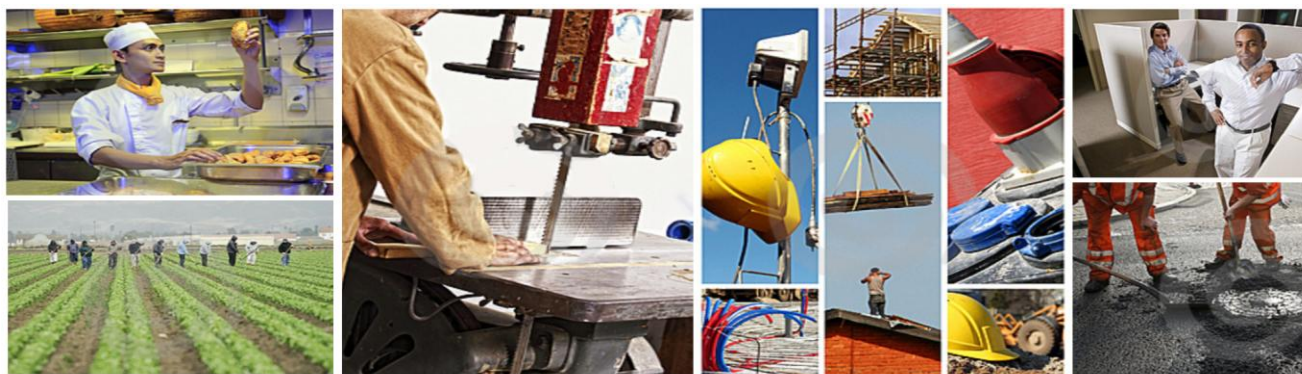


Work-related Intimate Partner Violence Tactics and Consequences:

A Statewide Survey of Men in Oregon Batterer Intervention Programs



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Executive Summary

As part of a larger intervention research project, this report presents findings from a study that examined work-related intimate partner violence (IPV). With the assistance of nine batterer intervention programs (BIPs) in Oregon, researchers from Portland State University administered surveys to 198 males enrolled in Spanish (104) and English language (94) programs. Specifically, the purpose of the study was to examine the different types of work-related abusive behaviors and tactics that the participants used to perpetrate work-related IPV. In addition, we were interested in the types of workplaces resources that were available and used to perpetrate work-related IPV. Furthermore, we examined the impact of work-related IPV on the participants' employment, their employers' responses to work-related IPV, and participants' beliefs regarding women and work roles.

A subset of the findings is presented below:

- 86% reported that their coworkers or supervisors knew about their abusive behavior.
- 69% reported that their abusive behavior negatively impacted their work productivity.
- 66% reported that their employer assisted them in keeping their job.
- 54% reported that they had harassed their partner at her job.
- 50% reported that their abusive behavior negatively impacted their work performance.

These findings suggest recommendations for both employers and BIP providers:

- Employers will need to develop their understanding of work-related IPV beyond illegal abusive behavior (e.g., physical abuse).
- Employers should revisit zero tolerance policies and consider alternative options that do not involve only firing abusive employees which may create unintended consequences.
- BIP providers can play a role in increasing the awareness of work-related IPV among their clients.
- BIP providers could partner with local employers to provide resources and information regarding IPV and resources for employees who are perpetrating IPV.

Introduction

The construction of intimate partner violence (IPV) as a private phenomenon has resulted in considering the problem solely within a domestic context. However, recently researchers have begun to address the serious consequences of the spillover of IPV into the workplace (Swanberg, Logan, & Macke, 2005; Tolman & Wang 2005). Researchers have estimated that between 36% and 75% of employed women who experience IPV are harassed by their abusive partners while at work (Shepard & Pence, 1988; Swanberg, Logan, & Macke, 2005; Taylor & Barusch, 2004).

The spillover of IPV into the workplace results in decreased worker safety, well being, productivity and absenteeism (Fitzgerald, Dienemann, & Cadorette, 1998; Riger, Ahrens, & Blickenstaff, 2000). The workplace is the one location where an abusive partner knows he can find his estranged partner after she has left the relationship. And because the most acutely dangerous time for victims of IPV, when they are most likely to be killed, is immediately after they leave the relationship, the workplace is often where a partner is killed. The leading cause of death for women in the workplace is murder, with nearly 20% of these committed by a current or former intimate partner (US Department of Labor, 1997).

