Rethinking and Addressing Gender-Based Violence and Security in the Workplace

Hosted by:

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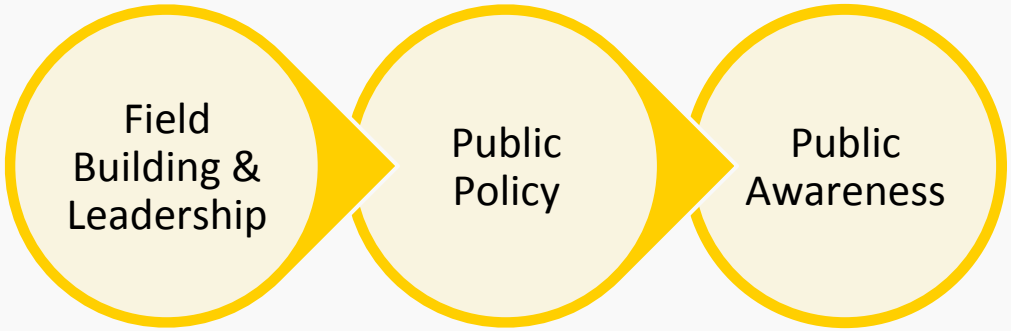
During This Webinar

- About FUTURES and our work
- Who are Vulnerable Workers?
- How Violence & Poverty Intersect with Workplaces
- Learning Lab Model
  - Agriculture, Restaurants, Hospitals
- Three Key Lessons
- Questions
- Connect with Us

Futures Without Violence

Our **vision** is a future without violence that provides education, safety, justice, and hope.

For more than 30 years, Futures has developed innovative ways to end violence against women, children, and families.



Workplaces Respond Program

Futures Without Violence

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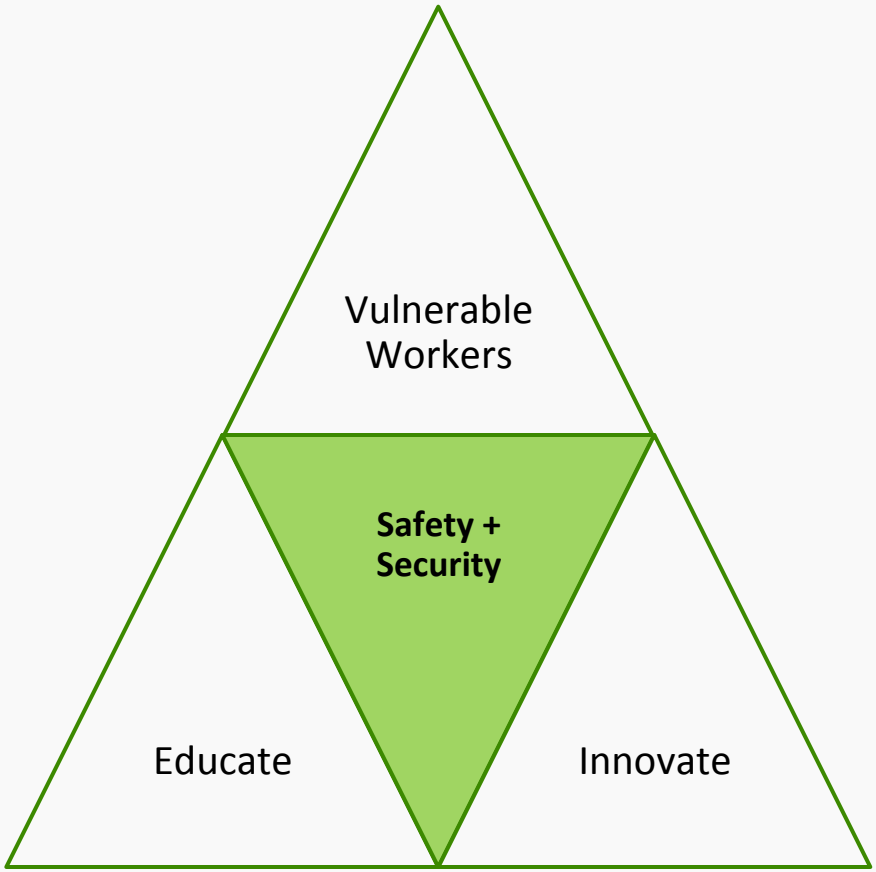
DOJ, Office on Violence Against Women



Educate & Innovate

National Resource Center

Learning Labs

Training and Education

Public Awareness

Research

Low Wage, High Risk: Who are the Vulnerable Workers?

