



## Domestic Violence Resources to Promote Wellbeing Among Workers

*Note: Please maintain proper “physical distancing” of six feet or greater, in accordance with CDC Social Distancing guidelines, while discussing this mental health safety and wellbeing topic.*

CSDZ is committed to helping the construction industry focus on the wellbeing of its workers and their family members. Some topics can be tough to talk about — domestic abuse being just one of them. This document is one more way CSDZ is offering tools to help you and your workers focus on “what’s under the hardhat” and to promote hardhat health

COVID-19 has had an adverse impact of the wellbeing of survivors of intimate partner violence and domestic abuse. The feelings of isolation, fear and worry are compounded for survivors of domestic abuse. The pandemic created ripple-effect of conditions that increased stress and anxiety, created financial pressures, and reinforced loss of control for survivors. The shelter-in-place orders during the COVID-19 pandemic kept abusers and survivors in close proximity to one another.

**Source:** National Domestic Violence Hotline. (June 5, 2020). A Snapshot of Domestic Violence During COVID-19.

According to the National Domestic Violence Hotline, reports of domestic abuse and intimate partner violence have increased during COVID-19. From March 16 to May 16, 2020 there was a 9% increase in contacts. The Hotline initially saw a decrease in the contacts for help with the onset of the pandemic due to the lack of privacy and safety due to the factor of the closer proximity.

- In April, contacts increased by 15% as shelter-in place orders started to be lifted.
- The Hotline anticipates sustained increases in contact volume during the remainder of 2020 and beyond due to the long-term effects of COVID-19.
- The top 3 reported abuse were emotional/verbal (90%); physical (61%) and financial/economic (24%).

**Source:** National Domestic Violence Hotline Infographic:

[https://www.thehotline.org/wp-content/uploads/sites/3/2020/06/2005-TheHotline-COVID19-report\\_final.pdf](https://www.thehotline.org/wp-content/uploads/sites/3/2020/06/2005-TheHotline-COVID19-report_final.pdf)



Intimate partner violence and abuse is behavior in any relationship used by one partner to gain or maintain power and control over another intimate partner. There are many forms of domestic abuse and violence, including:

Verbal	Physical	Economic/Financial
Emotional	Sexual	Psychological actions or threats of actions

Domestic abuse can involve many different types of behaviors that are intended to influence an intimate partner, including:

intimidate	fright/scare	blame
manipulate	terrorize	hurt
humiliate	coerce	injure
isolate	threaten	wound

SOURCE: [www.dawnrising.org](http://www.dawnrising.org)

**Resources for Survivors of Domestic Violence**

**National Domestic Violence Hotline**

**800/799-7233**

**Text: LOVEIS to 22522**

**Hard of Hearing: use TTY 1-800-787-3224.**

**Website: [www.thehotline.org](http://www.thehotline.org)**

**If you're unable to speak safely, you can log onto [thehotline.org](http://thehotline.org) or text LOVEIS to 22522**



## **Resources for Survivors of Sexual Assaults**

### **The National Sexual Assault Telephone Hotline**

800/656- 4673 (HOPE)

Online Chat English: [online.rainn.org](https://online.rainn.org)

Spanish online chat: [rainn.org/es](https://rainn.org/es)

The National Sexual Assault Hotline is coordinated by The Rape, Abuse & Incest National Network (RAINN), the nation's largest anti-sexual violence organization. This hotline is in partnership with more than 1,000 local sexual assault providers. In addition, RAINN operates the DoD Safe Helpline for the Department of Defense.

RAINN Website for Safety and Prevention Resources: <https://rainn.org/about-rainn>

### **Recommended Action Steps:**

1. Share this Hardhat Health Brief among your company's senior leadership team and Human Resources professionals. Awareness of and sensitivity to this topic is a key element of a respectful workplace and a hallmark of your company's diversity, inclusion and equity culture and practices.
2. Discuss this information and thoughtfully consider to whom – and how -- to share this Hardhat Health Brief within your organization. Consider including this information in:
  - ✓ New Hire Orientation and onboarding packets
  - ✓ Toolbox Talks
  - ✓ Pre-season kick-off meetings
3. Remind your employees about the services available from the company's Employee Assistance Program (EAP) for employees, including family members and dependents.
4. Consider posting contact information for the domestic violence and sexual assault hotlines in your company newsletter and hanging posters in areas where employees will see them.
5. Identify and contact local social service agencies and non-profit organizations working to help survivors of intimate partner violence and domestic abuse. Create lists of emergency contact information for professionals who can make referrals to law enforcement agencies, victims/survivors advocates, legal and financial services professionals, and safe house shelters.
6. If you're a union contractor, share this information with your Locals' Business Agents and apprenticeship training coordinators assigned to your company.

