

Domestic Violence and the Workplace

Learn what you can do to help



MULTNOMAH
COUNTY

These training materials were originally developed as a web-based interactive program which can be found at: <http://www.co.multnomah.or.us/dchs/dv/workplace.html>

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Community Partners

- City of Portland Office of Neighborhood Involvement
- Kaiser Permanente
- LSI Logic
- Multnomah County Department of Business and Community Services
- Multnomah County Domestic Violence Coordinator
- Oregon Attorney General
- Oregon Coalition Against Domestic and Sexual Violence
- Oregon Medical Association
- Providence Health System
- Rejuvenation Inc.
- Volunteers of America Family Center



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Introduction to Domestic Violence and the Workplace

This manual has been developed to help employees and employers in Oregon better respond to domestic violence in the workplace. It includes information about the prevalence of domestic violence and its impact on the workplace, as well as resources for victims and their co-workers. The training outlines the dynamics of abuse and why it is a workplace issue, what employees and supervisors can do to address domestic violence in the workplace, community efforts to stop domestic violence and steps people can take to end abuse in their own communities, among other things.

Experts in the fields of domestic violence, human resources and workplace safety designed the training. It was developed by the Multnomah County Domestic Violence Coordinator's Office in conjunction with community partners listed above.



Some important points to keep in mind before continuing

Domestic violence is a difficult topic and can stir up many complex feelings.

If you become upset while reading through this training, be sure to take care of yourself. One way might be to take a short break, talk to a trusted friend, and come back when you feel ready. If necessary call your local crisis line.



This training uses the terms "domestic violence," "abuse," and "intimate partner violence" to refer to the same things - an on-going pattern of hurtful behaviors directed at one person by the other in an intimate relationship.



In this training, the words "woman" and "she" are sometimes used to refer to victims. We have done that because 85% of victims are women assaulted by male partners. In the other 15% of cases, men and women in same-sex relationships or heterosexual men may be victims. These men and women face additional isolation and fear due to social attitudes toward gender roles and/or sexual orientation.



Workplaces vary in size, resources for employees, work rules and policies, and management attitudes about workplace violence and domestic violence. As you read this material, keep in mind how this information might be used in your workplace.

Stopping domestic violence is everyone's business and together we can prevent it. Our responses to those who are abused must come from all resources in the community: the legal system, law enforcement, the health care system, social services, schools, churches and other religious organizations, social groups, and the workplace.

Throughout this manual, we will be presenting "Karen's Story." This story is intended to give you a real life example of the information presented and how the workplace can make a dramatic difference in a victim's life.



Chapter 1:

Why Is the Issue of Domestic Violence Important?

Domestic violence is a serious social problem and a national health concern. It occurs more frequently than most people realize and has significant negative impacts on individuals and our communities.

- It is a primary cause of injury to women in the United States. Over one third (37%) of women admitted to an emergency room for violence-related injuries were abused by an intimate partner.
- 1 in 8 women, ages 18-64, were physically abused by their intimate partner in Oregon.¹
- One in three women in the United States are physically abused by a partner at some point in their life.²

This means that approximately 1.3 million women are physically abused each year in the United States.³

Women from all parts of society are abused. Abused women include women from all economic levels, all cultural and ethnic groups, all ages and sexual orientations, and all physical abilities. They may be single, married, divorced, widowed, with or without children, employed or unemployed. Abuse affects women in urban, suburban and rural communities.

Part I Karen's Story



My ex-husband was violent to me for two and one half years. Before getting married we dated for three years, with no instances of violence. I was so in love with him and he was so romantic- always sending me flowers, calling me at work a few times each day to say he loved me, picking out beautiful clothes for me to wear, and concerned when he thought other men were hitting on me. I was sure our marriage would be perfect. The wedding and first week of our honeymoon were wonderful.

So imagine my shock when the violence began a week after the wedding when we returned from our honeymoon and had both returned to work. That first incident we were arguing about some silly little thing and he pressed his hands against my mouth and nose. I thought I would smother, but I also thought at the time he was just stressed and tired. I certainly didn't argue with him anymore.

¹ 1998 Oregon Domestic Violence Needs Assessment.

² The Commonwealth Fund, Health Concerns Across a Woman's Lifespan: The Commonwealth Fund 1998 Survey of Women's Health, May 1999.

³ National Institute of Justice and the Center for Disease Control, July 2000.

Increasing Awareness of Domestic Violence

Twenty years ago most people thought domestic violence was a private family problem that shouldn't be talked about openly. Now, because battered women have come forward and broken the silence, domestic violence is seen as a serious community problem. Bringing domestic violence out in the open is one step toward ending abuse.

