

What do corporate leaders think about domestic violence in the workplace?

66%

think it's a major problem.

68%

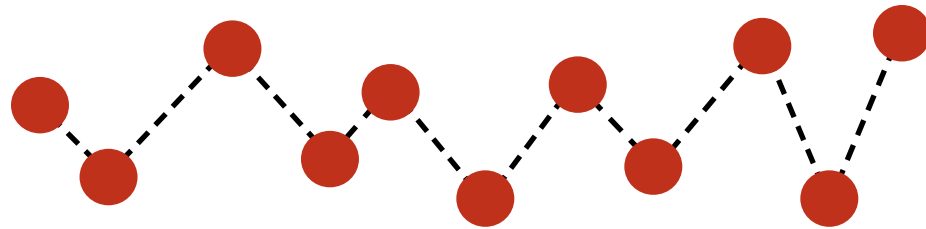
think their company's financial performance would benefit if addressed.

91%

think it affects both the private and working lives of their employees.

AND YET ONLY

13% of corporate leaders think their companies should address workplace domestic violence. *Help your company connect the dots!*



Attend this conference and learn:

- How to position domestic violence in the workplace within the overall goals of executives and the board of directors.
- Legally defensible components for preparedness in addressing workplace domestic violence.
- Why some men batter their intimate partners and how employers can hold their employees accountable.
- Best practices on how to support an employee who is a domestic violence survivor while simultaneously addressing performance issues, absences and safety in the workplace.
- Strategies for defusing a lethal situation/individual.

Who should attend this conference?

- human resource professionals
- security directors
- managers
- employee assistance professionals
- legal counsel
- chief operating officers

Domestic violence doesn't stay at home—it can strike at work. According to the U.S. Department of Justice, **18,700 violent incidents** are committed each year by an intimate partner in the workplace. It is common for the abuser to seek out the abused employee at work, endangering the victim and possibly co-workers. Employers have a duty to protect their employees from harm in the workplace, and their failure to do so could lead to fatalities and lawsuits.



Partnership Against Domestic Violence

P.O. Box 170225
Atlanta, GA 30317

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Be a Leader on Your Team.
Help your company connect the dots.



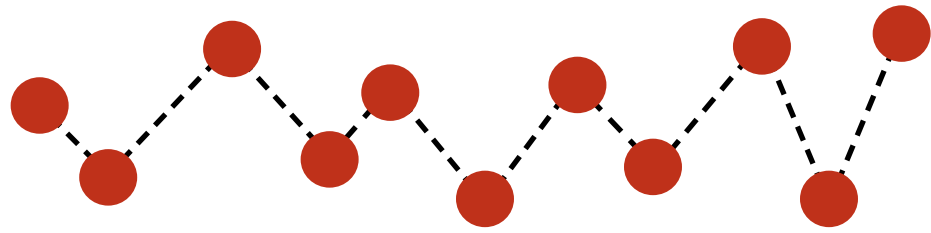
Learn how to get executive-level buy-in to protect employees and profits from workplace domestic violence.

When Domestic Violence Goes to Work

April 29, 2010

Loudermilk Center
Atlanta, Georgia

7:30 a.m. - 3:00 p.m.



Conference Schedule

7:30 – 8:00 a.m. Registration/Breakfast

8:00 – 9:15 a.m. Welcome

Cathy Willis Spraez, president & CEO, Partnership Against Domestic Violence (PADV)

Keynote Address

Bruce Blythe, CEO of Crisis Management International Inc., a worldwide organization of crisis management specialists, business continuity planners and former FBI and Secret Service agents.

Negligent Failure to Plan: Getting Executive Buy-In for Preparedness

Domestic violence in the workplace can no longer be considered an unforeseeable risk. It is a recognizable hazard that can be managed through proper preparedness. An employer that fails to take reasonable steps to prepare increases the likelihood of tragedy striking its employees, resulting in deteriorating reputation and morale. It may also become the target of an emerging legal concept of liability—negligent failure to plan.

9:20 – 10:20 a.m. Morning Work Session (Choose One)

Domestic Violence 101

Recognizing the warning signs is the first step to averting a costly and potentially dangerous situation. The time to figure out what to do isn't after a fatal shooting, but before the crisis happens.

