1 in 4: Would You Know the Signs?

Did you know that domestic violence impacts 1 in 4 women in their lifetime? An estimated 1.3 million women are victims of physical assault by an intimate partner each year. Co-workers and managers can often be among the first to spot the signs of an employee who may be affected by domestic violence. Violence between spouses or partners can easily spill over into the workplace. It is important to be aware of the signs of domestic violence and how you can help. Possible signs of domestic violence include:

- Changes in behavior or work performance
- Preoccupation/lack of concentration
- Increasing or unexplained absences
- Harassing phone calls to the workplace from the employee’s spouse or partner
- Unexplained bruises or other injuries or explanations for injuries that don’t seem legitimate

If you observe these or other possible signs, you may want to talk with the employee about what you have observed, share your concerns and let them know that ParTNers EAP is available for confidential assistance.

If the employee discloses a problem to you, immediately refer them to EAP or another qualified professional so they receive advice and assistance from people with solid experience in the field.

Fear and embarrassment often make it difficult for victims to seek help. So, before a specific incident surfaces, it is important to let employees know that confidential help is available, and that victims will be treated with respect and concern.

An individual’s job can have true healing value. Victimization often separates people from their friends and family, and robs them of their self confidence. Having a chance to succeed, contribute and be part of a team can be a real lifeline for an employee dealing with domestic violence. ParTNers EAP is here to assist you and your employee.

ParTNers EAP is Here to Assist Managers as Well

Managers face not only performing their job but also managing and assisting employees. All of that can be stressful and at times confusing especially when you are conflicted, on what is the “right” thing to do.

ParTNers EAP can help. We have information and resources tailored just for managers. Our website has a Manager section with various articles and tools. For example, this month’s newsletter highlights Domestic Violence in the Workplace and what are some of the signs of it. On our website, there are additional resources including a presentation to managers on what domestic (or intimate) violence is, myths and tips and how to assist your employee.

This is just one more example of how we are here to be your partner and to assist. Other topics include management resources, trainings offered through our program, work performance problems and much more.

To take advantage of our consulting services, call ParTNers EAP at 1-800-308-4934 and ask for a workplace support consultant.
### November: Supervisor Training

Your ParTNers EAP provides training for supervisors designed to help equip leaders with tools you need to effectively lead and motivate employees who may benefit from EAP services. In addition, this training educates leaders of the many unique features available specifically for supervisors including the Workplace Support Team.

*All location times are from 1:00 – 3:00 p.m. local time.*

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<th>Location</th>
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| Johnson City      | Nov 8 | Environmental Field Office  
                     2305 Silverdale Road, Large Conference Room |
| Columbia          | Nov 8 | Maury County Health Department  
                     1909 Hampshire Pike, Education Room 17 |
| Murfreesboro      | Nov 9 | TN Technology Center at Murfreesboro  
                     1303 Old Fort Parkway, Conference Room |
| Nashville         | Nov 15| WRS Tennessee Tower  
                     312 Rosa L. Parks Ave, 3rd Floor Multi-Media Room |
| Chattanooga       | Nov 15| UT Chattanooga  
                     East 5th St, University Center, Lookout Mt Room |
| Cookeville        | Nov 17| TN Tech, Roaden University Center  
                     1000 N. Dixie Ave, Room 342 |
| Knoxville         | Nov 22| Department of Environment and Conservation  
                     3711 Middlebrook Pike, Large Conference Room |

To register for a seminar:

Registration is available on our web site at [http://eventreg.state.tn.us/EventDetails.aspx?id=2&did=73](http://eventreg.state.tn.us/EventDetails.aspx?id=2&did=73)

*The deadline to register is two days prior to the event.*

ParTNers Employee Assistance Program is available to you 24/7, simply call 1.800.308.4934  
or visit www.magellanassist.com