Domestic violence is now considered a crime and we recognize that it has an impact on many parts of our lives: workplace, school, health, mental health, substance use/abuse, childhood, criminal and civil justice systems and finances. Since the 1970's domestic violence has become a public issue rather than "just a family matter." In the 1950's if the police were called to a domestic disturbance they would separate the two individuals and provide each with "counseling," most likely telling them to "cool-off", try to get along, and solve their problems without fighting.

Now domestic violence is a crime with a mandatory arrest statute in Oregon. Abusers are held accountable for their behavior and there are services available to victims. Education about domestic violence occurs on many levels: in schools, in the workplace, through the media, in professional trainings and conferences. The issue is no longer a "family secret" and workplaces around the country are beginning to address this problem when it happens to their employees.



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Chapter 2:

Why is Domestic Violence a Problem for the Workplace?

Domestic violence doesn't just "stay at home" nor are its victims limited to the abuser's intimate partner. Victims of domestic violence are stalked, harassed and assaulted at work; they seek help and support from their co-workers and supervisors; or the abuse may have an impact on their work and the functioning of their worksite. Abusers may take company time or use company equipment to stalk or harass and co-workers may be concerned about their own safety.

- Three-quarters of abused women surveyed in Oregon were employed at the time of the abuse and almost 40% sought support from supervisors or co-workers.⁴
- Ten women have been killed at the worksite in Oregon by an ex- or current boyfriend or spouse in the past seven years.⁵
- Current or former husbands and boyfriends commit over 14,000 violent incidents in the workplace each year.⁶
- Homicide is by far the most frequent manner in which women workers are fatally injured at work. In 17% of these homicides, the alleged assailants were current or former husbands or boyfriends.⁷
- Three out of four employed battered women report that abusive husbands and boyfriends harassed them at work, causing more than half of them to be late for work 5 days a month or to miss an average of 3 full days a month. One quarter had to leave early 5 days a month.⁸
- Domestic violence costs employers between \$3 billion and \$5 billion annually. This cost stems from increased health-care costs, lost productivity and absenteeism.⁹

The data regarding the amount of abuse and some of its results in human terms

Some people who are abused report that it's harder to do their jobs as a result of the abuse. Sometimes they are absent from work or can't get their work done because of the abuse, their fear or exhaustion. They must also have to deal with legal issues, medical appointments, childcare, concern for the safety of their children, and many other problems resulting from the abuse. Victims may lose their job or have to leave as a result of the abuse or for safety reasons. And that means losing resources the victims need to escape from the abuse. It also results in employers losing good employees

⁴ 1998 Oregon Domestic Violence Needs Assessment

⁵ Multnomah County Domestic Violence Coordinator's Office, 2002

⁶ Workplace Crime 1992-1996, Bureau of Justice Statistics, July 1998

⁷ U.S. Department of Labor, Women's Bureau, Facts on Working Women, No. 96-3, October 1996

⁸ Friedman & Couper, The Cost of Domestic Violence, A Preliminary Investigation of the Financial Cost of Domestic Violence, Victim Services Agency, 1987

⁹ The Bureau of National Affairs Cited in Personnel Journal, April 1995

¹⁰ Friedman & Couper, The Cost of Domestic Violence, A Preliminary Investigation of the Financial Cost of Domestic Violence, Victim Services Agency, 1987

when, if the employee was receiving needed help, that would not be necessary.¹⁰

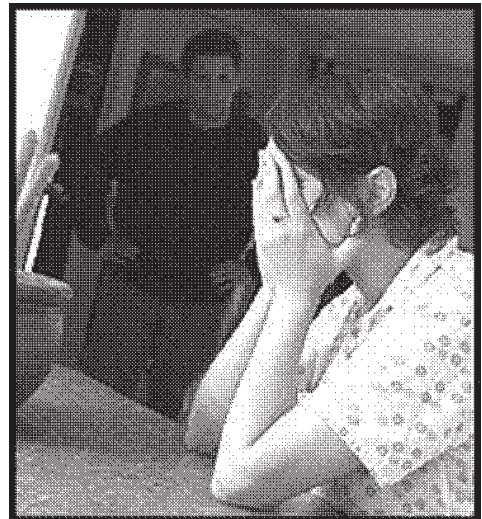
Employees who are abusers may also have work problems related to arrests and court time, or their preoccupation with stalking the person they are abusing. They may be illegally using company equipment like the phone, fax, or e-mail to stalk, harass or threaten their victim.

Part II Karen's Story

After that first time, the abuse became more regular. One of his favorite assaults was to choke me with my back against the wall, my feet dangling a foot or so above the floor. He would get right into my face and scream, "I know what you do when you aren't home. I've seen the looks men at your office give you. What makes you think I won't kill you and then kill myself? If I can't have you – then no one will."

He would keep me up all night, often lecturing me endlessly on the duties of the wife and if I got sleepy he would attack me, often times choking me. I was in a constant state of exhaustion, sleeping an average of four hours a night. His violence was controlled and directed at certain parts of my body, so that the injuries were not visible to co-workers and friends.

