

Survivor Story

Jaime's Journey

Nobody chooses a life of abuse.

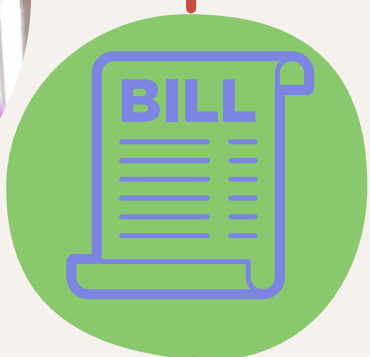
A cumulation of many risk factors creates an escalation of abuse.

Advancement of health equity outcomes requires us to address employment practices that are unsupportive to survivors of domestic abuse.



Loss of Community Connectedness

Without her consent, Jaime's husband moved them from Texas to North Carolina two days after their marriage. She did not have permission to work or obtain a drivers license.



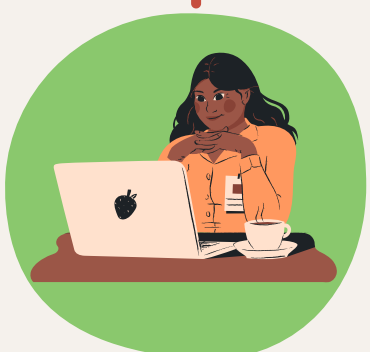
Economic Instability

Shortly after giving birth, family circumstances required that she find work to support her family. Working a low paying service industry job without access to paid leave, Jaime was forced to rely on her in-laws for childcare support.



Unsupportive Work Environment

Jaime arrived at work with bruises from her husband. Seeing this, her boss said not to come to work with "hickeys". When Jaime finally opened up about the bruises being a result of strangulation, nobody showed any interest in helping her. Jaime says "I didn't feel like I belonged or like I had somebody that was going to be supportive."



Creating Supportive Environments

Jaime does however, share what a supportive environment looks like: "In my opinion, if we have employers that understand or that know the signs [of IPV], it is not as shameful... I would have felt like 'okay, now I can come to my employer, have these conversations and then we can collectively talk about what I need to do or where I need to go.'"



Making the Case for Paid and Protected Leave

Providing workers time off to seek protective orders is one step towards creating more trauma informed workplaces.

1. What are some concrete ways Jaime's workplace could have been more supportive of her and other domestic violence survivors?
2. Workers in service industries and from marginalized populations are less likely to have access to different forms of paid leave. How can preventionists collaborate with employers who work directly with survivors to create more health equity in workplaces so that they can accommodate survivors' needs?

Read Jaime's Full Story

Jaime's story and more research on the health impact of paid leave policies can be found at PreventViolenceNC.org



NCCADV
North Carolina Coalition
Against Domestic Violence

Domestic Violence

Prevention Strategies

Violence occurs when there is an abuse of power.

Violence prevention focus on addressing the abuse of power at its roots.



Community Connectedness

Strategies to improve community connectedness can include improvement of housing density, green spaces, walkable neighborhoods, community recreation centers and volunteer organizations.



Economic Stability & Opportunity

Economic stability and career advancement opportunities are linked to more stable families and greater community cohesion. These contribute to a decrease in violence.



Supportive Work Environments

Social norms that shape gender roles exist at the cultural and societal level. These are enforced at the interpersonal and community levels.

Empowering women and marginalized populations with greater decision making authority in civic and personal spheres reduces the impact of violence caused by harmful gendered norms.



Key Take-Aways for Safe Leave

Paid leave policies acknowledge the need to support workers both in the workplace and outside of it. Interviews with NC residents highlight the complexities associated with growing one's family as well as the challenge that victims of intimate partner violence encounter when they turn to their employers for help. These findings warrant additional consideration and advocacy on behalf of working parents and survivors of IPV.

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REFERENCES

www.PreventViolenceNC.org

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