






History & Creation of DAPP

- 1974. First known case of domestic abuse at the World Bank Group brought to management's attention by the World Bank Family Network, organization of spouses/partners of WBG staff (also WIVES). Prevailing issues of G-4 dependents and WBG's privileges and immunities which prevented accepting court orders.
- 1988. Family Consultation Service established for spouses and family members.
- 1994. Staff Retirement Plan allowed spousal support payments to separated and/or divorced spouses.
- 2004. WBG President and Mrs. James Wolfensohn commissioned WBFN to study and report on the incidence of DA within the WBG community. Survey and report financed by a \$50,000.00 grant to WBFN. Report and recommendations served as basis for creation of the Domestic Abuse Prevention Program (DAPP). Report noted that WBG did not have a protocol to respond to DA cases.
- 2003. Homicides within WBG community.
- 2004. Domestic Abuse Prevention Coordinator position created.
- 2006. Vendor contract with DV LEAP Attorneys specialized in domestic violence to provide information about legal options, safety planning, and attorney referrals.
- 2006. International Monetary Fund and Inter-American Development Bank partner to be provided services.
- 2014. DAPP moves from Human Services Department to Health and Safety Directorate's Counselling Unit.
- 2016. DAPP Evaluation Report.
- 2019. Challenge: More men primarily "trailing spouses" accessing services. Awareness raising and provision of services to Country Offices. Post crisis assistance. Consequences for perpetrators.



3

Domestic Abuse Prevention Coordinator

- ▶ Ensures that Domestic Abuse victims are referred promptly to specialized off-site services to assure their safety and security.
- ▶ Expedites victim's access to the Bank Groups vital information pertaining to case; legal and counseling support through contractor services.
- ▶ Ensures educational outreach is on-going via seminars and printed material i.e. brochures, etc.



Care. Commitment. Credibility.

Background

- Almost 200 individuals from the WBG utilized Domestic Abuse Prevention Program in the last year
- 70% of the domestic abuse cases are staff
- More Country Office cases
- Average of 8-10 new cases a month
- Barrier to disclosure of abuse may be fear of others knowing one's private situation
- Many perpetrators appear to be threatened by anything empowering victim (work)
- Workplace Violence linkage

Impact of Domestic Violence on the Workplace

Victim → Co-workers → Organization

<ul style="list-style-type: none"> • Physical and emotional health impacted • Isolation from friends and family • Difficulty meeting basic needs of self and family • Absenteeism, tardiness • Decreased concentration or job performance • Workplace interruptions 	<ul style="list-style-type: none"> • Concern for the victim • Fear violence will come to the workplace • Concern for personal safety • Negative impact on workplace interpersonal relationships • Productivity decreases, work stops • Resentment toward the victim (additional work falls to co-workers, perceived special treatment from manager) • Trauma from witnessing the violence 	<ul style="list-style-type: none"> • Compromised safety in the organization • Increased threat of violence • Increased health care costs • Turnover and recruitment costs • Productivity decreases, work stops
---	--	---

Domestic Violence & Workplace Statistics

- 21% of full-time employed adults report they were victims of domestic violence and 64% of them say their work performance has been significantly impacted. (*Corporate Alliance to End Partner Violence, 2005*).
- The annual cost of lost productivity due to domestic violence is estimated at \$727.8 million with over 7.9 million paid workdays lost per year. (*Centers for Disease Control and Prevention, 2005*). The economic cost of domestic violence in the workplace is estimated to be \$67 billion (*Centers for Disease Control, 2003*).
- The healthcare-related costs of rape, physical assault, stalking, and homicide by intimate partners exceed \$5.8 billion a year. (*Centers for Disease Control and Prevention, 2003*).
- Between 2003-2008, the second leading cause of homicide for women at work was homicide committed by a personal relation (mostly intimate partners) (*Hope Tiesman, et al. Workplace Homicides Among U.S. Women: The Role of Intimate Partner Violence. Vol. 22:4 Ann. of Epidemiology 217 (April 2012)*).