One time he did hit me in the mouth and a co-worker asked me about my swollen lip, and directly asked if my husband had caused it. I was embarrassed, humiliated and terrified that my husband would kill me if I told anyone, so I said no. This co-worker never again brought up the issue.



Chapter 3.

What is domestic violence?

Professionals in the field of domestic violence define domestic violence as follows:

Domestic violence is an ongoing pattern of coercive behaviors in which one person attempts to control another through the use of threats or physical violence, sexual assault, and economic and/or verbal or psychological abuse. For an explanation of each of these terms, see Appendix A.

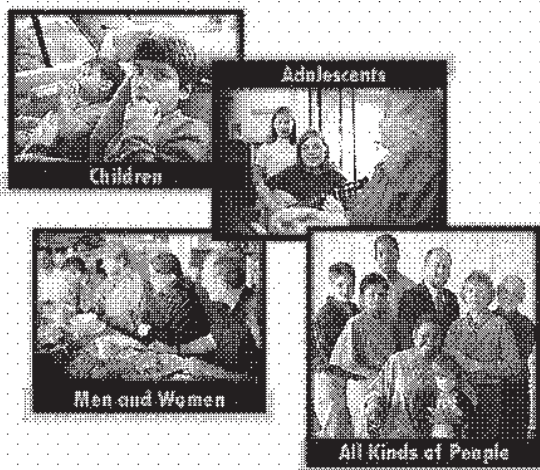
Domestic violence or abuse in a relationship occurs when one partner uses a pattern of behaviors against another to **scare or hurt** them and to get them to do what they want. Abuse occurs when one partner uses several or many different ways to control their partner. It is not just physical violence, like hitting, slapping or threatening to hurt. It is also emotional abuse, like name-calling, insults, lying, or keeping the partner from seeing friends or family. Or it can be sexual abuse. These other forms of abuse can be just as controlling, harmful and frightening as physical violence.

Domestic violence is illegal

Just as the use of physical violence on the street is illegal, the use of physical violence in a relationship is an illegal act. Using violence against a family member or intimate partner is considered assault, coercion, harassment or other crime and the abuser can be arrested and prosecuted.

Domestic violence is cyclical

Each domestic violence situation is different. Yet all abusers use similar ways to get what they want and keep power and control. Many abusers also appear to go between using violence and being sorry for the violence. They can be charming, sweet and apologetic one minute and become abusive the next. The abused partner can be confused and kept off balance by these changes in the abuser's behavior. Abusers may then use their charm, sweetness or apologies to further manipulate or control the victim. Sometimes victims describe the abuser as having a "Jekyll/Hyde personality."



Who is Abused?

All kinds of people: Domestic violence occurs among all ethnic groups and all cultures, among all ages, all income levels, all faiths and all education levels. For some people, their social, economic or cultural background may make it harder for them to get help. Lack of money, racial bias, language barriers, immigration status, anti-gay or lesbian beliefs, and religious beliefs can be additional barriers to victims. See



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Appendix B for information about Same Sex Domestic Violence and the list of Websites in Appendix C for information about other populations.

Women and Men: Women are more likely to be abused, but men may also be victims. Abuse can occur in both heterosexual and same sex relationships.

Adolescents: Teens can be involved in abusive relationships and may also become victims of date rape. Between one third and one fourth of adolescent women have experienced a form of dating violence. The abuse is usually done by a peer and can be as dangerous as abuse between adults.

Children: In homes where one partner abuses the other partner, there is an increased risk that the abuser may also abuse the child. Just witnessing domestic violence in the home can have harmful effects on children. Threats of kidnapping or harming children may impact a mother's concentration at work.

Who are the abusers?

Just as victims of violence come from all parts of the population, those who abuse intimate partners can be any age, sex, race or educational level. Abusers can be rich or poor, employed or unemployed, and work in any occupation. The following data comes from the Oregon Domestic Violence Needs Assessment based on information about partners of abused women in Oregon.¹¹



Why Abusers Abuse?

The purpose of domestic violence is for the abuser to get or maintain control over his intimate partner or ex-partner. Abusers use domestic violence because it works to get them what they want.

¹¹ 1998 Oregon Needs Assessment: A Report to the Oregon Governor's Council on Domestic Violence, Second Edition

What does domestic violence look like?

Abusers use many ways to get or keep control of their partners. Some of those behaviors or acts are shown in this “Wheel of Power and Control.”



source: Domestic Abuse Intervention Project

This Wheel shows that physical violence is only a small part of what the abuser is doing. Not all abusers use all of these tactics and not all victims are at risk for all of these threats.

The following list of behaviors may or may not be domestic violence. For each behavior, indicate if it is usually abusive, usually non-abusive or it could be abusive depending on the situation. The correct answer to each question can be found in Appendix D.