Why Men Resort to Domestic Violence

Employed batterers use company time and resources to keep tabs on their partners, resulting in lower productivity, lost profits, additional safety risks as well as potential legal liability for the company. Understanding why he batters allows businesses to be more effective in their prevention and intervention strategies.

10:20 – 10:30 a.m. Break

10:30 a.m. – 12:15 p.m. "It Is Our Business" presented by Sketchworks Inc.

"It is Our Business" is a theatre-based training about the effect of domestic violence on the workplace, and the direct and indirect impact of it on employee safety, productivity and morale.

A cross-disciplinary panel with audience participation will examine each scenario. The audience will choose the ending of each story and learn how their decision affects the workplace.

**12:15 – 1:25 p.m. Lunch
Restoration & Reformation**

A survivor:

A domestic violence survivor will share her personal experiences relating to the difficulties of leaving a violent relationship and how employers can help or hinder a survivor's efforts to live violence free and improve work performance.

A batterer:

A reformed batterer talks about his violent past and how he excused and justified the pain he caused—even blaming the victim. Once he took responsibility for his actions, he recognized that only he had the power to change.

1:30 – 2:30 p.m. Afternoon Work Session (Choose One)

Responding to the Threat: Domestic Violence Exercise

According to one study, 74 percent of perpetrators had easy access to their intimate partner's workplace. Learn how to assess the likelihood and severity of an individual becoming violent and strategize actions to take for defusing the situation/individual.

Train Managers to Support Survivors

Only four percent of all establishments train employees on domestic violence and its impact on the workplace and yet 84 percent of employees believe that their employers should address it. Learn best practices on how to support an employee who is a domestic violence survivor and how to address performance issues, absences and safety in the workplace.

2:35 – 3:00 p.m. Closing questions, thoughts and open discussion

Exchange ideas about domestic violence policies, ask questions of professional experts and share what plans you hope to implement in your workplace.

3:00 – 4:00 p.m. Optional Debriefing



Presented by:

Date: Thursday, April 29, 2010 (7:30 a.m. – 3:00 p.m.)

Location: The Loudermilk Center, 40 Courtland Street, Atlanta, GA 30303

Directions: For driving directions, parking instructions and maps please log onto www.loudermilkcenter.com.

Refund Policy: Fees can be refunded if a written request is received by April 27, 2010. No refunds will be made after the deadline; however, substitutions may be made. Send all cancellation notices via e-mail to info@padv.org.

Continuing Education: Attendees can apply four hours toward their Society of Human Resource Management PHR or SPHR certification. ASIS International members can receive recertification credits for each 50-60 minutes of classroom time.

For more details, call PADV at **404.870.9605** or visit padv.org.

Conference Registration

Register online at www.padv.org/Conference.asp.
Fax the completed registration form to 404.870.9611.

or

Mail with payment to:
PADV, P.O. Box 170225, Atlanta, GA 30317

Receipts will be available at the conference. For more information, call 404.870.9605.

Early Bird Registration

To qualify for the lower rate, all registrations must be postmarked by or before April 10, 2010.

- ___ \$195 for-profit businesses
- ___ \$170 ASIS International and SHRM Atlanta members*
- ___ \$55 nonprofit and government sectors

Regular Registration

Postmarked after April 10, 2010

- ___ \$235 for-profit businesses
- ___ \$210 ASIS International and SHRM Atlanta members*
- ___ \$85 nonprofit and government sectors

Registration includes breakfast, snacks, lunch and all conference materials. All proceeds to benefit PADV's programs and services that support battered women and their children.

Please check one:

- ___ Morning Work Session: Domestic Violence 101
- ___ Morning Work Session: Why Men Resort to Domestic Violence
- ___ Afternoon Work Session: Responding to the Threat
- ___ Afternoon Work Session: Train Managers to Support Survivors

Please complete form for each registrant.

Name: _____
 Title: _____
 Company: _____
 Address: _____
 City, State, ZIP: _____
 Phone: _____
 E-mail: _____
 Federal ID (for nonprofit organizations only): _____

- ___ Check if you are a member of ASIS International*
 ASIS International Member Number: _____
- ___ Check if you are a member of SHRM Atlanta*

Method of Payment

Check enclosed in the amount of \$_____ (make checks payable to PADV)
 ___ Credit Card ___ Visa ___ AmEx ___ MasterCard

Name of Cardholder: _____
 Card Number: _____
 Expiration Date: _____
 Signature: _____