

# Domestic Violence Indicators for Managers

**Recurrent Bruising and/or Injuries** — Employee often makes excuses like falling down in the driveway, missing the step in the basement, etc.

**Evidence of Extreme Stress** — Employee is living with uncertainty and violence. The stress can be seen physically as well as emotionally. Depression, fatigue, headaches, backaches, are common causing absenteeism or decreased work performance.

**Low Self-Esteem** — Employee often isolates at work and becomes defensive when given feedback. Feels inadequate on projects at work and feels she/he has nothing valuable to contribute.

**Unexplained Absenteeism** — Employee is frequently absent from work, especially on Mondays.

**Traditional Values** — Employee believes career is secondary to partners and will manipulate the work load/work day to ensure job never interferes with the family. Employee is hesitant to take on any projects that will conflict with this value and frequently misses career opportunities because of this.

**Hyper Vigilance** — Employee is “jumpy” and “startles” easily. Employee frequently looks over shoulder and prefers keeping with familiar work environment.

**Intense, Dependent Relationship** — Employee is frequently escorted to and from work (usually daily) and is checked on frequently during the day (either by phone or in person) by partner. It is not uncommon for the employee to have to quit due to demands of an abusive partner.

**Manipulative** — Employee appears passive but will control work environment to prevent upsetting events at home. That is, employee will clock in and out precisely on time and does not stay to work late.

**Invisible and Isolative** — Employee has few if any friends, often eats alone, and does not participate in any outside work activities or social events. Employee attempts to be “invisible” at work.

**Learned Helplessness** — Employee believes she/he has no value and has a negative approach to work load and work issues. Often supervisors will hear “whatever you want; no matter what I do it makes no difference.”

If you are concerned that you have an employee who may be the victim of domestic violence, your Employee Assistance Program can help. Call for a consultation today to learn about the ways in which the EAP can offer support to you and the employee. Resources are also available at [www.EAP4YOU.com](http://www.EAP4YOU.com).

USPS EMPLOYEE ASSISTANCE PROGRAM  
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**800-327-4968**

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