Hitting, strangling, pushing, slapping, stalking

☐ - Usually abusive ☐ - Usually non-abusive ☐ - Depends on the Situation

Pressuring partner to have sex

☐ - Usually abusive ☐ - Usually non-abusive ☐ - Depends on the Situation

Forcing partner to stop talking to friends or relatives.

☐ - Usually abusive ☐ - Usually non-abusive ☐ - Depends on the Situation

Preventing partner from leaving the house

☐ - Usually abusive ☐ - Usually non-abusive ☐ - Depends on the Situation

Regularly insulting partner or putting her or him down

☐ - Usually abusive ☐ - Usually non-abusive ☐ - Depends on the Situation

Reminding partner continually to do a chore she or he has promised to do

☐ - Usually abusive ☐ - Usually non-abusive ☐ - Depends on the Situation

Threatening to take the kids away

☐ - Usually abusive ☐ - Usually non-abusive ☐ - Depends on the Situation

Telling partner she looks like she is putting on weight

☐ - Usually abusive ☐ - Usually non-abusive ☐ - Depends on the Situation

Checking on when and to whom phone calls are made by partner.

☐ - Usually abusive ☐ - Usually non-abusive ☐ - Depends on the Situation

Repeatedly calling or appearing unexpectedly at partner's workplace

☐ - Usually abusive ☐ - Usually non-abusive ☐ - Depends on the Situation

Withdrawing all of the money from a joint account

☐ - Usually abusive ☐ - Usually non-abusive ☐ - Depends on the Situation

Refusing to give partner enough money to live on

☐ - Usually abusive ☐ - Usually non-abusive ☐ - Depends on the Situation

Telling partner her or his behavior is obnoxious or inappropriate

☐ - Usually abusive ☐ - Usually non-abusive ☐ - Depends on the Situation

Taking away partner's car keys

☐ - Usually abusive ☐ - Usually non-abusive ☐ - Depends on the Situation

Checking on credit card or checkbook expenditures

☐ - Usually abusive ☐ - Usually non-abusive ☐ - Depends on the Situation

Making harassing or threatening phone calls to partner or ex-partner

☐ - Usually abusive ☐ - Usually non-abusive ☐ - Depends on the Situation

Preventing partner from attending a place of worship or from praying

☐ - Usually abusive ☐ - Usually non-abusive ☐ - Depends on the Situation

Abusing partner's or ex-partner's pet

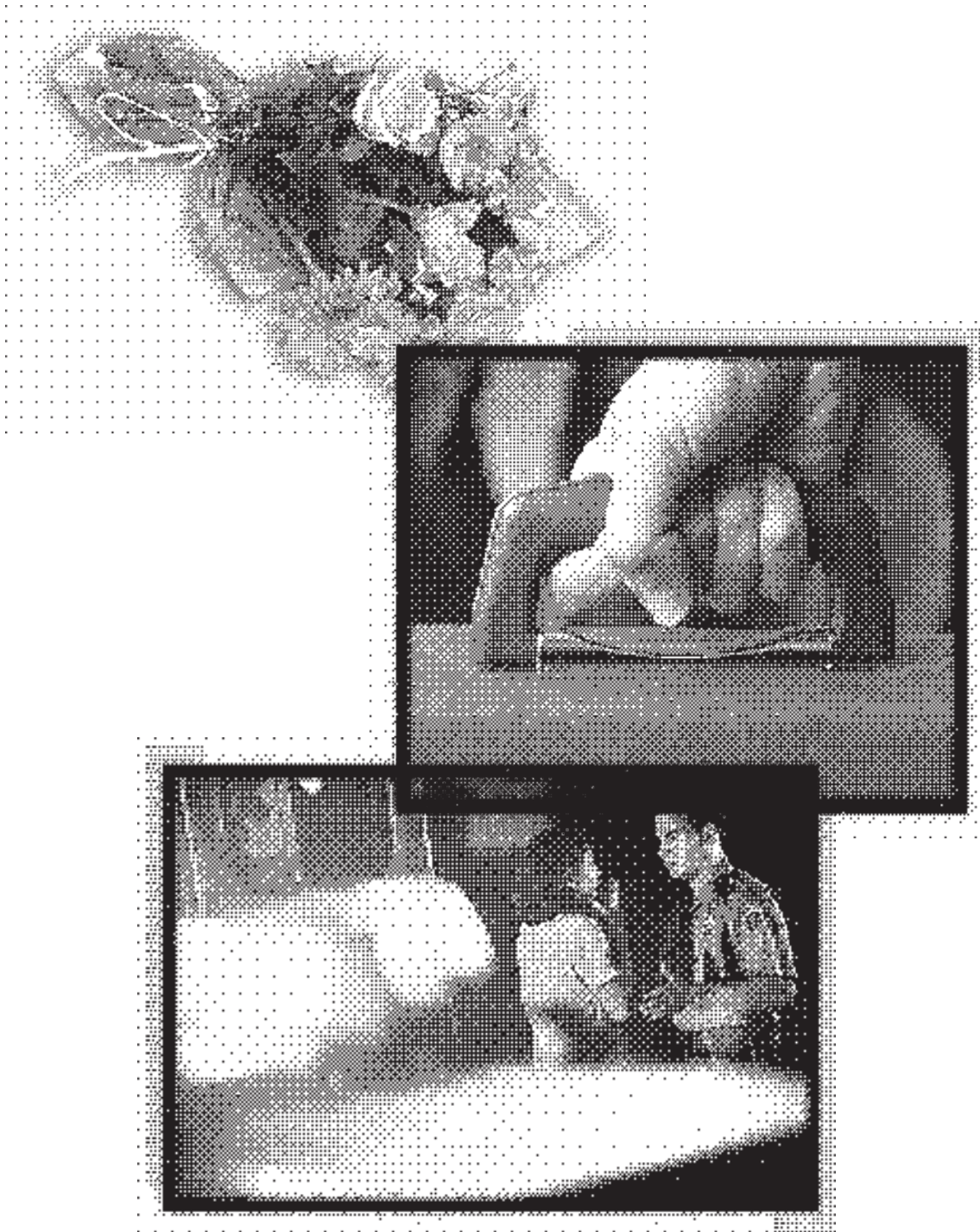
☐ - Usually abusive ☐ - Usually non-abusive ☐ - Depends on the Situation

