Public Abstract

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Intimate Partner Violence (IPV) affects one in four women nationwide. As more women join the workforce, IPV enters organizations everyday. Yet, as of this writing, there is no federal policy to address IPV in the workplace and, for the state in which this study is situated, other existing statutes are used as a proxy for specific IPV legislation. In the school district that is the focus of this study, there is no specific IPV workplace policy. This lack of a formal response to a prevalent workplace and societal issue prompts questions regarding how school leaders might address IPV. Responses are likely informed by the perceptions about IPV leaders have. Thus, through the lens of gendered organizational theory, this investigation provides insight into the school leaders' perspectives about IPV and related responses, including policies, to help us better understand the organizational climate and the potential opportunities for change.