LH HR CONSULTING LLC

PEOPLE | STRATEGY | STRONGER TOMORROWS

DOMESTIC VIOLENCE

DOESN'T ALWAYS STAY AT HOME.

5 THINGS EVERY EMPLOYER SHOULD KNOW

A quick-reference guide to recognizing possible concerns, responding with care, and connecting employees to appropriate support.

1

Notice possible concerns—without assuming

Frequent unexpected calls or visits, changes in attendance, difficulty concentrating, or visible distress may warrant a supportive check-in. None of these signs proves abuse. Avoid investigating or drawing conclusions.

2

Respond with care, not pressure

If an employee shares a concern, listen privately, thank them for trusting you, and ask what workplace support would help. Do not demand details, insist they leave a relationship, or make promises you cannot keep.

3

Explain privacy limits clearly

Share information only with those who need it for legitimate safety or legal reasons, consistent with applicable law and policy. Do not promise absolute confidentiality. Ask about safe ways and times to communicate.

4

Take workplace safety seriously

If there is an immediate threat, follow emergency procedures and call 911. Where appropriate, collaborate with the employee on a workplace-focused safety plan, such as visitor procedures, contact protocols, or schedule adjustments.

5

Connect—not counsel

Offer information about specialized domestic violence services and applicable workplace resources, including leave, medical coverage, or an employee assistance program if available. Do not attempt to act as a therapist or legal adviser.

A SIMPLE FIRST RESPONSE

"Thank you for telling me. I am sorry this is happening. What would help you feel safer at work?"

WORKPLACE READINESS

QUICK CHECK + RESPONSE TOOLS

ARE YOU PREPARED?

- ☐ Employees know whom to contact about safety or support concerns.
- ☐ Managers know how to listen without judgment and avoid intrusive questions.
- ☐ Your team understands privacy practices and when disclosure may be required.
- ☐ You have a process for addressing threats, stalking, or unwanted visitors.
- ☐ Leaders know where to find current local and national referral resources.

SAY THIS / AVOID THIS

SAY: "Thank you for trusting me." "What support would help at work?"

AVOID: "Why don't you just leave?" "You have to tell me everything."

HELP & REFERRALS

National Domestic Violence Hotline

Call 800-799-SAFE (7233) | Text START to 88788

thehotline.org

If someone is in immediate danger, call 911. If phone or internet use may be monitored, seek help using a safer device when possible.

TURN AWARENESS INTO WORKPLACE READINESS.

LH HR Consulting partners with business owners and leaders on HR policies, manager training, workplace response practices, and employee support strategies.

Info@LHHRConsulting.com | 407-270-1304

Important: This educational guide is not legal, clinical, or crisis-response advice. Employer obligations vary by jurisdiction, size, and circumstances. Review applicable laws and consult qualified professionals for specific situations.