Taking or breaking things that are precious to partner or ex-partner

☐ - Usually abusive ☐ - Usually non-abusive ☐ - Depends on the Situation

In front of child, telling a partner he or she is wrong regarding discipline

☐ - Usually abusive ☐ - Usually non-abusive ☐ - Depends on the Situation



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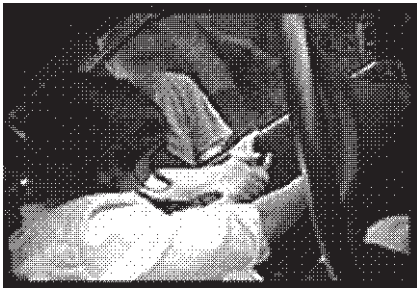
Chapter 4:

Why Doesn't She Just Leave?

There are many barriers women face when they are making up their minds to leave an abusive relationship.

Part III Karen's Story

During the last two years of our marriage I tried to leave many, many times. Each time I attempted to leave, he would accelerate his violence. Once I got as far as getting into my car, but he opened the door before I could lock it.



He bashed my head against the inside of the passenger door and dragged me screaming all the way down the block to our apartment. Not one out of the hundreds of neighbors who must have heard us called the police, or ever asked me if anything was wrong. I felt completely helpless and hopeless.

One month later, he became violent one morning and began to strangle me and then threw me to the floor. He then proceeded to literally walk on me. A light bulb went off in my head that he was actually walking on me like I was a rug. I thought, he's financially, psychologically, emotionally and now physically walking all over me. This was the final straw. I knew at that moment I was going to leave him for good this time.

The victim may be afraid that:

- The batterer will kill her if she leaves;
- Violence will increase, based on her past experiences;
- Partner is not able to survive alone or may commit suicide;
- Abuser will take the children or harm another family member;
- The abuser may harm pets; and
- She will lose her children.

In most cases, the fear is well founded. We know that victims are at increased risk when they are leaving an abusive relationship. Women who have tried to leave may know they are at increased risk of severe violence if they try again. This "separation" violence may include:

- Stalking, harassment or threats (See Appendix E for additional information about stalking)
- Kidnapping the children or holding her hostage
- "Teaching her a lesson" for trying to leave

Lack of Resources:

Frequently victims need a wide variety of resources to successfully leave an abuser. They may have limited resources to provide for themselves and their children, especially if they have been in an abusive relationship for a long period of time. They may need specialized services or assistance to fully heal from the abuse.

The resources that victims frequently need include:

- Money or financial resources for transportation, childcare, employment, food, clothing, housing, healthcare and insurance;
- Community resources like shelters or services that meet her needs;
- Personal resources such as skills needed to support herself and her children;
- Social resources, including support from friends and families; and
- Care-giving resources for some older or disabled women, who need help in doing daily activities.

In some cases, the victim may be unable to take action due to emotional distress caused by past violence. Abused women who spend 24 hours a day 7 days per week figuring out how to survive, may not have the time or emotional strength to figure out how to leave.

