

STATISTICS:

Domestic Violence, Workplace Violence, & Workplace Conflict

Domestic Violence

American Institute of Domestic Violence (2001):

- 4.1 billion dollars a year is spent on victims requiring direct medical and mental health care services
- Lost productivity and earnings due to intimate partner violence is 1.8 billion dollars yearly
- 78% of human resources directors identify domestic violence as a substantial problem
- 60% of senior executives said domestic violence has a harmful effect on employee productivity
- 1232 women are killed each year by an intimate partner

US Dept of Labor/OSHA:

- 5.3 million women are abused yearly
- 74% of these women are harassed at work by their abuser
- 56% of these women are late for work
- Homicide is the leading cause of death for women in the workplace

Employers Against Domestic Violence (Boston, MA) 2001:

Regarding abusers (who are predominantly male):

- They make costly and dangerous mistakes at work
- They use company phones, company email and company vehicles in order to perpetrate the abuse
- They use company time to appear in court

CDC (2003):

- Intimate partner violence victims lose nearly 8 million days of paid work, the equivalent of 32,000 full-time jobs

Workplace Violence

USA Today (July 2004):

- In the USA, one employee is killed and 25 seriously injured a day in violent assaults by current or former co-workers
- 121 billion dollars was attributed to workplace violence in 2004
- Managers don't consider themselves prepared for workplace violence (USAtoday.com)

USDOL/OSHA/Bureau of Labor Statistics:

Everyday:

- 43,800 people are harassed at work

- 16, 400 threats made at work
- 723 people attacked at work
- 2.7 people murdered at work
- Workplace violence accounted for 16% of all work-related fatal occupational injuries in 2003

In a recent **SHRM** survey, over 50% of respondents expressed concern that workplace violence might occur in their organization.

Workplace Conflict

- Managers spend at least 25% of their time on workplace conflicts
- Bullying is a major workplace conflict in the US.
- Over 80% of employees worry about disrespect in the workplace
- It is estimated that over 65% of performance problems result from strained relationships between employees (Daniel Dana, Conflict Resolution: Mediation Tools for Everyday Worklife, McGraw Hill 2001)
- If left unchecked, conflict can quickly turn into workplace crisis as hostility, distrust and suspicion take hold.
- Research shows that employees rate getting along with managers and co-workers as their greatest challenge and their highest priority.
- In the past ten years, the number of lawsuits filed in state courts jumped 1000% (Joint Center for Regulatory Studies)
- Every year in the USA, liability costs small businesses 88 billion dollars.
- Between 2000 and 2005, there were 2347 lawsuits filed by the EEOC
- In 2005, 25.8% of all EEOC individual charge filings were for retaliation.
- 1 in 4 privately held companies has been sued by a current or former employee in recent years (Chubb Insurance, NJ)
- 1 in 5 employees feels his employer treats employees unfairly (2000 Global Employee Relationship Report, Walker Information Global Hudson Institute)
- Only 44% of US workers feel employees are held accountable for their performance (Work USA 2004, an ongoing study of employee attitudes and opinions, WatsonWyatt Worldwide.)