Although research on the types of workplace abuse tactics and behaviors is a fairly new area of inquiry, studies have revealed a broad range of abusive behaviors and job-sabotaging strategies. Swanberg et al.'s review of the literature on IPV in the workplace identified two categories of job interference tactics used by male abusers: work disruption and work-related stalking. However, explanations regarding the process and effects of IPV in the workplace are not yet available.

Researchers have not examined work-related IPV among ethnic minority group samples. While a considerable overlap in the behaviors and abuse tactics between non-Latino samples and Latinos may exist, we speculate that some workplace abuse tactics and explanations may be nuanced as a function of ethnicity. Another reason to conduct research in this area is that Latinas underutilize formal services in the legal and healthcare systems because of cultural barriers (Lipsky, Caetano, Field, & Larkin, 2006). In addition, Latinos are particularly concentrated in blue-collar and service sector occupations which are typically associated with not having human resource programs or culturally appropriate services that could otherwise serve Latinas experiencing IPV or intervene with Latinos who perpetrate work-related IPV. Because the larger research project stems from a focus on health disparities among racial and ethnic minorities, in this study we over-sampled Latinos enrolled in batterer intervention programs.

Project Overview: Community Partnered Response to Intimate Violence

The “Community Partnered Response to Intimate Violence” project is a multi-level, mixed-method design study that aims to develop and evaluate a community-partnered IPV intervention for employed immigrant and U.S.-born Latina survivors of IPV. The project is sponsored by the National Institutes of Health/National Institute of Nursing Research (NIH/NINR) is a partnership of persons from diverse institutions, disciplines and sectors in society. These include academics from 5 different institutions, trained in the fields of nursing, organizational psychology, community psychology, community based social service providers including people working with Latino/a community organizations, domestic violence shelter and advocacy programs, and labor unions. In addition, we have methodological specialists in both quantitative and qualitative methods, as the study uses a variety of data collection and analysis techniques, including interviews, focus groups, and surveys.

We have organized a large advisory board comprised of representatives from a wide range of programs, services and sectors throughout Oregon to offer additional guidance and feedback about the study at regular intervals. Finally, many of the research staff are bilingual and bicultural as much of the work is done in community settings with people who speak Spanish or other native Latin American languages. We believe that the interdisciplinary, intersectoral, and collaborative nature of our project is essential to effective research on intimate partner violence.

In the first phase of the project, we focused on data collection from multiple sources within the system, including employers, survivors, employees, some of whom are also survivors or coworkers of survivors, abusive men and facilitators of intervention groups for abusive men. Currently, we are in the second phase of the project in which we focus on developing, implementing and testing the effect of an empirically based work-related IPV preventive intervention. In this report, we present information that we have gathered thus far in our work with male batterers.

Aims: Work-related Intimate Partner Violence among a Sample of Batterers

In accordance with the aims of the larger research project, we developed four specific research questions that guided this investigation:

1. What kinds of abusive behaviors do men use in the workplace?
2. What workplace resources are used to perpetrate work-related IPV?
3. What impact does work-related IPV have on employment?
4. How do employers respond to work-related IPV?

Definitions

Intimate partner violence (IPV), domestic violence, battering, or spouse abuse—is defined as violence committed by a spouse, ex-spouse, or current or former boyfriend or girlfriend (CDC, 2003).

- Domestic violence as an act carried out with intention, or perceived intention, of causing physical pain or injury to another person (Straus, Gelles, and Steinmetz, 1980). The types of violent acts may include kicking, punching, choking, sexual abuse, threats, and use of a weapon (Edleson & Tolman, 1992).
- Psychological abuse is defined as behaviors that are harmful to the well being of the spouse and include acts such as verbal intimidation, isolation, manipulation, emotional abuse, the using of children, economic coercion, and the assertion of male privilege (e.g., making all major family decisions, or expecting the woman to perform all household duties) over their domestic partners (Edleson & Tolman, 1992; Healey, Smith, & O' Sullivan, 1998).
- Physical violence, sexual violence, threat of physical or sexual violence, and psychological/emotional abuse are all included in the term IPV (Saltzman, Fanslow, McMahon, & Shelley, 1999).