Family Responsibilities and Values:

Victims, like most of the people in our communities, have a strong desire to hold the family together for the sake of children and to fulfill their parental responsibilities. These beliefs and responsibilities can sometimes make it hard for victims to separate from an abusive partner. In addition, other family members or friends may put pressure on the victim to stay in the relationship. The specific beliefs that victims may hold include:

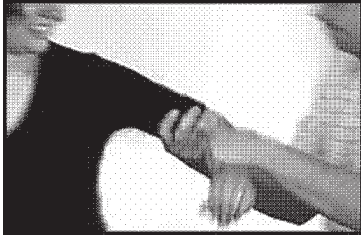
- The need for a two parent family;
- The need to be the perfect wife or mother as defined by her community or culture;
- Not wanting to disappoint family members; and
- Taking care of elderly parents or disabled family members.

Feelings and Beliefs:

Women many times have other deep feelings and beliefs that may keep her with her abuser. These may include the following:

- Not wanting to let go of the dream of “happily ever after”;
- Believing his abusive behavior isn’t really who he is;
- The hope the abuser will change;
- A feeling of commitment and love for her partner that emerges during the “honeymoon periods” that may occur between abusive events; and
- Low self-esteem, depression, anxiety, guilt and shame as a result of the abuse which can lead to a lack of the confidence that she can leave.

Part IV Karen's Story



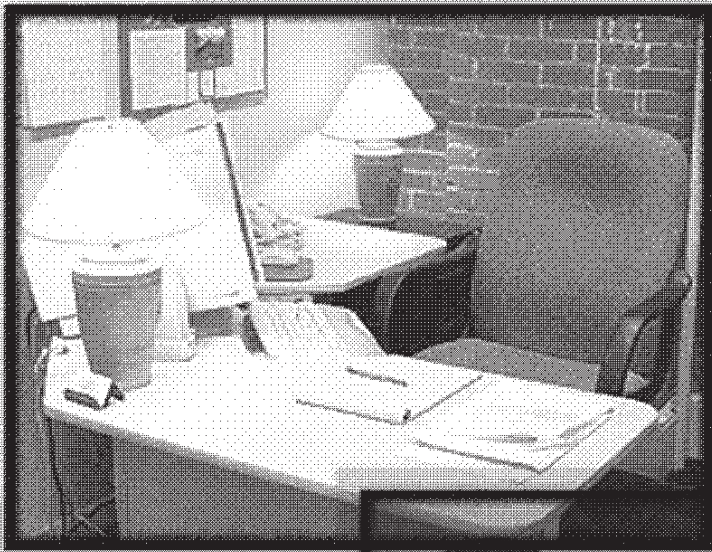
I know it's frustrating to see people stay or go back to abusive relationships. But there are many factors involved with staying and in returning. The biggest factor for me was fear for my life. After I finally left the first time, I returned once because I still loved him – I loved the man that was my friend, who would go hiking with me, who would cook me dinner and comfort me when I was tired or sick. I loved the man who would play me music on his guitar and read me poetry and would tenderly tell me he loved me. I wanted to believe that man existed. But when his promises proved to be lies again and again, I was supported enough by other people in my life to see this and to leave.

What might happen when the abused person leaves?

Leaving an abusive relationship is a different experience for each person.

- Some abusers increase the level of threat or violence, holding the victim or children hostage, making repeated unwanted phone calls or visits, or threatening to harm the victim's family or friends.
- Some people who are abused leave for the short term and return. They may leave and return several times before leaving for good.
- Others victims attempt to leave and face an increased level of violence or even death.
- Victims use a variety of strategies to be safer when they leave, such as restraining orders, shelters or community resources to assist them in breaking free and beginning a new life.
- Many abused people do seek help, but their complaints may be ignored, minimized or dismissed by others, including police, judges, neighbors, doctors, co-workers and even family members.

If you help and support the person who is abused, you make it easier for her to leave the abusive relationship and build a life free of violence.

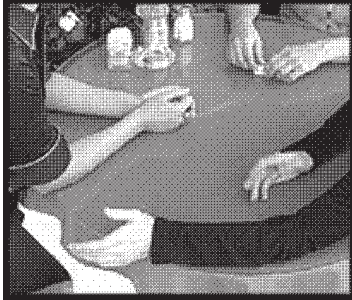


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Chapter 5:

What Employees Can Do in the Workplace

Part V Karen's Story



Living at home with my abusive husband and trying otherwise to carry on a normal life at work was almost impossible, but once my co-workers found out, my life began to change. They played a critical role in helping me leave my husband. True, I got support from the advocates at the battered women's shelter where I finally went, but part of me felt they gave me the support because it was their job, unlike my co-workers, who did it because they knew and cared for me.

I don't mean to say that the advocates weren't effective, they were. But it had even more impact on me when other people in my life gave me the same messages, that there was no excuse for my ex-husband's behavior, that not being happy at his job nor having money problems, nothing gave him cause to abuse me.

Remember that every workplace is different.

