

## Oregon

In 2007, the Oregon Legislature passed a law requiring the state's 37,000 employers with more than six workers to grant unpaid leave to an employee who needs time to seek legal help, pursue a court order or move out of a home to get away from a violent partner. Oregon is one of 13 states in the nation with such a leave law.

Homicide was the second leading cause of death on the job for women in 2000, said the private nonprofit Family Violence Prevention Fund. The organization has found that nearly one in four women experience domestic violence in their lives and that at least 24 percent of all abused women say the abuse had forced them to be late for work or to miss it altogether.

John J. Posey, a Portland workplace-security consultant, said Tuesday that domestic violence "is a huge bucket" of the overall workplace violence problem.

"Many companies are still back in the '70s where they think that if it's domestic violence, then it's private, it's confidential," Posey said. "The reality is that the domestic-violence part of this is extremely dangerous to others."

A victim of domestic violence in the workplace, Posey said, usually is "adept at dealing with the threat that she lives with. But then (the abuser) ... comes in, and he can't get to the target because she knows not to be at work that day. That puts you and me and our co-workers at great risk because this guy's all amped up and ready to go."

*Brad Schmidt, Taryn Luna, Roger Gregory, Melissa Navas, Anne Saker, Nicole Dungca, Rick Bella, Lynne Palombo and Helen Jung contributed to this report.*

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Despite three decades of consciousness-raising, plenty of resources and a major state push, Legacy Health System and thousands of other Oregon companies do not have specific policies to deal with domestic violence in their workplaces.