Batterer, Perpetrator, or Abuser: A person who commits any of the actions described above.

Survivor or Victim: A person who is the target of any of the actions described above.

Batterer Intervention Programs (BIPs): While there are different theoretical models for BIPs (see Mankowski, Haaken, & Silvergleid, 2002), BIPs are generally designed to stop men's violence against their partners. Curricula typically focus on changing men's beliefs and gender roles, which are believed to perpetuate IPV against women.

Methodology

Participants. The sample of participants included men (n=198) currently attending Oregon batterer intervention programs (n=9) as the result of sentencing involving the abuse of an intimate partner by the criminal justice system. The participation rate was 99% indicating that the majority of men who were asked to participate in the study completed a survey.

Recruitment. In collaboration with community-partnered batterer intervention programs, the authors recruited men enrolled in Spanish and English language BIPs. Participants were recruited during their weekly group sessions from a batterer intervention program site without the group facilitator being present the room. This helped to ensure that participants were not pressured in any way by their group facilitator to participate in the study. The group facilitators did not receive any documentation of who was or was not interested in participating in the study. The participants were informed that refusal to participate had no effect on their participation in the batterer intervention program. In an effort to be culturally appropriate and sensitive in conducting research with vulnerable populations (e.g., Latinos), I recruited all participants in the Spanish language BIP groups in the Spanish language. However, I was sensitive to the participants who were bilingual and I would accordingly communicate in either English or Spanish.

Informed Consent. Informed consent was obtained from all participants at the beginning of the survey administration and discussed thoroughly. Study information sheets were provided and made available in English and Spanish. Participants were informed of the general scope of the survey, the normative time it would take to complete the task, and opportunities to ask questions were encouraged. All participants were provided a \$15 reimbursement for participating in the study.

Survey. The survey was developed from focus group interviews and feedback from BIP group facilitators. The survey consisted of demographic and acculturation measures (44 items), work-related IPV behaviors (72 Likert + 5 open-ended items), and measures tapping attitudes towards women and work (9 items). The survey was originally designed in the English language and back translated into Spanish by a team of bilingual/bicultural (e.g., Mexican-American, Latino) research assistants. An initial pilot test with a sample of men enrolled in a Spanish language BIP provided us with feedback regarding the language of several measures. Revisions were made to reflect the participants concerns.

Findings

A total of 198 men participated in this study. The findings represented in this report are based on the 198 participants. Findings are represented as percentages based on the total number of participants who answered the question(s) on the surveys.

Demographic information is presented below in Table 1. On average the participants were 32 years old (age range between 18 and 70) and equal percentages of participants were either born in the U.S. or Mexico (which reflect the over sampling of Latinos in this study). More than one-third of the participants reported that they were either married (36%) or Divorced/Separated (31%). The participants had a wide range of occupations as classified by the Economic Development Administration (EDA). The majority reported that they were gainfully employed (90%) and close to two-thirds reported that their partners were employed (65%).

Table 1: Demographic information

Age:	Range = 18-70; Average = 32 years (SD=19.37)	
Birthplace:	44% Mexico 44% USA 11% Cuba, El Salvador, Guatemala, Honduras, Micronesia, Panama, Venezuela	
Relationship status:	10% Single 22% Partnered 1% Widowed 36% Married 31% Divorced/Separated	
Education:	Range = 1-23 years; Average = 6.8 years (SD=19.03)	
Employment Status	90% Employed; 1.5% had 2 or more jobs	
Partner employed:	65% of partners were employed	
Household Income:	42% earned 0-\$1500/month 11% earned more than \$3500/month 46% earned \$1550-\$3500	
BIP referral source:	91% court mandated; 9% 'volunteer'	
Job Category (EDA):	Operatives (semi-skilled)	24.2%
	Missing/illegible information	21.7%
	Craft Worker (skilled)	19.2%
	Service Workers	14.1%
	Laborers (unskilled)	9.1%
	Sales	4.5%
	Professionals	3.0%
	Technicians	1.5%
	Office and Clerical	1.5%
	Officials and Managers	1.0%
	Total	100.0

Research question 1: What kinds of abusive behaviors do men use in the workplace?

