Developing a Workplace Sexual Violence Framework Related to Women Truck Drivers

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Developing a Workplace Sexual Violence Framework Related to Women Truck Drivers

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Articles


Discussion

Thoughts

Opinions

Wow!

Take-aways?
Introduction

Who I am…
Introduction

I am....

Wife, mom, and grandma
Fur baby mom
Nurse, educator
OEHN PhD Scholar
And.......
Introduction

Who I am

- Wife, a mom and grandma
- Fur baby mom
- Nurse, educator
- OEHN PhD Scholar
- And........ I am a female truck driver
Introduction

I am

How I became interested in this topic
Introduction

I am

Turn of events

- Burn out with nursing
- 3 weeks CDL training
- OTR
  - Fun, exciting, see the country, favorite run
  - Wake-up call (harassment, assault, IPV)
- Back to nursing
- MSN, now PhD
- Make a difference
Where I Started

UK

My first semester

Workplace sexual violence in female long-haul truck drivers

Knowledge Development

Literature search

Um….nothing

Changed prospective

Framework search

Um….nothing

Looked for framework on workplace violence prevention and model for bullying behavior

Ecological model

Developed my own framework
Where I Started

My first framework

What was I doing??
Did I pick the right thing to research??
How am I going to do this??
A mess!!!

Calm down

Variables to use
Ideas into a diagram
Where I Started

My first framework

variables → psychosocial

Workplace (or sexual) violence

Physical well-being

Mental well-being

Job performance

Job satisfaction
Where I Started

My third try at a framework

- Background Variables
  - Age
  - Race
  - Marital Status
  - Socioeconomic Status
  - Prior Experience with Sexual Violence

- Social Variables
  - Support Systems
  - Critical View within the Trucking Industry Ex: Women and Sexual Violence

- Psychological Variables
  - Coping Styles
  - Resilience Level
  - Depictions about Sexual Violence

- Work Environment
  - Composition of crew (male/female, male/male, female/female)
  - Company reporting policy
  - Time on the road

- Physical Health Outcomes
  - Physical Manifestations
  - Gastrointestinal Manifestations

- Psychosocial Outcomes
  - Increased stress
  - Increased anxiety
  - Increased depression
  - Decreased feelings of self-worth
  - PTSD
  - Sleep Disorders
Final Knowledge Development Presentation
Workplace Sexual Violence and Female Truck Drivers

Kim Bourne, MSN, RN, SANE, CEN
Conceptual Framework... a quick look

- **Background Variables**
  - Age
  - Race
  - Marital status
  - Socioeconomic Status
  - Prior experience with sexual violence

- **Social/Work Environment Variables**
  - Composition of team
  - Company reporting policy
  - Length of time driving
  - Cultural views of women within the trucking industry

- **Psychosocial Variables**
  - Support systems
  - Coping style
  - Tolerance level
  - Perceptions about sexual violence

- **Workplace Sexual Violence**
  - Sexual harassment
    - Verbal and physical
  - Sexual assault (rape)
  - Intimate Partner Violence

- **Physical Health Outcomes**
  - Physical manifestations
  - Somatic manifestations

- **Psychological Health Outcomes**
  - Anxiety
  - Depression
  - Low self-worth
  - PTSD
  - Sleep disturbances
Why is this a problem?

- 2 million victims of workplace violence
- 2nd leading cause of death for females
- 25% females worldwide victims of sexual violence
- 1.8/1,000 females affected by workplace sexual violence
- 50% of workplace sexual violence by intimate partners

(CDC, 2014; WHO, 2002; WHO, 2005; Planty et al., 2013; Luce et al., 2010)
Why is this a problem in female truck drivers?

- 8.7 million employed in transportation industry
- 3.5 million long haul truck drivers
- 5.2% (185,000) female drivers
- 66% drive as part of a team
- 75% drive with intimate partner

"Truck drivers in the USA", 2014; US DOL, 2013; Anderson et al., 2005)
What am I doing?

• Review the research on workplace and intimate partner violence and the physical and psychological consequences
• Develop a conceptual framework that will provide a clearer understanding of this problem and will guide future research.
Search Methods

• Terms
  – Sexual violence; intimate partner violence; mental consequences; physical consequences
    • Added women and workplace

• Databases
  – Cinahl, Medline, PubMed, PsycInfo

• Inclusion and exclusion criteria
  – 1994-2014, females, peer-reviewed, English
  – Only males, stalking, medical personnel, employer’s perceptions about sexual/intimate partner violence
Search Results

CMP=Cinahl, MedLine, PsycInfo
P=PubMed

Sexual violence (SV)
3,978 CMP
12,237 P

Intimate partner violence (IPV)
9,100 CMP
2,985 P

Keywords "Women" and "workplace" added

Exclusion criteria applied/remaining abstracts reviewed
9 studies
4 articles
2 reports