Program Components

Case Management & Clinical Services	DVLEAP Consultation	Communication & Coordination
<ul style="list-style-type: none"> Confidential 24-hour / 7 Day a week Hotline Case Manager is first point of contact Risk & Danger Assessment Crisis & Trauma Counseling Safety Planning Case Management & Referrals 	<ul style="list-style-type: none"> Confidential Legal Consultation Legal Rights & Options Lethality Assessment & Safety Planning Legal Referrals 	<ul style="list-style-type: none"> WBG Security Legal, Ethics, Benefits, HR Assessment for Emergency & Protection Support Management Consultation

Defining Domestic Abuse

A pattern of coercive behavior used by one person in an intimate relationship to gain or maintain power and control over another person.

DV is perpetrated by intimate partners and other family members, and manifested through:

Physical, Sexual, Psychological and Economic abuse

United Nations

Types of Abuse

- Physical
- Emotional
- Psychological
- Financial
- Stalking



Reasons People Stay

Love

- The victim feels the relationship has its good points and is not all bad.

Hope

- The victim hopes the relationship will change.

Financial Concerns

- The victim does not have access to emergency funds or savings.

Children

- The victim is concerned about the well-being of her (or his) children.

Fear

- There are threats to kill or hurt the victim, the victim's children, and/or the victim's family if the victim leaves.


Separation Violence: Why Victims Are at Increased Risk When They Leave

- Domestic violence is a pattern of power and control; when victims attempt to break free, batterers reassert control.
- Batterers often perpetrate "separation violence" to prevent victims from leaving, to retaliate for the separation, or to force victims to return.
- Canadian studies found that separation led to a six-fold increase in homicide risk for women. Other North American studies confirmed that the risk of assault is highest immediately following separation and when women attempt permanent separation through legal or other action.
- Safety planning is critical when victims are considering leaving the relationship.

* Collin Marie Remison & Sarah Welchans, Bureau of Justice Statistics, *Intimate Partner Violence* 4, 5 (May 2000) (finding that "[t]he percentage of female murder victims killed by intimate partners has remained at about 20% since 1976," and that "[i]n cases of separated persons were subjected to the highest rates of intimate partner victimization"); Mindy Abel, *Denver Metro Domestic Violence Fatality Review* 5 (2002) (finding that in 67 percent of the homicides, the victim had expressed a desire to leave or end the relationship); Martha Manning, *Legal Images of Batterer Victims: Revisiting the Issue of Separation*, 20 Mich. L. Rev. 3, 63 (1993); Walter S. Duka-Gandy et al., *Separation/Divorce Sexual Assault: The Current State of Social Scientific Knowledge* 2 (2002) (unpublished manuscript presented at annual meeting of the American Society of Criminology, on file with author).

Sign & Symptoms of DV in the Workplace

- Arriving to work late or very early
- Unexplained or increased use of Earned Time or Paid Time Off
- Decreased productivity
- Tension around receiving repeated personal phone calls
- Wearing long sleeves on a hot day or sunglasses inside
- Difficulty in making decisions alone
- Difficulty concentrating on tasks
- Avoiding windows, main entrance of office
- Repeated discussion of marital or relationship problems
- Flowers or gifts sent to employee at the workplace for no apparent reason
- Bruises, chronic headaches, abdominal pains, muscle aches
- Vague, non-specific medical complaints
- Sleeping or eating disorders
- Signs of fear, anxiety, depression
- Fatigue
- Intense startle reactions
- Suicidal or homicidal thoughts
- Nightmares or flashbacks



How Can I Help?