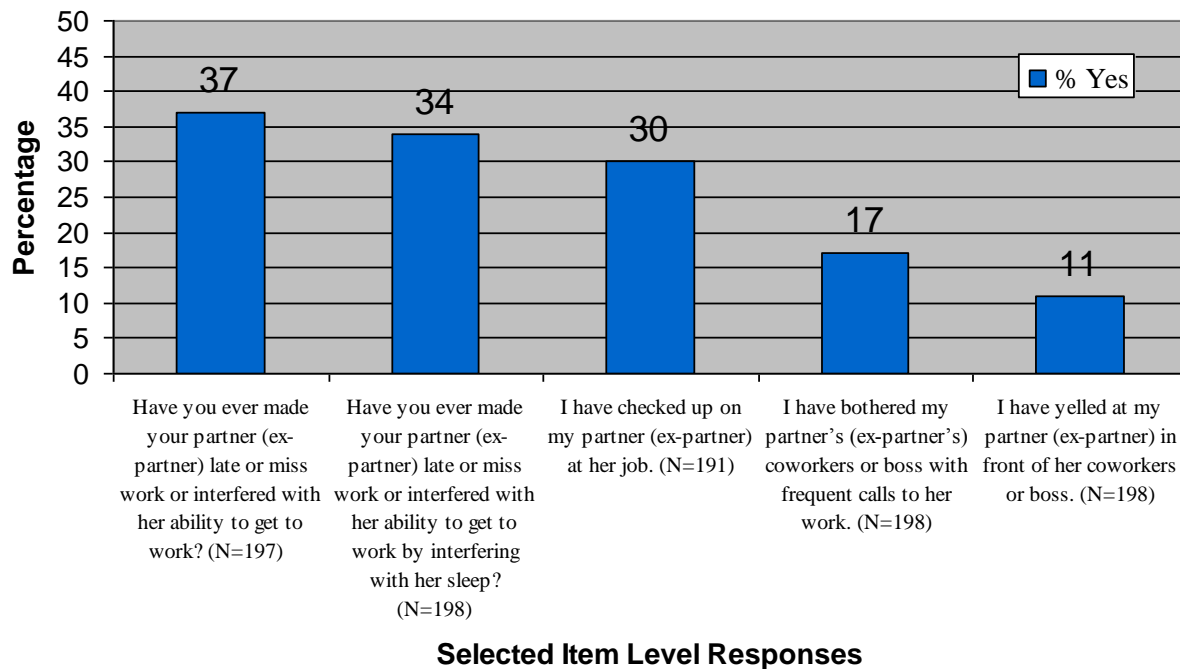
Findings regarding the types of abusive behavior and tactics are presented in Table 2a. Over one-third to one-half reported using various abusive behaviors and tactics. Specifically, over one-half reported harassing their partner at her job (53%), over one-third reported monitoring their partner while at her job (35%), almost 20% reported harassing their partner's co-workers or bosses (18%), and more than one-third reported interfering with their partner's ability to get to work (37%). More than 30% controlled the partner's work hours and more than 10% picked up the partner's paycheck from her work. In addition, almost 25% had told their partners to quit her job or made her quit and nearly 10% threatened to hurt or did hurt their partner at work. Lastly Non-Latinos were generally more likely to report more abusive behavior than Latinos. A selection of survey items and their corresponding percentages are presented in Table 2b.

Table 2: Work-related IPV Behaviors and Tactics

	Total		Ethnicity		
	N	% Yes	Non-Latino % Yes	Latino % Yes	P
1. Interfere with partner getting to work	197	37.1	46.2	31.1	.032*
2. Yell at partner at her job	198	17.7	24.4	13.3	.047*
3. Call partner insulting names at her job	198	16.7	23.1	12.5	.051
4. Harassed partner at her job	198	53.5	66.7	45.0	.003*
5. Harassed partner's co-worker/boss at her job	198	17.7	23.1	14.2	.108
6. Monitor partner while at her job	198	34.8	44.9	28.3	.017*
7. Told or made partner quit her job	198	24.2	21.8	25.8	.517
8. Control partners work hours/schedule	198	30.8	30.8	30.8	.992
9. Control partner's pay	198	11.1	17.9	6.7	.014*
10. Jealous of partner's Co-workers/Boss	198	38.4	42.3	35.8	.360
11. Threatened to physically hurt at her job	198	9.6	5.1	12.5	.085
12. Physically hurt partner at her job	198	7.1	3.8	9.2	.154

*Significant at $p \leq .05$

Figure 1: Work-related IPV Behaviors and Tactics (Selected Item Level Responses)



Research question 2: What workplace resources are used to perpetrate work-related IPV?