IPV
28 CMP
49 P

SV
28 CMP
49 P

5 studies
3 articles
3 reports

Exclusion criteria applied/remaining abstracts reviewed

Mental consequences
SV
11 CMP
180 P

IPV
22 CMP
71 P

Physical consequences
SV
11 CMP
290 P

IPV
24 CMP
105 P

Sexual violence (SV)
3,978 CMP
12,237 P

Intimate partner violence (IPV)
9,100 CMP
2,985 P

Keywords "women" and "workplace" removed
Exclusion criteria applied/original search abstracts reviewed
several included both physical and psychological

Mental consequences
SV
5 studies

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Physical consequences
SV
4 studies

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3 studies

Keywords "women" and "workplace" removed
Exclusion criteria applied/original search abstracts reviewed
several included both physical and psychological
What is Known…

Workplace Sexual Violence (harassment)

- Unwelcome sexual advances, requests for sexual favors, verbal/physical conduct of sexual nature that affects work performance or creates intimidating environment
- Affects 50% of females worldwide (UN Women, 2012)
- 11,000 charges filed in 2011 by females (EEOC, 2014)
- Das (2009)-risk factors
  - N=2999 adults in US (1692 women, 1307 men)
  - Women ages 30-39 reported the highest harassment rates (44%)
- Luo (1996)-attitudes toward and experiences
  - N=927 workers in Taipei, Taiwan (497 female, 426 male)
  - Females 3x (36%) more likely to experience sexual harassment; 45.2% were jokes/comments
  - Attitude of blaming victim more prevalent (M=2.71)=Chinese culture more patriarchal
What is Known…
Workplace Sexual Violence (harassment)

- **Puri & Cleland (2007)** - Risk factors for
  - N=550 female migrant workers age 14-19 in Nepal
  - 1 in 10 experienced sexual harassment
  - Higher in 19 year olds (27%); who were not married (70.9%); who were illiterate (44.5%); who made less than 2500 NR’s (79.4%)

- **Richman et al. (1999)** - Prevalence and mental health correlates
  - N=2492 faculty and staff at urban university (1336 females, 1156 males)
  - Higher in females who were student workers (31.1%) and in female faculty (40.4%); higher in men who worked in service (45.6%) and clerical (46.0%)
  - In females, + correlation between harassment and depression and anxiety

- **Vogt et al. (2007)** - Attitudes toward women and tolerance of
  - N=2037 reservists (888 females, 1149 males)
  - Less years of service, the more positive the attitude towards women in the military
  - The more positive the attitude toward women in the military the less tolerant they were of harassment
Workplace Sexual Violence (rape)

- Intentional sexual contact (vaginal, anal, oral penetration)
- 36,500 annual assaults in workplace; 80% females (NCVC, 2012; Planty et al., 2013)
- 50-80% know perpetrators (Luce et al., 2010)
- Sadler et al. (2003)
  - N=558 female veterans from Vietnam and subsequent eras
  - 25% experienced sexual assault prior to military service; 79% reported assault during service; 14% experienced during both
  - 60.2% occurred midnight to 6am
  - 74% did not report
    - Reasons for not reporting: 76.9% too embarrassed; 78.7% negative job repercussions; 69.1% nothing will be done; 78.7% make things worse; 60.2% would be blamed by co-workers
What is Known…
Workplace Sexual Violence (rape)

- Planty et al. (2013)
  - Report based on National Crime Victimization Survey 1994-2010
  - 2.1/1,000 assaults yearly
  - Adults age 18-34 had higher incidence rate (3.7/1000)
  - Rural areas experienced higher rates than urban areas (3.0/1,000 and 2.2/1,000, respectively)
  - 4x more likely if never married or separated/divorced
  - African Americans and Caucasian females had almost equal incidence rate (2.8/1,000 and 2.2/1,000, respectively)
  - Higher rates in lower SES (3.5/1,000) as compared to middle range SES (1.9/1,000)
What is Known…
Intimate Partner Violence

- Current or former spouses or same/opposite sex cohabitating partner
- 1.3 million female victims (Tjaden & Thoennes, 2000)
- 50% of female homicides committed by intimate partners (WHO, 2002)
- Ages 15-34 more 3-4x more likely victims (Abramsky et al., 2011; Krug et al., 2002)
- 35% higher in African Americans than Caucasian (Rennison & Welchens, 2000)
- Lower SES, 7x more likely to be victims (Abramsky et al., 2011; Kiss et al., 2012; Rennison & Welchens, 2000)
- Single women 4x higher incidence than married (Tjaden & Thoennes, 2000)
What is Known…

