



Memphis Area WOMEN'S COUNCIL

CONVENE COLLABORATE COMMUNICATE = CHANGE

Domestic violence is a persistent and devastating, traumatizing scourge in our community.

In Memphis more than half of all violent crime is domestic violence related. Memphis police investigated 17,761 reports in 2018 and arrested 7,513 for DV-related crimes. Most involve intimate partners – spouses, boyfriends, girlfriends or exes – and is called Intimate Partner Violence (IPV).

It takes place in homes across Memphis and Shelby County every day, in every zip code and neighborhood, and affects workers in every kind of business and industry.

You can help if you suspect that someone you know is living in an abusive relationship.

HOW EMPLOYERS CAN RESPOND

Violence against women costs Tennessee's economy more than \$203 million in lost wages and workplace productivity and \$438 million in medical and mental health services, according to a study by the Tennessee Economic Council on Women.* This does not include time off for court testimony, obtaining an order of protection or receiving attention from medical and/or legal professionals.

Nationally, almost 1 in 4 full-time employed adults has been a victim of domestic violence – and 3 of 4 domestic violence perpetrators have used workplace resources to check up on, pressure, threaten, stalk or terrorize.

What can employers do?

- **KNOW** the signs of domestic abuse – go to memphissaysnomore.com, Click Learn More.
- **EDUCATE** all staff regarding domestic violence and information on who to call to get the help they need. Use seminars, web sites and publications to provide employees with information and resources before they need them! Use resources at memphissaysnomore.com or memphiswomen.org.
- **ENCOURAGE** any abused employee to think about a safety plan: to set aside some money and copies of important papers for her and children and a change of clothes, hidden or in care of a friend if she decides to go to a shelter. Plan how to exit the house the next time the abuser is violent. Plan what to do about the children if they are at school, asleep, etc. Safety planning is a process that is ongoing.
- **PROVIDE** comprehensive health care coverage.
- **HOST** a "Violence at Home. Victims at Work. Employers Confront Domestic Violence" workshop. Contact dclubb@memphiswomen.org for more information.
- **DEVELOP** company-wide policies and security protocols to maintain safety on-site, no matter the size of your company, using state law and good human resources practices to assist you. Install security equipment such as "panic buttons."
- **ENFORCE** all policies regardless of the employee's gender, years of experience or seniority.
- **CREATE** a safe environment that promotes productivity.
- **PRACTICE** what you preach.
- **CONTACT** Memphis Area Women's Council for volunteer opportunities, information and ways you and your business can help erase domestic crime! Contact dclubb@memphiswomen.org.

Why employers should address domestic crime:

1. It is a security and liability concern.

Employers who fail to protect their employees at work are liable – awards average \$300,000 to \$1.2 million.
94% of corporate security directors rank domestic violence as a problem.

2. It is a performance and productivity concern.

37% of abused women had problems with being late to work, getting a promotion or keeping a job.

The lifetime economic cost associated with medical services for Intimate Partner Violence (IPV)-related injuries, lost productivity from paid work, criminal justice and other costs, was \$3.6 trillion. The cost of IPV over a victim's lifetime was \$103,767 for women and \$23,414 for men.**

3. It is a management issue.

In a 2002 study of senior executives, 91% said domestic violence impacts the private and working lives of employees.

56% of them were aware of employees who were domestic violence victims.

4. Employers can make a difference.

Open discussion in the workplace can save lives.

Businesses, corporations, government agencies and domestic violence advocacy groups work together to address prevention and service needs successfully. Be part of connecting resources and volunteers to end domestic crime in Memphis and Shelby County!

*2013 report: The Economic Impact of Violence Against Women by the Tennessee Economic Council on Women.

Other sources: <https://www.legalmomentum.org/workplace-dv-free-zone-domestic-violence-model-policy>

<https://www.futureswithoutviolence.org/workplace-safety-equity/workplaces-respond-to-domestic-and-sexual-violence/>

**2018 American Journal of Preventive Medicine: Lifetime Economic Burden of Intimate Partner Violence Among U.S. Adults

Sexual Assault/Rape:

Shelby County Crime Victims & Rape Crisis Center

24/7 help for victims of sexual assault

(901) 222-4350

1060 Madison Avenue 8 a.m. – 6 p.m.

Non-emergency MPD Sex Crimes: (901) 636-3438

For information on your case: MPD Hotline (901) 636-3438 or email

SAinfo@memphistn.gov

Shelby County Sheriff's Office:

(901) 222-4479 for rape and DV

Domestic Violence:

Circle of Inspiration Outreach Program

Semi-monthly Christian support program; victim advocacy

(901) 214-4577

Cocaine Alcohol Awareness Program

Serves disadvantaged DV victims

Hotline (901) 272-2221

4023 Knight Arnold Road

Community Legal Center

Legal assistance

(901) 543-3395

910 Vance Avenue

Family Safety Center of Memphis and Shelby County

Comprehensive civil, criminal, health and social services for victims of family violence

(901) 222-4400 8 a.m. – 4:30 p.m. Monday thru Friday

1750 Madison Avenue, Suite 600

Memphis Police Department Domestic Violence Investigative Unit

Assault investigation, transport to victim services

(901) 636-3741

1750 Madison Avenue

The Healing Word Counseling Center

Counseling and various services

(901) 370-4673

3885 Tchulahoma Road

Memphis Area Legal Services

Comprehensive legal services to eligible domestic violence victims

(901) 523-8822 8 a.m. – 4:30 p.m.

22 N. Front Street, 11th floor

Memphis Area Women's Council/Employer Alliance Against Violence/Memphis Says NO MORE

Community advocacy, awareness and education; system coordination, change and support; prevention;

Employer/workplace outreach "Violence at Home. Victims at Work. Employers Confront Domestic Violence"

(901) 378-3866

2574 Sam Cooper Blvd.

Memphis Child Advocacy Center

Counseling for child victims of sexual and severe physical abuse

(901) 525-2377

1085 Poplar Avenue

Kindred Place

Comprehensive services for victims, perpetrators and children;

lethality assessments, custodial evaluations

(901) 276-2200 8:30 a.m. – 5 p.m.

2180 Union Avenue

Shelby County District Attorney General's DV Unit

Prosecution of DV cases; victim advocacy and links to services

(901) 222-1485

1750 Madison Avenue

Shelby County Sheriff's Office DV Unit

Investigations (901) 222-5600; Non-emergency/reports (901)

379-7625

1750 Madison Avenue

Tennessee Department of Children's Services

Social services, child protection

(901) 947-8800 8 a.m. – 4:30 p.m.

1925 S. Third St.

Victims to Victory Incorporated

Support groups for victims of homicide; court advocacy

(901) 274-6828 9 a.m. – 5 p.m.

2181 Union Avenue, Room 306

YWCA of Greater Memphis

Shelter for abused women with children; counseling, court advocacy, Immigrant Women's Services

24-hour Hotline (901) 725-4277

FOR MORE – MEMPHISSAYSNOMORE.COM