



BTAC BULLETIN

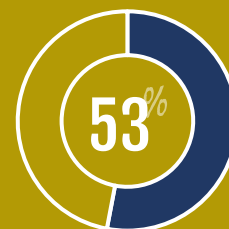
BEHAVIORAL SCIENCE | LAW ENFORCEMENT & COUNTERINTELLIGENCE | CYBERSECURITY | EMPLOYEE MANAGEMENT RELATIONS | THREAT ASSESSMENT & MANAGEMENT

When Home & Work Collide

Intimate Partner Violence (IPV) & National Security

Intimate Partner Violence (IPV) extends beyond the home life, potentially posing a serious threat with both perpetrators and victims in the workplace. As insiders, perpetrators can bring aggression, intimidation, and harassment to the workplace, creating tangible InT risks that compromise safety, productivity, and morale. Their volatile behavior, coercion, and secrecy may elevate risks to data security and mission integrity. When the victim is the insider, the workplace can become a focal point where abuse spills over¹ affecting not only the primary victim, but also coworkers and the organization's operations, impacting workplace productivity, physical safety, and well-being. Reporting observed behaviors targeting victims, or conducted by insiders, allows InT professionals to analyze escalation of violence to identify risk. When these indicators manifest in the workplace, close coordination between InT, HR, Security, LE and other support programs can be leveraged to mitigate present threats.

IPV & InT NEXUS



More than half of IPV victims reported that violence occurred at or near their workplace, affecting their ability to perform²



In nearly one quarter of the 197 public mass shootings in the USA between 1966 – 2023, the primary target was a specific woman, usually a current or former intimate partner¹

40%

Forty percent of women who are murdered at work, are killed by a family member or intimate partner, while only two percent of men are killed by the same demographic³

POTENTIAL IPV RISK INDICATORS

- Angry and aggressive behavior which may include verbal and physical outbursts
- Reports or evidence of restraining orders, law enforcement intervention, or workplace conflicts connected to personal relationships.
- Attempts to coerce, manipulate, abuse authorized access, or bypass organizational security to access or monitor a partner
- Stalking, surveilling or secretly monitoring a partner's conversations, actions, or movements or to communicate covertly in attempts to circumvent protective orders
- Unexplained absences and declining work performance
- Changes in physical appearance and/or demeanor of victims or offenders

DETERRENCE/MITIGATION

- **Foster a climate** where IPV concerns can be confidently reported confidentially
- **Promote available support programs and services** (e.g., Employee Assistance Program, Family Advocacy Program, National Domestic Violence Hotline)
- **Consider IPV as a potential InT action** based upon known behavioral indicators
- **Use multidisciplinary teams** to assess and manage cases where IPV may be a risk factor for InT behavior, aiming for both victim safety and organizational security
- **Report incidents of IPV**, inside and outside the workplace, to security (FSO/SMO). IPV is often not isolated to the home and can have significant physical security, safety, and national security implications

National Domestic Violence Hotline
1-800-799-7233



DITMAC

DOD Insider Threat Management and Analysis Center

1. Lankford, A. & Silva, J. R. (2025). Public mass shooters who target specific women: An empirical analysis of target-offender relationships, timing, and key characteristics. *Violence against women*. 2. Wathen, C. N., MacGregor, J. C., & MacQuarrie, B. J. (2015). The Impact of Domestic Violence in the Workplace: Results From a Pan-Canadian Survey. *Journal of occupational and environmental medicine*, 57(7), e65–e71. 3. U.S. Dept. of Labor, Bureau of Labor Statistics (January 23, 2018). *Economics Daily: There Were 500 Workplace Homicides in the United States in 2016*.