- Low Wage + Tipped Workers
- Immigration Status
- Education Level
- Limited English Proficiency
- Decreased employment opportunities

Why Low Wage, High Risk?

- Raise the Floor for Vulnerable Workers
- Rampant Unchecked Violence at Work
- **Cost to All Affected**

*The federal tipped minimum wage has been frozen for the last 20 years at just $2.13. See more at http://rocunited.org/our-work/research-policy/#sthash.RHwX9mxM.dpuf

Domestic Violence Prevalence

- 1 in 4 women have been the victim of severe physical violence by an intimate partner, while 1 in 7 men have experienced the same.

  (Centers For Disease Control (2011). *National Intimate Partner and Sexual Violence Survey: 2010 Summary Report*)

- Nearly 33% of women killed in U.S. workplaces between 2003-2008 were killed by a current or former intimate partner.

  (Tiesman H, et al. (2012). Workplace Homicides Among U.S. Women: The Role of Intimate Partner Violence. *Ann. Epidemiol*; 22:277–284.)

Poll Questions

How many days of work do victims miss annually?

A. 500,000
B. 2 million
C. 8 million

Cost to Victims

8

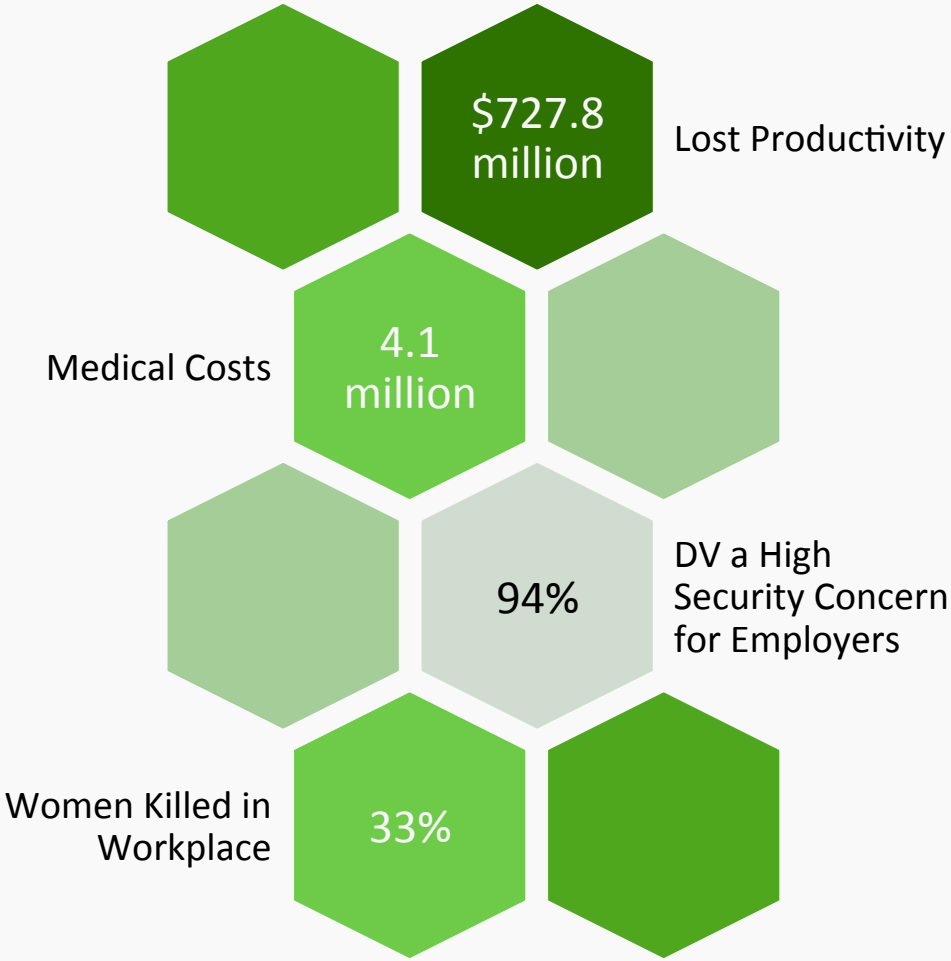
