Episode 270: Employer Responses to Domestic Abuse with Mollie Campbell Discussion Starter

Use this guide to spark conversations with your HR team

1. One in three women and one in seven men will experience domestic abuse at some point in their lives — which means statistically, it is already present in almost every workplace, whether anyone has disclosed it or not. How would we honestly assess our organization's current readiness to recognize and respond to it?

2. The impact of domestic abuse on a survivor's work life — absenteeism, lost concentration, reduced engagement, and eventual turnover — represents a direct and measurable cost to the organization. How do we currently frame our employee wellness investment in terms of business outcomes?

3. When an employee presents a protective order to HR, it triggers a need for an individualized workplace safety plan — workspace relocation, schedule changes, security escorts, and abuser-alert protocols — not just acknowledgment of the document. Do we have any kind of written plan for how we would respond if this happened tomorrow?

4. Many managers default to discipline when they notice performance or attendance problems, because that's the road they know — even when the underlying cause is something a progressive discipline process cannot fix. What tools beyond progressive discipline have we given our supervisors to help employees address their own performance issues?

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