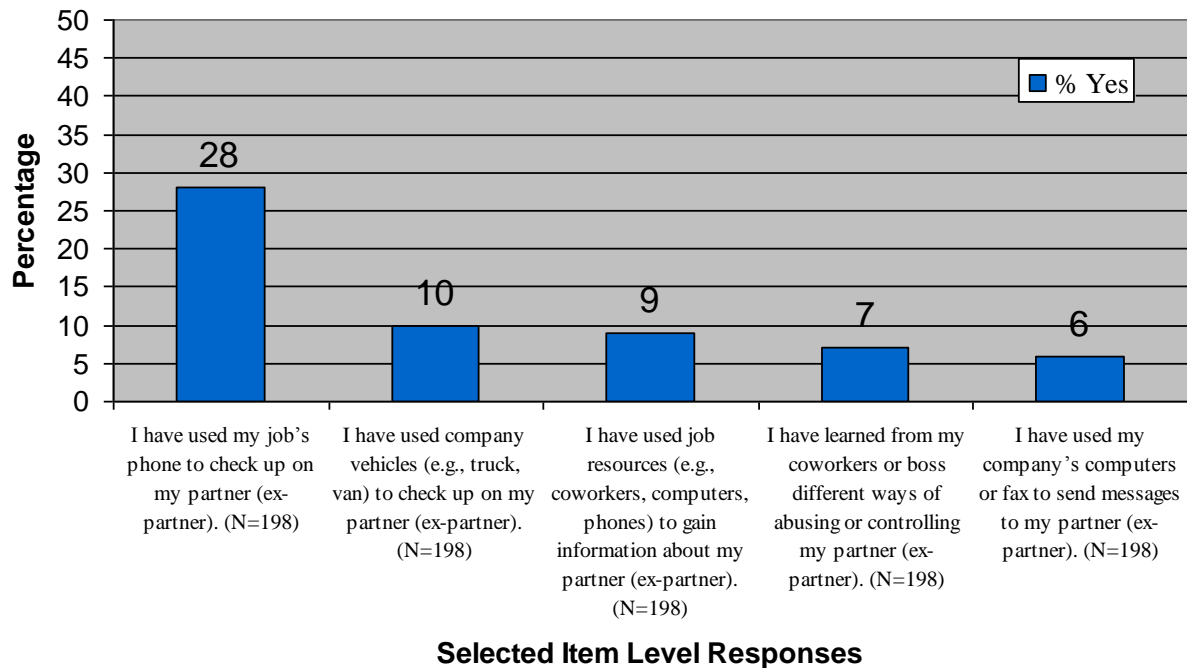
Findings regarding the types of workplace resources used to perpetrate IPV are presented in Table 3a. Over one-third of the participants used their work resources (e.g., phone, computers, vehicles, coworkers) to monitor or gain information about their partner. Also, more than 7% had learned tactics for abusing or controlling their partners from coworkers or bosses. Lastly, Non-Latinos were more likely to use workplace resources to monitor their partners. A selection of survey items and their corresponding percentages are presented in Table 3b.

Table 3: Workplace Resources

	Total		Ethnicity		
	N	% Yes	Non-Latino % Yes	Latino % Yes	P
1. Used work resources to monitor partner	198	33.8	47.4	25.0	.001*
2. Used work resources to harass partner	198	5.6	9.0	3.3	.090
3. Used work resources to hurt partner	198	7.1	7.7	6.7	.783

*Significant, $p \leq .05$

Figure 2: Workplace Resources (Selected Item Level Responses)



Research question 3: What impact does work-related IPV have on employment?