million

days of work

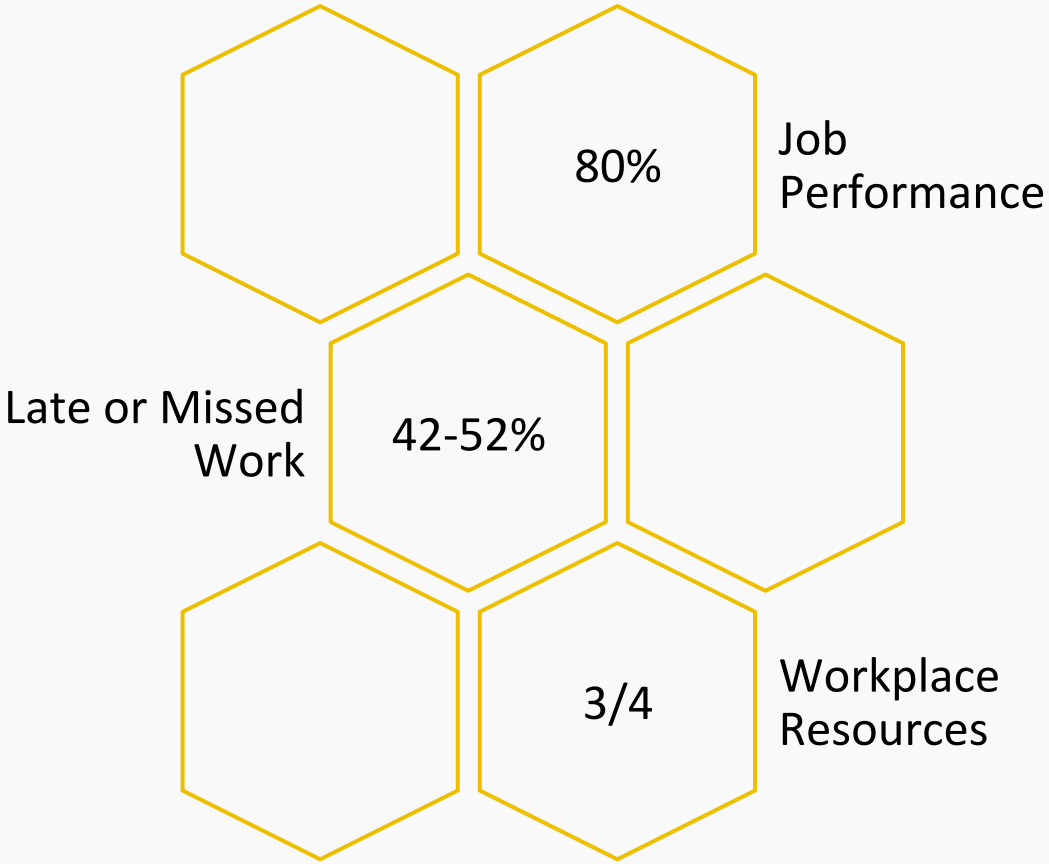
79% of stalking victims, 1 in 8 lost time from work.

36% of rape/sexual assault victims lost more than 10 days of work

Costs to Employers



Costs of Perpetrator Conduct



Low Wage, High Risk Project

AGRICULTURE

Immokalee, FL

- Coalition of Immokalee Workers
- Fair Food Standards Council
- Pacific Tomato Growers
- Vida Legal Services

HOSPITAL

Towson, MD

- House of Ruth
- St. Ambrose Housing Aid
- St. Joseph's Hospital
- Turn Around Inc.

RESTAURANT

New York, NY

- Restaurant Opportunity Center United
- Amali Restaurant
- Colors Restaurant
- Connect NY

What's Behind the Kitchen Door?

- See ROC and Forward Together's "The Glass Floor" report for more information: http://tinyurl.com/gkvmwpr

Lessons Learned

How do we create a Resilient Workplace?

QUESTIONS?

WORKPLACES
RESPOND TO
DOMESTIC & SEXUAL
VIOLENCE
A National Resource Center

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WOMEN'S FUNDING NETWORK

More information about our work:

www.futureswithoutviolence.org

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