• Prior experience with abuse increased risk
  – Abramsky et al. (2011)
    • N=15,058 abused women in current relationships from 13 countries ages 15-49
    • 7-20% reported seeing own mother abused; 1-9% reported abuse as a child; 10-92% believed men had reasons to hit women (depending on country)
  – Tjaden & Thoennes (2000)
    • Women 2x more likely to be raped when raped as a child
What is Known…
Physical Consequences

• Stein et al. (2003)
  – N=219 female veterans; 90%-headaches, chest pain, fatigue; 46%-anxiety
• Booth et al. (2012)
  – N= 1004 female veterans; 70.6%-chronic pain, 42.3%-migraines, 9.8%-fibromyalgia
• Sadler et al. (2000)
  – N=537 female veterans; 43%-STD’s, 50%-vaginal/perineal tears
• Tjaden & Thoennes (2000)
  – N=374 female sexual assault victims; 72.3%
    Bruise/welts/scratches, 15.1% lacerations, 5.7% broken bones
What is Known…
Psychological Consequences

• Booth et al. (2012)
  – N= 1004 female veterans; 46.4% reported depression

• Kelly et al. (2011)
  – N=135 female veterans; 83.1% experienced sexual trauma, 62.4% depression

• Stein et al. (2004)
  – N=219 female veterans; 46% reported anxiety

• Larsen & Fitzgerald (2010)
  – N=1,835 women involved in sexual harassment lawsuit; Self blame (p=0.1) and lack of perceived control over future harassment (p=0.1) showed +correlation with PTSD
What is Known…
Workplace Violence in Truck Drivers

• Higher risk due to nature of job
  – driving at night, isolation of the job, value of cargo

• Truck drivers score 91st percentile in job related stress
  – Both men and women due to sleep deprivation, irregular hours, road rage, lack support networks
  – Women also experience discrimination, lack of social and professional support

Anderson, 2004
What is Known…
Workplace Violence in Female Truck Drivers

• Anderson et al. (2005)
  – N=51 long haul female truck drivers
    • 68% between ages 30 and 50; 49% drive with a partner and 83% married to driving partner; 56% high school graduates or GED and 42% had some college education; 95.8% Caucasian
    • 24% used violence to solve conflict/21% reported their partners used violence
    • 42% reported some form of workplace violence; 14% reported rape, 10% robbery; 35% had truck vandalized
    • 28% of companies provided sexual harassment training; 17% provide violence prevention training; 11% had policy for reporting violence or harassment
Conceptual Framework… revisited again

Background Variables
- Age
- Race
- Marital status
- SES
- Education level
- Prior experience with sexual violence

Social/Work Environment Variables
- Composition of team
- Company reporting policy
- Length of time driving
- Cultural view of women within the trucking industry (male and female)

Psychosocial Variables
- Support systems
- Coping styles
- Tolerance levels
- Perceptions about sexual violence (both male and female)

Workplace Sexual Violence
- Sexual harassment
- Verbal and physical
- Sexual assault
- Intimate partner violence

Work-related Outcomes
- Employee
  - Lost job days
  - Decreased productivity
- Employer
  - High turn-over
  - Increase in medical and mental health costs

Physical Health Outcomes
- Physical symptoms
- Somato-somatic symptoms

Psychological Health Outcomes
- Anxiety
- Depression
- Low self-worth
- PTSD
- Sleep disturbances
What is not Known (Future Research-General)

- Phenomenological study of the lived experiences of female truck drivers
- Prevalence rates of harassment and assault on female truck drivers by the people female drivers come in contact with (other drivers, shippers/receivers)
- How company reporting policies, length of time driving and cultural views contribute to workplace sexual violence
- How support systems, coping style, tolerance levels, and female driver’s perceptions about what constitutes harassment and assault contribute to workplace sexual violence
- How workplace sexual violence affects physical and psychological health outcomes of female truck drivers
- How workplace sexual violence affects job performance (for both employee and employer)
What is not Known (Future Research-IPV)

• Compare similarities and differences in risk factors for female long-haul truck drivers and women in non-male dominated professions

• Examine relationship between risk factors and incidence rates in female long-haul truck drivers

• Examine relationship between length of time on the road and increased risk for female drivers

• Evaluate relationship status between team drivers and incident rate

• Evaluate the prevalence of physical and psychological consequences
Where I Am Going Now

- Poster presentations
  - Sigma Theta Tau International, Las Vegas in November
  - End Violence Against Women International, Washington, DC in March
  - American Association of Occupational Health Nurses, Jacksonville in April

- Manuscripts
  - In progress

- Planned studies
  - Qualitative-lived experiences
  - Mixed methods for dissertation
    - Truck stops up and down I-65
    - Truck shows in Dallas and Louisville
Questions??????