

Don't look  
away.  
Be part  
of the  
solution.

Are you experiencing  
domestic violence? 



# Domestic violence figures must change!



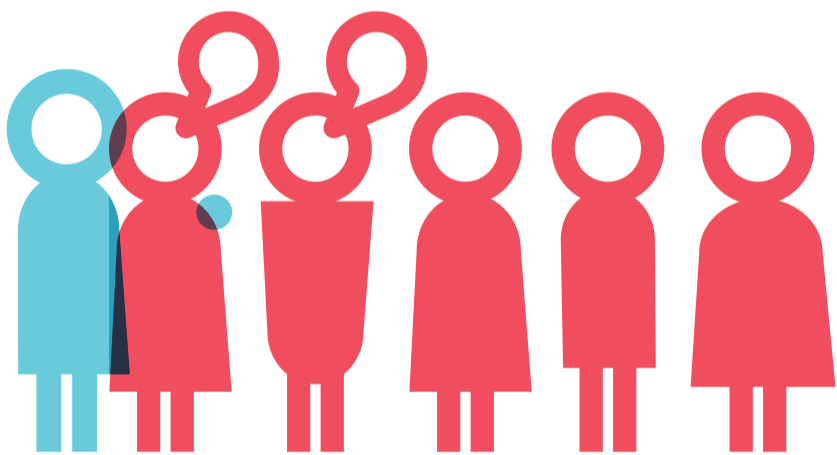
€ 122 billion is the average cost of domestic violence in Europe per year, almost 80% of the 2018 EU budget.\*

\* Estimating the costs of gender-based violence in the European Union, EIGE, 2014.  
\* <http://europa.eu/!Uy47nu>, European Commission, 2018.



1 in 5 women knows someone at her current or previous place of work or study who has been a victim of domestic violence.\*\*

\*\* Violence Against Women, An EU-wide study, European Union Agency for Fundamental Rights, 2014.



42.3 % of those experiencing domestic violence reported they discussed it with someone at work. The most common people disclosed to are co-workers and supervisors/managers.\*\*\*

\*\*\* Preliminary findings of a multi-country survey on domestic violence and the workplace, DV@worknet for UNI Global Union, 2016.

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# How to respond to a coworker who is experiencing domestic abuse?

## What should I do?

- Let your coworker speak. Make yourself available.
- Listen carefully, be supportive without being judgmental.
- Respect confidentiality and privacy. Keep the information to yourself, unless your coworker gives you permission to tell others.
- Do not blame the victim.



## What should I expect?

- Expect a broad range of emotions such as anger or even guilt.
- Respect your coworker's choices which may be different to yours.
- Your coworker might need to take time off work, if so, stay in touch regularly.

## What should I say?

- Inform your coworker that internal and external help services are available for support.
- Thank your coworker for telling you. Express your understanding.
- Ask your coworker what you could do to help.

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