That means that your response or the response of your employer might be different than the response in another workplace. Below is a list of things that you or your employer can do about domestic violence in the workplace.

- Learn about and become more aware of domestic violence. Share what you learn with your coworkers.
- Ask for or get posters, brochures, or a list of community resources to post or distribute on site.
- Ask that your employer hold brown bag lunches and bring in a speaker from your local domestic violence victim services program to talk about domestic violence.
- **BE FLEXIBLE:** If you are an employer or part of a work team, be flexible to allow the victim to take time off when needed.

See Appendix F for local domestic violence agencies that can help you find resources. Or you can purchase posters and other items from the Family Violence Prevention Fund store at <http://store.yahoo.com/fvpfstore/>. Appendix C has a list of websites and organizations that can provide you with additional information.

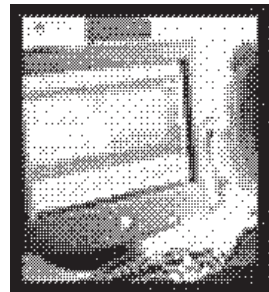
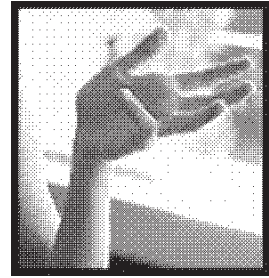
Part VI Karen's Story

Part of the reason that I knew I could leave successfully was because a woman with whom I worked was very open about her experiences with her violent ex-husband. Part of me knew that if she could do it, then I could do it too. When I got up off of the floor after my husband walked on me, I ran to the car. This time I had enough time to lock my car door before he got to the car. I stayed in a battered women's shelter the first night and contacted work the next day.

The response I received from my office was one of incredible support. I knew that my co-worker who had left her abusive marriage would understand my situation, but I wasn't prepared for the generosity of my supervisor. They both met me for lunch and my boss took me to her house and gave me an adequate assortment of clothes to wear and told me to take off as much time as I needed. I have since heard how unusual this response was and really appreciate it.

I returned to work the following week and found many e-mail and voice mail messages from my husband. I got a restraining order on him and was helped by my co-worker who walked me out of the office to my car each day to make sure I was safe. As time went by, I felt supported enough to tell my other co-workers, believing that the more people that knew my situation, the safer I was.

It was the combination of many people over time that helped me to leave. Each person's statement and action contributed to my ability to leave. I remember the first co-worker who asked me if my husband caused my fat lip. He may have felt that it didn't do any good, or that he was wrong to ask. But by asking that question in a concerned way, it planted a seed in my mind that what was happening to me wasn't right. And the help from my supervisor and co-worker to develop a safety plan as well as their willingness to flex time helped me feel secure and gave me the ability to take care of those many things I needed to do to stay safe.



What you can do:

Step One: SEE IT!

None of Karen's co-workers knew about what was going on at home for quite a long time, but she eventually was able to tell them. However, not all victims are able to talk about the domestic violence like Karen did. Noticing what is happening and talking to a co-worker means that you can give a victim support sooner.

What might you notice if someone is being abused?

- **Physical:** Unexplained injuries, hidden injuries, bruises, black eyes, sprains, broken bones or teeth.
- **Emotional:** Anxious, upset, depressed, tearful, jumpy, angry, worried, restless, quiet, confused, speaks of trouble at home.

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- **Social:** Avoiding people, not answering the door or phone, canceling events, getting into arguments.
- **Financial:** Overdrawn account, foreclosure or eviction, wage garnishment.
- **Legal:** Divorce, child custody problems, child abuse investigation, frequent court dates.
- **Work:** Absences, tardiness, sick days, a decrease in work quality, unable to complete tasks, becoming isolated from co-workers.

Step Two: SAY IT! How can you talk about abuse?

Try the following steps when talking about abuse.

- Tell your friend or co-worker what you see.
- Express concern for your co-worker or friend.
- Show support.
- Tell her abuse is not her fault.
- Ask open-ended questions.
- Refer your co-worker or friend to a help source.
- Assure her that you won't talk to others about what you have been told, so you don't put her safety at risk.

Here are some ideas about how to talk to a co-worker if you are worried about them:

You: I am worried about you. You seemed pretty upset today after that phone call. And last week, I noticed a bruise on your arm.

Co-worker: Oh, it was nothing, really.

You: Are you sure? I'm concerned about you - I thought that maybe someone hurt you.

Co-worker: It was just an argument between my husband and me.

You: No one deserves to be hurt by anybody. If you want to talk about it, I'm here to listen. I also have a phone number to a confidential help line if you wish to talk to someone to about what's happening and what you can do about it.

If you are wrong? At the worst, she knows you are a caring person.