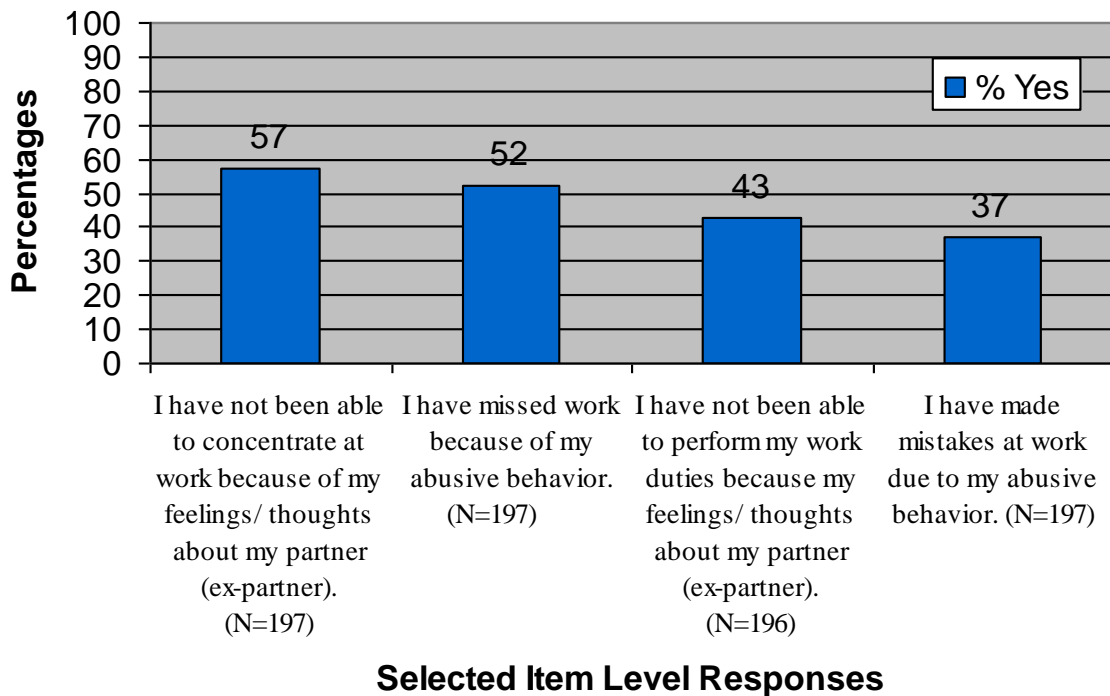
Findings regarding the impact of work-related IPV on employment are presented in Table 4a. One-half to over two-thirds of the participants reported that their IPV negatively impacted their productivity or performance. In addition, 20% reported having been denied a job because of having IPV on their criminal record. Another 16% reported their IPV negatively affected their partners' job by causing her to get in trouble with her supervisors or bosses. A selection of survey items and their corresponding percentages are presented in Table 4b.

Table 4: IPV Impact on Employment

	Total		Ethnicity		
	N	% Yes	Non-Latino % Yes	Latino % Yes	P
1. Abusive behavior impact own performance	197	49.7	56.4	45.4	.130
2. Abusive behavior impact own productivity	197	68.5	74.4	64.7	.154
3. Batterer experienced negative employment outcomes from DV	188	20.2	28.4	14.9	.025*
4. Abusive behavior impact on partner's work	198	16.7	19.2	15.0	.435

*Significant, $p \leq .05$

Figure 3: IPV Impact on Employment (Selected Item Level Responses)



Research question 4: How do employers respond to work-related IPV?

