

Reasons why Domestic Violence is an issue you should address:

- Domestic Violence affects many employees.
- Domestic Violence is a healthcare concern.
- Domestic Violence affects performance and productivity in the company.
- Domestic Violence is a liability and safety concern for you and the company.
- Domestic Violence is a management issue.
- Employers can make a difference in their employee's lives.
- Taking action to prevent Domestic Violence works!



WHERE TO TURN FOR HELP

Police

In an emergency, dial 911

Metropolitan Police Department:

1st District: **(202) 299-2037**
1DSubstation: **(202) 698-0068**

2nd District: **(202) 715-7300**

3rd District: **(202) 673-6815**
3DSubstation: **(202) 576-8222**

4th District: **(202) 715-1506**

5th District: **(202) 698-0150**

6th District: **(202) 698-0880**
6DSubstation: **(202) 698-2088**

7th District: **(202) 698-1500**



National

National Domestic Violence Hotline
(800) 799-SAFE (7233)

Local

Domestic Violence Intake Center

NW: **(202) 879-0152** SE: **(202) 561-3000**

24-hour shelters, Hotlines and Counseling:

House of Ruth: **(202) 667-7001**

My Sister's Place: **(202) 529-5991**

Financial Assistance

Crime Victims Compensation Program:
(202) 879-4216

Legal Assistance

American University: **(202) 274-4140**

AYUDA: **(202) 387-0434**

Bread for the City: **(202) 265-2400**

WEAVE: **(202) 452-9550** ext. 103

SAFE: **(202) 879-7857**



Domestic Violence Unit

300 Indiana Ave, N.W., Room 3156

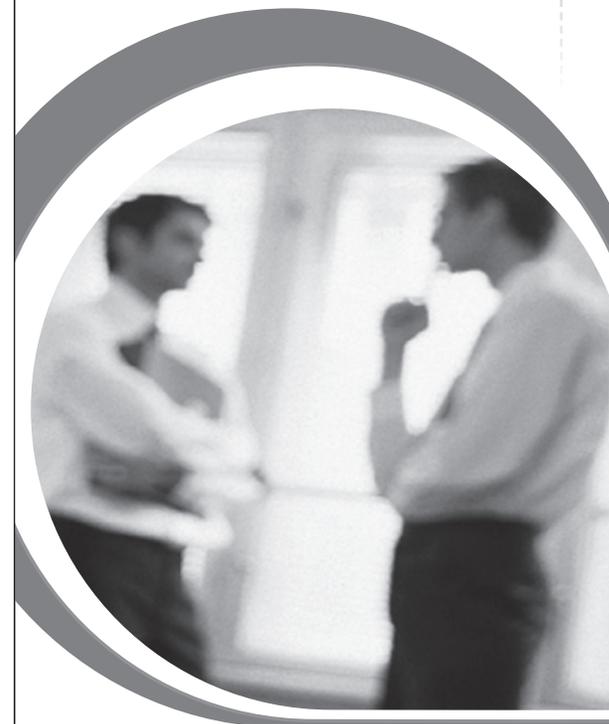
Washington, D.C. 20001

Office: 202-727-7137 | Fax: 202-727-6491

<http://www.mpdc.dc.gov/DVU>

Domestic Violence in the Workplace

What every employer should know about Domestic Violence.



A guide to getting educated and getting help.



First you must know if there is a specific threat to the safety and security of anyone or anything at the workplace, including the victim. If the perpetrator is determined to be violent and has threatened the workplace...

- Keep the perpetrator out of the workplace with security and screening measures.
- Quickly intervene with perpetrators who have or attempt to gain access to the building.
- With the employee's help and direction, have telephone calls screened and remove the victim's name from automated telephone lists.
- Save any threatening emails or voicemails for future evidence.
- Gather a description/picture of the perpetrator, including vehicle information and give it to security personnel and receptionists.
- Consider relocating the victim's office or work area until the threat has passed.

SOLUTIONS TO RESOLVING DOMESTIC VIOLENCE ISSUES IN THE WORKPLACE

Develop A Policy. Writing a policy about domestic violence is very important. Businesses may choose to either write a separate policy or an addendum to an existing policy. Employers should review information from their state laws to incorporate current state requirements.

Train and Educate. The Family Violence Prevention Fund (FVPPF) has outlined a substantial amount of information that is shown to be effective in domestic violence trainings. You can find more information at: <http://www.endabuse.org> (click on the "workplace" tab). Training and education is a huge part of putting a stop to domestic violence!

Some ideas for training include:

- In-person trainings or workshops
- Web-based training
- Video-conferencing or satellite training
- Website or newsletter articles
- Referral resource lists in printed or web format
- Posters, brochures or safety cards
- Distributing information at employee health fairs or similar events
- Including policy and resource content in employee handbooks, management guidebooks or other written policy and procedural materials

Monitor and evaluate. It is important for you, as an employer, to closely monitor how procedures and policies within your company are being received. We suggest that you take an annual report to determine the progress of your domestic violence policy. In these reports you can use several pieces of information including, incident reports, and the number of individuals who have been trained in domestic violence. This will also help you to evaluate your training efforts for the following year.

What if I'm in a Labor Union?

Dealing with domestic violence in a Labor Union can sometimes be a difficult issue, but it is vital to the victim's protection. Some Unions have developed domestic violence policies within their social justice and political agenda policies. Here are some specific ways to help:

- Participate in and learn about regional and national initiatives.
- Advocate for policy and contract languages: incorporate domestic violence contingencies into transfer, leave or absence policies.
- Find a balance between members who batter and are battered. Sometimes they will both be in your Labor Union: get the facts, refer both parties to mental health professionals, and check for workplace advocacy.

