dei Hall at Elko's St. Joseph's Catholic Church  
*Time:* 5pm  
 Please Join Us For Food and Fun!  
 Tickets are \$8.00 for adults & \$5.00 for children under 12