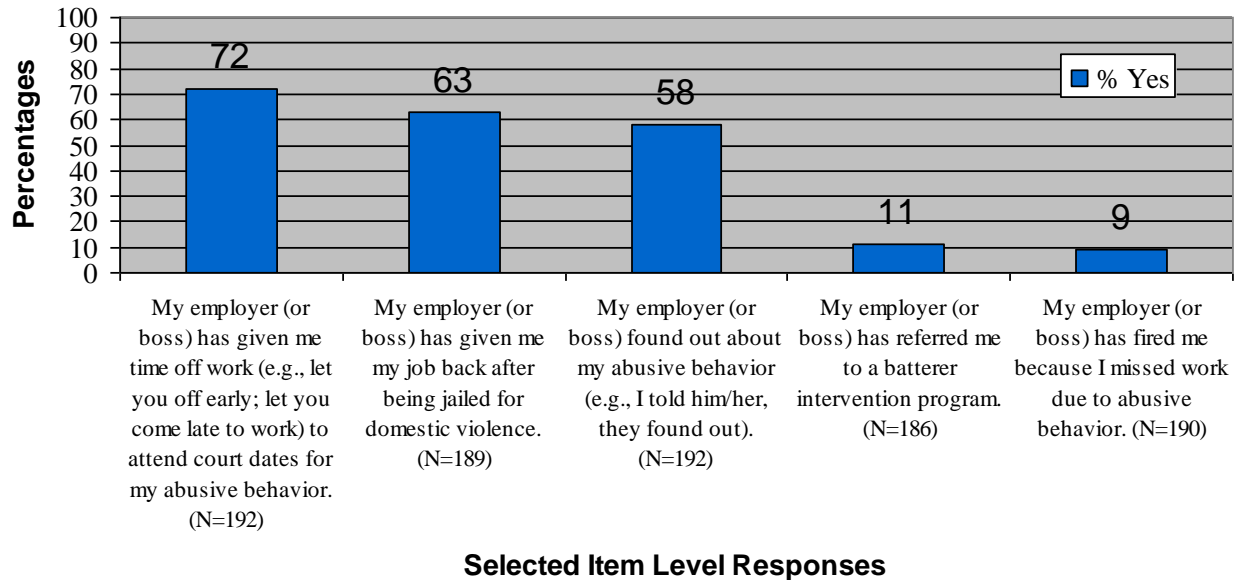
Findings regarding how employer's responded to work-related IPV are presented in Table 5a. The majority of respondents had employers (79%) who knew about their IPV. Yet, many employers colluded with or supported the employee's IPV. Almost 50% reported that employers supported the batterer. Furthermore, 10% reported that their bosses bailed them out of jail. In contrast, 45% reported having employers who disapproved of their IPV. More encouraging, 62% reported an employer had taken action to support getting them attending a BIP. More than two-thirds reported that employers took action to help keep the batterer employed after jailing (66%) whereas only about 10% had a boss who took actions to end the batterer's employment. Lastly, Latinos perceived bosses as less likely to approve of IPV, and more likely to support them in attending a BIP and to help them keep their jobs (including bailing them out from jail) than Non-Latinos. A selection of survey items and their corresponding percentages are presented in Table 5b.

Table 5: Employer's responses to IPV

	Total		Ethnicity		
	N	% Yes	Non-Latino % Yes	Latino % Yes	P
1. Employer/co-workers knows about abusive behavior	196	86.2	83.1	88.2	.310
2. Employer takes actions to support batterers getting treatment	190	62.1	49.3	70.1	.004*
3. Employer gives time off for court dates	192	74.0	70.3	76.3	.356
4. Employer approved/support batterer	188	49.5	62.5	41.4	.005*
5. Employer takes action to assist batterer to keep employment	195	66.2	50.0	76.5	.000*
6. Employer disapproves of domestic violence	191	45.5	47.3	44.4	.700
7. Employer takes action to end employment	190	11.1	12.5	10.2	.619

*Significant, $p \leq .05$

Figure 4: Employer's responses to IPV (Selected Item Level Responses)



Discussion

The findings replicate and extend prior studies of batterers' work-related IPV (Ridley, et al., 2004; Rothman & Perry, 2004). The findings of this study indicate that batterers use a variety of workplace abuse tactics to interfere with partner's employment. These findings add to the growing body of research that show that the spillover of IPV into the workplace is a serious problem that not only affects both victims and perpetrators, but also their employers (Swanberg, Logan, & Macke, 2005; Tolman & Wang 2005).

In general, we found that non-Latinos reported higher amounts of work-related IPV and tactics than Latinos. These findings are somewhat difficult to interpret and place within the literature. To date, there are mixed findings in the literature regarding ethnicity and IPV in general. For example, researchers using various types of samples (e.g., community, regional, clinical, and shelter) found no differences in rates of partner assaults between Mexican Americans and Whites (Mirande & Perez, 1987; Neff, Holamen, & Schluter, 1995; Torres, 1991). Furthermore, national probability studies have yielded contradictory findings. For example, some have found that Latinos are less violent than whites (Sorenson, Upchurch, & Shen, 1996), others have found higher rates of IPV among Latinos than whites (Caetano, Field, Ramisetty-Mikler, & McGrath, 2005) and others have found no significant ethnic differences (Jasinki, Asdigian, & Kaufman Kantor, 1997).