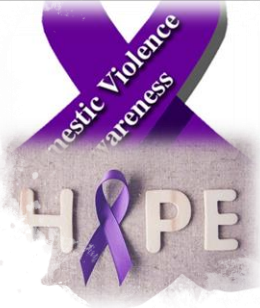
With the victim's consent, take steps to make the workplace safer:

- Help victim notify law enforcement in advance about the risk
- Inform the victim of health insurance and disability leave benefits
- Inform victim that administrative leave is available to participate in criminal and protection order court proceedings (Staff Rule 6.06)
- Save threatening messages and provide to authorities for evidence
- Be available as a witness if needed
- Permit victim to keep protection order and other important papers safe at work
- Encourage victims to notify security if a protection order is in place and to provide a copy

*If there is an immediate safety concern for the employee or the workplace, contact Bank Security.

What can Managers Do?

- Communicate your concerns for the employee's safety.
- Tell the employee that you believe her (or him) and that what is happening is wrong. No one deserves to be hurt.
- Tell the employee that the DAPP can help with free, confidential counseling and safety planning.
- Be clear that your role is to try to help and not to judge.
- Consult with the DAPP.



What can you expect from DAPP




- Confidential 24Hr Hotline
- Risk/Lethality Assessment
- Crisis & Trauma Counseling
- Safety Planning & Case Management
- Emergency/PPO Funds
- Legal Consultations & Referrals

What about Perpetrators?



- We serve everyone
- Workplace Violence linkage
- Engage Management
- Assess & Refer to therapists and programs specializing in perpetrator intervention.

Tips to Create a Program



- Why? Business cost, increased employee health costs, workplace violence risks, and the right thing to do.
- Identify a Champion.
- Hire a consultant to research Domestic Abuse at organization, institutional policies, and compile a report.
- Print DV literature for men and women's bathrooms.
- Establish a Domestic Violence/Workplace Violence Task Force consisting of Sr advisors from multiple units: Ethics, Legal, Staff Association, Health Services, HR, Corporate Security, Ombudsmen.
- Create a 24/7 hotline and referrals to a counseling service specialized in DV.
- Identify an internal point of contact and first responder team.
- Organize awareness and educational campaigns.
- Strengthen organization's Ethics Code of Conduct.
- Protect survivor's confidentiality.
- Establish training programs.

EMOTIONAL AND PSYCHOLOGICAL IMPACT OF FEMALE GENITAL MUTILATION / CUTTING
Thursday, September 13, 2018
10:30am - 12:00pm
701 18th Street NW, Room 11-009

LOVE DOESN'T HAVE TO HURT
Thursday, October 23
12:00 - 2:00 PM
HSP 902-616-8300

YOUR = OUR JOURNEY
A COMMUNITY CELEBRATION OF DOMESTIC VIOLENCE AWARENESS MONTH
OCTOBER 31 through NOVEMBER 17

It Happened To Me—The Hidden Secret of Domestic Violence in Affluent Households

RESILIENCE
THE BIOLOGY OF STRESS & THE SCIENCE OF HOPE

Community Connections Campaign **OCTOBER: DOMESTIC VIOLENCE AWARENESS MONTH (DVAM)**

Confidentiality

Most critical aspect of our work

Legally bound to protect your privacy

Informed consent

For More Help

Non-Emergency Help

- The Domestic Abuse Prevention Program (DAPP): **+1-202-458-5800** (Confidential Help 24/7)
daprevention@worldbank.org
- DAPP Program Coordinator: Elizabeth Legrain **+1-202-473-2931**
- World Bank Staff can access HSD Counseling Unit: **+1-202-458-4457**
+1-202-458-5600 (Confidential Help 24/7)
HSDCounseling@WorldBankGroup.Org
- Family Consultation Service (FCS): **+1-202-458-5550**
- Access the Mobile Website: Staff or spouses/partners with a personal device can go to m.worldbank.org/domesticabuse using your mobile device's browser.

Additional Resources for HQ & COs

- Emergency Help in the US: 911
- In the United States, refer to the National Domestic Violence Hotline (1-800-799-SAFE) for local resources
- Emergency Help in COs: Contact local authorities, WBG Security
- **Pathways to Safety:** *Empowering victims of interpersonal & gender based violence abroad*
Crisis line: 833-SAFE-833
Website: www.pathwaystosafety.org | crisis@pathwaystosafety.org
