

U.S. DEPARTMENT OF LABOR (DOL)

Office of Worklife, Leave, and Benefits Policy & Programs (OWLBPP)

IMPACT OF TRAUMA

The Office of Worklife, Leave, and Benefits Policy & Programs provides guidance for the Department and manages programs that assist DOL employees in managing their work and personal life. Areas of responsibility consist of Federal Employees' Benefits; Worklife Programs: telework, childcare subsidy, information and referral, support groups, elder care; oversight of Department-wide health and wellness programs, health clinics, and coordination of the Department-wide Employee Assistance Program; Leave Administration; Awards Program; and the Drug Free Workplace Program. The Office provides operational services for the National Office Leave Bank and Leave Transfer Programs and to the Office of the Assistant Secretary for Administration and Management (OASAM) and OASAM client agencies. Statistics on women in the workplace, information on the impact of trauma, and sources for further information can be found in the first Federal Partners Report on Women and Trauma <http://nicic.gov/Library/025082>.

How a Trauma-Informed Approach Can Make a Difference

The Department recognizes the impact violence in the workplace can have on employees and their family members. DOL's Workplace Violence Program Handbook outlines that it will promote a safe environment for its employees and the visiting public, and work with employees to maintain a work environment that is free from violence, harassment, intimidation, and other disruptive behavior. The document also emphasizes that violence or threats of violence, in all forms, are unacceptable behaviors. They will not be tolerated and will be dealt with appropriately.



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Major Accomplishments 2010-2013

On June 6, 2012 the OASAM/Human Resource Center Director issued guidance to all employees reminding them the Department has a Workplace Violence Handbook with guidance on who to contact in the event of an incident. The guidance was issued as an HR News You Can Use, Volume 2, Issue 4, DOL Workplace Violence Program, posted on its intranet. Employees were encouraged to review the handbook to become familiar with the information and to contact the appropriate offices for assistance.

Former Secretary of Labor Hilda Solis issued a Policy Statement on Harassing Conduct in the Workplace on August 6, 2012 to reiterate the definition of harassing conduct and the responsibilities of all employees including the actions managers and supervisors must take to resolve the reported situations.

In support of National Domestic Violence Awareness Month in October 2012, the former Secretary issued a Message: "October is National Domestic Violence Awareness Month. It is important to shed light on the devastating effects of domestic violence and show support for those who are or have been victims." The Message also mentioned that workplace violence is another issue of concern because it represents a serious safety and health issue.

Also in October 2012, as part of its weekly Frances Perkins Building elevator poster campaign, the Department highlighted October is National Domestic Violence (DV) Awareness Month, noting that: 1) DV is the

leading cause of injury to women; 2) Ten million children witness DV annually; 3) Eight million days of paid work per year are lost by DV victims; and 4) \$5.8 billion per year is the cost of intimate partner violence in the United States: \$4.1 billion is spent on direct medical and health care services, while productivity losses account for nearly \$1.8 billion. Our Employee Assistance Program offers free personal, legal and financial consultation twenty-four hours a day, seven days a week, three hundred and sixty five days a year.

New Directions and Collaborations

After receipt of the February 2013 Executive Order and OPM's guidance on domestic violence, the OWLBPP is reviewing the current guidance and is in the process of redrafting the handbook and developing additional guidance. This effort will include representatives from other DOL agencies and the unions to ensure a joint effort to protect DOL employees and the visiting public.

Additional Resources

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