

# Love Shouldn't Hurt: Managing Intimate Partner Violence in the Workplace

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# Before 3.23.26

- Victim was shot in 2025.
- Victim and subject argued on 3.21.26.
- Subject threatened to come to her workplace and harm her.
- Victim called out of work on 3.22.26.
- Subject was seen at her workplace that day.

# On 3.23.26

- Victim called her mom and asked for help.
- Told her mom that subject was likely to show up at work.
- Victim went to work and saw the subject nearby.

# On 3.23.26

- Victim entered the store and warned a peer manager.
- Subject texted and threatened to ram his car into the store.
- Victim saw her son approach the subject and argue.
- Subject drove through the front of the store.

# Warning Signs

- What warning signs did you observe?
- Was there time to intervene?
- Was there a plan?
- Was there a team?
- What would you do?

# Prevalence

- 1 in 2 women and 2 in 5 men reported experiencing IPV at some point in their lifetime.
- Of those experiencing IPV, 33% of women reported severe physical violence at some point. 25% of men reported severe physical violence.



# Prevalence

- Femicide: 34% of female murder victims were killed by in intimate partner compared to just 6% of men.



# Prevalence

- 65% of all murder-suicides in the US involved an intimate partner, of these 95% were femicides.



# Prevalence

- Of 4470 victims, 20% were corollary victims including family, new intimate partners, friends, LE, co-workers, strangers.

Intimate partner homicide and corollary victims in  
16 states: National Violent Death Reporting  
System, 2003-2009



# Recognize, Respond, Protect



## Key Points

- Create a safe culture.
- Improve reporting methods.
- Create a policy which outlines thresholds for team involvement.
- Keep a menu of internal and external support mechanisms.

## Challenges

- Communication!
- 1/3 of victims lose their job due to abuse.
- Half of victims report their employer has no clue about the abuse.
- Work might be the only location the attacker knows to find the victim.

# IPV @ Work

- Spillover risk is high.
- Hospitality, healthcare, and retail are the highest risk industries.
- 65% of employers do not have a policy in place.



# IPV Planning

- Conduct a needs assessment per ASIS Workplace Violence Standard.
- Evaluate your reporting infrastructure.
- Develop a training plan.
- Utilize in-house subject matter expertise.



# MDRT

- Multi-Disciplinary Response Team
- Security, Human Resources, Legal, Operations should be included.
- Meets regularly, discuss cases, monitor persons of concern.
- Utilizes tools to help evaluate risk, evaluate threats, identify vulnerabilities, deploy interventions.
- Flight attendant of the case.



# SPJs

- Structured Professional Judgement Instruments
- Keeps the team focused on the risk factors.
- Guides the judgment to address the threats.
- Keeps the pilot from forgetting important steps.



# STEP Assessment

- Subject
- Target
- Environment
- Precipitating Events



# Victim Vulnerabilities

## Specific Vulnerabilities to Consider

- Victim might not have many resources.
- Early or late in the workday.
- Parking lots and parking decks pose a challenge.
- Victim is most at risk following a triggering event.



# Triggering Events

- Argument and conflicts.
- Victim leaving the subject.
- Unfavorable court decisions or protective orders.

# Triggering Events

- Perceived humiliation of the subject.
- Knowledge or PERCEPTION of victim's new intimate partner.
- Major life events.

# Pre-Attack Behaviors

- Firearms acquisition.
- Boundary probing – approach behavior.

# Pre-Attack Behaviors

- Intensity of pursuit change.
- Progressive deterioration or escalation (beware the calm before the storm).

# Response

- Focus on reducing victim access and vulnerability.
- Access controls awareness (no piggybacking) while maintaining victim privacy.
- BOLO

# Response

- Trespass order?
- Remove victim info from websites and social media.
- Establish safe contact and absence policies with victim.
- Create code words.

# Response

- Designate a safe room for victim at work.
- Consider some panic button technology.

# Response

- Plan off site travel carefully.
- Offer escorts, consider perception.
- Employees who are romantically involved need their own safety plan. Even if they don't want one.

# Case Management

- Use the MDRT.
- Consult at crucial points.
- Document everything because we're going to get sued.



# Case Management

- One size does not fit all.
- Keep the victim informed.
- “Every move made affects me. Even things my employer does.”



# Conclusion

- Encourage reporting.
- Consider an awareness campaign.
- Respect confidentiality.



# Conclusion

- Consider online tools like SHARP.
- Plan scenarios, prepare for the worst, practice.
- The victim's perception of danger is likely the most accurate.



Questions?

Thank you!

