Workplace IPV: Reports of batterers and batterer intervention group facilitators

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Overview

- Background
  – Workplace IPV
  – Theoretical Context
- Research Study
  – Research questions
  – Participants
  – Preliminary research findings

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Background

- Workplace IPV
  - The leading cause of death for women in the workplace is murder (US Department of Labor, 1997).

  - Affects productivity, work morale, absenteeism, safety and well being of all employees (Brownwell, 1996; Fitzgerald, Dienenemann, & Cadorette, 1998; Mighty, 1997; Riger, Ahrens, & Blickenstaff, 2000)

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Background

- Workplace IPV
  - Little is known about how abusers carry out IPV in the workplace (Maine Department of Labor/Family Crisis Services, 2005)

  - 2 categories of job interference tactics: work disruption and work-related stalking (Swanberg et al., 2005)

  - Findings indicate that batterers used large quantity of company time to monitor partners (Rothman & Perry, 2004)

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Background

- Workplace IPV

  - Research have not examined workplace IPV among ethnic minorities

  - Latinos are particularly concentrated in blue-collar and service types of occupations (U.S. Census Bureau, 2000).

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Theoretical Context

  - This study is part of a larger project that targets multiple levels (i.e., individual, organizational, community and public policy)

  - Latina victims IPV have limited access to culturally appropriate services (Kasturirangan, Krishnan, & Riger, 2004).

  - Latinas are known to underutilize formal services in the legal and healthcare systems

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Theoretical Context

- Services and intervention models that reach Latina and IPV perpetrators in other normative settings may be more effective at reducing IPV

- Effective workplace strategies to reduce IPV require information from the perspectives of those involved: battered women, employees, employers, and batterers.

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Research Questions

1. What abuse tactics and strategies are used in the workplace?
2. What workplace resources are used to commit this abuse?
3. What workplace policies and norms exist to address this abuse?
4. How effectively do existing intervention groups address spillover of IPV into the workplace?

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Data Sources

- Separate focus groups with Latino and non-Latino batterer intervention group facilitators
- Separate focus groups with Latino and non-Latino abusive men from batterer intervention groups
- Survey of (n = 200) abusive men attending intervention groups

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Facilitator Focus Groups

- Group 1: 8 male and 1 female batterer group facilitators; 100%
- Group 2: 4 male and 2 female community mental health professionals with experience in IPV among Latinos; ~70%
  - Age range: 27 to 56
  - IPV-related work experience range: 1 to 10 years
  - Ethnicity (n =13 Latino/a; n = 2 other)
  - All spoke Spanish fluently
  - From programs throughout Oregon

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Batterer Focus Groups

- Group 1: 4 male attending batterer groups; 60%
- Group 2: 6 male attending batterer groups; 100%
  - Age range: 21 to 52
  - Ethnicity (n =10 Latino; Mexican)
  - All spoke Spanish fluently
  - From programs in Oregon

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Focus Group Protocols

- Co facilitated in Spanish by male graduate research assistant and female Latina community leader; both are bilingual/bicultural
- Transcribed in Spanish by one of the cofacilitators
- Analysis conducted by one of the cofacilitators, and a bilingual/bicultural researcher

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Focus Group Analysis

– Each transcript read while listening to tape
– Transcript indexed by 2 analysts for concepts relevant to each of the 4 research questions
– Additional themes subsequently identified and indexed (e.g., familism, acculturation)
– Analysts compared indexing and refined themes
– Each analysis informed subsequent focus group protocol

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Preliminary Reports

• Research Questions 1 & 2
  – What are the abuse & control tactics and workplace resources used in IPV?
    • stalk to/from work
    • drive by work; control by driving to/from work
    • call many times at work
    • demand/intercept partner's paycheck
    • tell lies to keep her at home
    • sabotage partner's job
    • few resources to use in service sector/labor jobs

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• "And he is demanding with her, 'who were you with?' and 'where did you go and eat?' and the woman does not feel free [or] able to have lunch with a co-worker. Not even arrive [home] 15 minutes late from work."
• "He'll be calling her at work and he'll say that she has to leave her work for any reason whatsoever. She should stay and take care of the children and not work"
• "He'll send her to Mexico for some reason or another like someone in the family [needs her]…He'll say my job is more important than yours."
• "Depending on the education level, the level of the person is more [psychologically] sophisticated. Some create situations like with children, the babysitter isn't coming today, and you're going to have to stay home…the woman can lose her job….Sometimes the woman never even discovers the truth."

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Preliminary Reports

• Research Question 3
  – What are the workplace policies/norms about IPV?
    • Not much or none at all
    • Bosses' response varies; partly related to type of job and whether DV policy exists
    • Some bosses enable/endorse the abuse
      – "perhaps the boss shares the same way of thinking…and the boss supports him making the situation worse"
      – "it depends on who is the manager…(some will say) 'just hit her on this side' (where it won't show)

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• Some employers do and (others) do not give permission (to go to the BIP groups).
• Men don't know about the job's rules and policies, whereas
  – "there's a lot of help for women, there's information"
• Women make calls for aid from the workplace where she is safe and away from her partner
• However, women are also reluctant to use resources (e.g., time off for court)
  – "There's shame because they don't want them (boss) to know they are having legal problems"
  – "If they (women) don't have legal papers…then no (they won't tell their bosses)."

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Preliminary Reports

• Research Question 4
  – How effectively do BIPs address IPV in the workplace?
    • programs generally do not include specific components to address IPV spillover in the workplace
      – "perhaps this is a blind spot in our program because we don't focus on the things in the workplace"
    • perception that all areas (of abuse) are covered by the power and control wheel

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Preliminary Reports

- Several believed that workplace IPV should be addressed in the intervention program
  - *"The foundation of surviving for us is having a job… And to have problems in the home and later then bring [them] to our work… We stop working hard and then our bosses say 'OK you go'. And if you go, you don't have a job… What's going to happen? You're going to go crazy".*

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Preliminary Reports

Additional themes
- Culture and acculturative stress (choques culturales)

  "I start off with the cultural conflict issue. When I raise their awareness to the possibility of what is happening to them in the home is connected to the cultural crashes they are experiencing"

- Latinos are experiencing acculturative stress

  "not knowing the language, not having the job they want, not getting paid enough, working very hard and my children are running around doing whatever they want because they know the culture. I don't even feel like a parent. So I'm more mad and I'm more mad and something comes out of that".

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Preliminary Reports

- Things are different over here (U.S.) versus over there (Mexico)
  - "In Mexico, when couples marry, they form a union and things change"
  - "In the U.S. things change"
  - "Women change because they're more protected over (legally) here…they're told they can manage alone"
  - "She want to be 'super liberal'
  - "They want the American life"

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Workgroup Collaborators

- Maria Elena Ruiz, Oregon Health & Sciences University
- Marie Dahlstrom, Mike McGlade, & Rebecca Hernandez, Susana Maria Guruhl Foundation
- Chiquita Rollins, Multnomah County

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