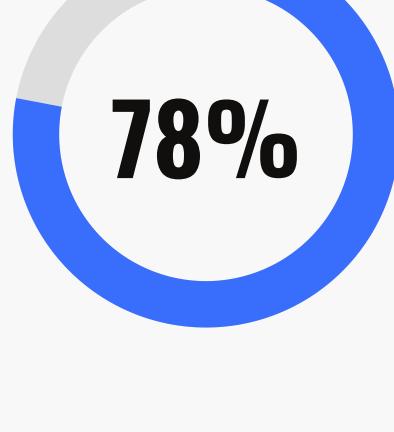


EMPLOYMENT SABOTAGE

The intersections between employment and intimate partner violence.



Employment sabotage is a form of economic abuse that involves tactics used by an abuser to prevent a survivor from accessing or maintaining employment. Studies show that up to 78% of survivors have had their partners or ex-partners sabotage or disrupt their employment. Employment sabotage is used to keep women socially isolated and financially dependent.

- Excessive phone calls to the workplace.
- Impeding transportation to the workplace.
- Starting an argument before work.
- Hiding or destroying work items.
- Restricting access to childcare.
- Stalking in and around the workplace.
- Lying to and harassing co-workers.

Employment sabotage can happen both inside and outside of the workplace.



of survivors report a lack of productivity.

Employment sabotage can cause decreased productivity and increased absenteeism. Survivors report a lack of confidence at work, being unable to concentrate and having to go home sick. The lack of productivity can result in poor performance and prevent career progression.



of survivors have lost at least one job.

Employment sabotage can result in job loss. Survivors report leaving their jobs because of feelings of shame associated with being a victim or embarrassment of the harassment and stalking in the workplace. The job loss can result in survivors changing jobs frequently or having long career gaps.

Workplace policies and supports can help survivors work without disruption as well as increase the survivors safety.

Workplaces can include protections for survivors, such as safety plans, office relocation, silent alarms and providing an escort to their transportation.

Accommodations, including paid time off and flexible hours, can reduce survivors' fears about absenteeism. Training for employees

can help reduce stigma and improve bystander intervention.



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