

Intimate Partner Violence (IPV) affects workplaces by causing reduced workplace performance, absenteeism and tardiness, and violent incidents in the workplace. **Paid family leave policies are a promising strategy for preventing IPV while providing additional benefits employers and families.**

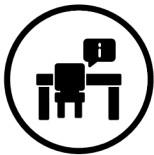
Why it matters: Workplace consequences of IPV



Each year in the U.S. issues related to IPV result in nearly 8 million lost days of paid work and \$1.8 billion in losses for employers (i).



IPV accounts for nearly 30% of incidents of violence that take place in workplaces, harming IPV victims as well as their coworkers, supervisors, and the work environment (iii).



Workers experiencing IPV experience significantly higher levels of absenteeism, tardiness, distraction, and lost productivity at work (ii).



In one survey, nearly 20% of abusers reported they had almost caused a safety accident at work due to being distracted by their desire for control over their partner (iv).

Paid family leave (PFL) and how it benefits employers

PFL policies enable workers to take partially or fully compensated time away from work to care for their own or a family member's serious health condition, or care for and bond with a new child. In the absence of federal legislation, thirteen states plus Washington D.C. have enacted statewide policies. Most states fund their policy through payroll contributions. While cost is a concern for most employers, **evidence suggests that state paid parental leave programs increase profitability or have no effect on employers' bottom line** (v). In states without paid family leave some employers have adopted their own versions.

PFL benefits employers by attracting workers, increasing retention, reducing employee absenteeism and health care costs, and increasing employee productivity and morale.

The status of PFL in Tennessee

Tennessee does not have a statewide paid family leave system. There is a paid family leave policy for state employees and a voluntary opt-in system for the private sector whereby employers can buy paid family leave policies from private insurance companies. These insurance policies pay for a percentage or portion of an employee's income loss due to taking time off to welcome a new child or qualifying caregiving needs. **A statewide rather than voluntary, private insurance system is needed to achieve the numerous positive impacts state paid leave policies have been found to have for employers and families** (vi).