Resolution urging the Department on the Status of Women to develop and share materials on domestic violence to be shared with City employees and City contractors and grantees.

WHEREAS, The City and County of San Francisco has a clear policy prohibiting workplace violence, as written in the Employee Handbook, this City policy needs further clarification regarding domestic violence; and

WHEREAS, According to data obtained from the Corporate Alliance to End Partner Violence website, it is estimated that 25% of workplace problems such as absenteeism, lower productivity, turnover and excessive use of medical benefits are due to family violence, and an estimated 24–30% of abused working women lose their jobs due to their domestic violence situation; and

WHEREAS, According to the “Telephone Benchmarking Survey” by the Corporate Alliance to End Partner Violence (2005), about 64% of victims of domestic violence indicated that their ability to work was affected by the violence due to distraction, fear of discovery, harassment by intimate partner at work, fear of intimate partner’s unexpected visits, inability to complete assignments on time, and/or fear of job loss; and

WHEREAS, Employers Against Domestic Violence reported in “How Employees Who Batter Impact the Workplace” (2001) about 68% of offenders said that domestic abuse posters and brochures in the workplace would help prevent domestic abuse from impacting the business; and

WHEREAS, According to the “Violence Prevention Coalition of Greater Los Angeles, Fact Sheet” (2007), of all establishments reporting an incident of workplace violence, 21%
reported that the incident affected the fear level of their employees and 21% indicated that the 
incident affected their employees' morale; and

WHEREAS, According to a 2006 Bureau of Labor Statistics survey, of the 30% of 
workplaces in the U.S. that have some sort of formal workplace violence policy, only 44% 
have a policy to address domestic violence in the workplace, and only 4% of all 
establishments train employees on domestic violence and its impact on the workplace; and

WHEREAS, Employers Against Domestic Violence reported in “How Employees Who 
Batter Impact the Workplace” (2001) that over 75% of offenders used workplace resources at 
least once to express anger, check up on, pressure, or threaten the victim, and 74% of 
offenders had easy access to their intimate partner's workplace, with 21% of offenders 
reporting that they contacted the victim at the workplace in violation of a no contact order; and

WHEREAS, According to a 2009 Department of Justice study, about one in eight 
employed stalking victims lost time from work because of fear for their safety or because they 
needed to get a restraining order or testify in court, and more than half of these victims lost 
five or more days from work; and

WHEREAS, According to the Centers for Disease Control and Prevention, the total 
cost of domestic violence in 2003 was over $5.8 billion, of which $4.1 billion was direct 
medical and mental health care services, and the annual cost of lost productivity due to 
domestic violence is estimated as $728 million, with close to 8 million paid workdays lost per 
year nationally; and

WHEREAS, Given these startling statistics about the negative impacts of domestic 
vioice in the workplace, we strive to create a culture of responsiveness by making it safe to 
talk about domestic violence, by educating all employees about the issue, and by making 
resources widely available; now therefore be it
RESOLVED, That the San Francisco Board of Supervisors requests that the Department on the Status of Women, in consultation with the Department of Human Resources, develop materials about what employees and managers should know about domestic violence in the workplace, including how to identify the signs of domestic violence and how to respond appropriately, to be shared with all city employees; and, be it

FURTHER RESOLVED, That the San Francisco Board of Supervisors requests that the Department on the Status of Women work with other departments to distribute such information to their employees, contractors and grantees, and other partner organizations, including non-profits and businesses.
File Number: 121042  Date Passed: January 15, 2013

Resolution urging the Department on the Status of Women to develop and share materials on domestic violence to be shared with City employees and City contractors and grantees.

December 06, 2012 Public Safety Committee - RECOMMENDED.

January 15, 2013 Board of Supervisors - AMENDED, AN AMENDMENT OF THE WHOLE BEARING SAME TITLE
Ayes: 11 - Avalos, Breed, Campos, Chiu, Chu, Cohen, Farrell, Kim, Mar, Wiener and Yee

January 15, 2013 Board of Supervisors - ADOPTED AS AMENDED
Ayes: 11 - Avalos, Breed, Campos, Chiu, Chu, Cohen, Farrell, Kim, Mar, Wiener and Yee

File No. 121042  I hereby certify that the foregoing Resolution was ADOPTED AS AMENDED on 1/15/2013 by the Board of Supervisors of the City and County of San Francisco.

Angela Calvillo
Clerk of the Board

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, or time waived pursuant to Board Rule 2.14.2, became effective without his approval in accordance with the provision of said Section 3.103 of the Charter or Board Rule 2.14.2.

Angela Calvillo
Clerk of the Board