While the interpretation of the findings based on ethnicity and IPV are inconclusive, these findings do however verify work-related IPV among Latinos, which may increase specific knowledge for employers who predominantly employ Latinos. In addition, these findings inform the development of a workplace intervention program aimed at preventing IPV.

Regarding workplace resources, the data suggest that non-Latinos reported a higher use of workplace resources to monitor their partners. It is possible that non-Latinos may have more access and autonomy to use workplace resources to commit work-related IPV than Latinos. We found that Latinos in our sample tended to have more jobs that were classified as laborers (~13%) and service (~17%) than non-Latinos, respectively (~3%, ~8%). Overall, the findings regarding workplace resources will inform employers knowledge about a range of ways their employees might use company time and specific workplace resources to perpetrate IPV. Employers need to be aware that some employees use company time and resources to perpetrate IPV. Prior research has shown that batterers use considerable work time and workplace resources to express remorse or

anger, check up on, pressure, or threaten their partners while at work (Lim, Rioux, & Ridley, 2004).

Study Strengths and Limitations

The study has several strengths that contribute to the literature on work-related IPV. For example, we collected data on work-related IPV from a large sample of males enrolled in batterer intervention programs. Research in this area has primarily focused on women's reports. While data from both sources is optimal, little data have been collected from abusive men regarding work-related IPV in the literature to date. Furthermore, we oversampled Latinos, which allowed for ethnic group comparisons to be drawn. Multiethnic comparative research on work-related IPV is needed in order to gain a better understanding of the phenomenon.

The survey design of our study created some limitations. For example, the questions regarding work-related IPV focused on lifetime reports. Therefore, responses may weigh heavier on either past or current incidence of IPV. Another concern about such data is whether participants are able to recall accurately their past behaviors. Also, data were self-reported and subject to self presentation bias.

Recommendations for Action

As the awareness of work-related IPV grows, employers will feel pressure to respond with effective policies and training (Rothman & Perry, 2004). These findings suggest that specific training components need to address the wide range of abuse tactics used by batterers. Specifically, the training components should work to increase general knowledge about the two types of job interference tactics: work disruption and work related stalking. Employers will need more training in recognizing this type of workplace related IPV. That is, employers will need to develop their understanding of work-related IPV beyond illegal abusive behavior (e.g., physical abuse). In addition, employers could gain knowledge of existing services for perpetrators and victims of IPV (e.g., referral to BIPs, shelters). Employers should be supported to offer these types of resources to their employees.

Employers should also revisit zero tolerance policies and consider alternative options that do not involve only firing abusive employees. While zero tolerance policies send a clear message about the employer's position on IPV and the importance of employees' safety, they may create unintended consequences. For example, research has found that unemployment was the most important demographic risk factor for acts of intimate partner homicide (Campbell, J, et al., 2003). In other words, an abuser's lack of employment was the only demographic risk factor that significantly predicted risk of

homicide even after statistically controlling for a comprehensive list of more immediate risk factors.

The importance of addressing work-related IPV from an employer's stand point is increasingly being recognized. Several states have enacted legislation to provide protected time off from work for victims to address IPV and IPV related issues. In 2007, Oregon passed a law to protect victims of IPV and to provide help to working victims of domestic or sexual violence in order to increase their safety without losing their jobs. The law allows victims of IPV, sexual assault, or stalking to take reasonable, unpaid time off from work to pursue protective orders or to redress the impact of violence.

Along with employers, batterer intervention program providers can also play a role in increasing the awareness of work-related IPV among their clients. The findings have the potential to inform BIP providers with knowledge of work-related IPV. While not a major focus of this study, in prior interviews with BIP facilitators, they reported that their batterer intervention curricula did not address the spillover of IPV into the workplace among their clients (Galvez, Mankowski, & Glass, n.d.). Given the importance of employment, especially among survivors of IPV, this issue should be addressed in BIP curricula. However, more research is needed to substantiate the claim that work-related IPV should be addressed in BIP curricula. Also, BIP providers could partner with local employers to provide resources and information regarding IPV. Specifically, they provide resources for employees who are perpetrating IPV. It is very likely that a partnership between employers and BIP providers would raise awareness of work-related IPV among employees and also provide resources for employees who are victims and perpetrators of IPV.

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