If you are right? If she tells you that she is being abused, do the following:

- **Just Listen:** Listening can be one of the best ways to help.
- **Keep it Confidential:** Don't tell other people what she told you. If there is a direct threat of violence at work, tell her you both need to tell the employer.
- **Provide Information, Not Advice:** Give her the phone number to the National Domestic Violence Hotline **1-800-799-SAFE** or your local domestic violence program. Be careful about giving advice. She knows the risks she faces and is the best judge of what to do; encourage her to make her own decisions. Appendix F for local resources.
- **Be There and Be Patient:** Coping with abuse takes time. She may not do what you expect her to do when you expect her to do it. If you think it is your job to fix the problem, you may end up feeling frustrated. Instead focus on building trust, and being supportive.
- **Tell her it's Not Her Fault:** Other women get hurt also, and there are resources to help.

Domestic Violence











and the

Workplace



Learn what you can do to help

Help to Develop a Safety Plan - Whether or not victims are planning to leave the relationship, there are ways to increase their safety. Victims may be at an increased risk of violence when they attempt to leave, and need to make a safety plan. You can help someone think through her options using the plan below. It is important to remember that she is the best person to decide whether a particular step will increase or decrease her danger.

When a victim is planning to leave or has left an abusive relationship, a victim might take the following steps:

-  Vary routes to and from work or childcare so he can't follow her home or to work.
-  If it will increase her safety, get a restraining or stalking order, always carry it, and give a copy to her employer. Ask them to enforce it.
-  If it is going to help, ask the employer to take steps to keep the abuser away. This may include moving the victim to a new work location, enforcing a restraining order, screening calls.
-  Park in a different, but close location.
-  If there are security guards on site, ask them to keep an eye out for the abuser and let the victim know.
-  Prepare a "Flight Kit" which includes money, documents, important papers, and extra car keys and clothes, and keep it in a safe place.
-  Develop a plan for herself and her children on how to get out of a dangerous situation.
-  Change bank account and direct deposit for wages.
-  Make copies of children's birth certificates and other important papers.
-  Call a shelter for assistance in locating resources, getting support and keeping safe.

When planning to stay in an abusive relationship, at least for awhile, a victim might take the following steps:

-  Pay attention to signs or behaviors that warn when an assault will occur, and leave if possible. If leaving isn't possible, move to a room with an outside exit, and avoid bathrooms and kitchens or other rooms where there are hard surfaces or where weapons are kept.
-  Call 911 if possible.

Domestic Violence
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Learn what you can do to help



Ask neighbors to call the police if they hear cries for help, yelling, or loud noises.



Change locks if the abuser moves out.



Make sure the children know what to do in order to stay or be safe if violence occurs. For example, they can go to the neighbors, call 911, or hide.



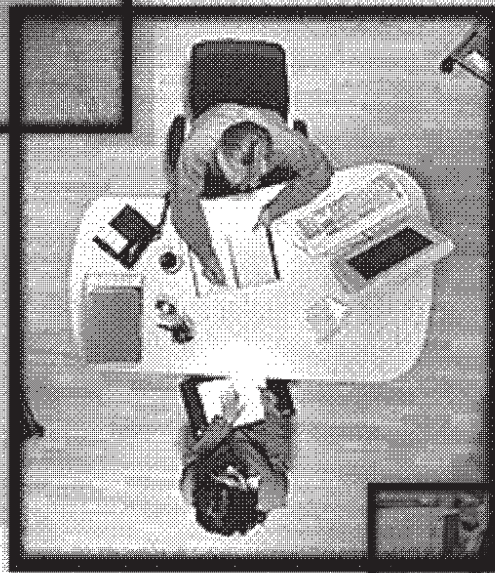
Learn what resources and options are available if she needs to leave in a hurry (call shelters, crisis lines, talk to friends or family)

What to say to a co-worker who abuses

If a co-worker tells you that he has been violent at home you should clearly tell him that it is not okay to be violent. Here are some ways to respond to this co-worker:

- “No matter what the situation is, there are always ways to handle things without being violent. If talking doesn’t work, you can always leave for a while.”
- “I know you believe she started it, but you chose to act the way you did. No one can make you be violent or abusive. It is a choice you made.”
- *Never* approve of the abuser’s behavior or laugh with that person, if they try to make a joke about hurting someone.
- Refer your co-worker to resources at work or in the community. Give him information on a Batterer’s Intervention Program in your community. *Appendix H has information on Batterer’s Intervention Programs in your community.*
- If you see a co-worker using company phones, faxes or email to stalk or threaten someone, report it to your employer or to the police.
- If you see someone harassing or abusing someone on the workplace premises, report it right away to your employer, security or the police.





Domestic Violence
and the
Workplace
Learn what you can do to help

Chapter 6

What Employers Can Do in the Workplace

How to make the workplace safe for victims of domestic violence

If you are an employer, there are a number of things you can do to make sure your workplace is safer for victims of domestic violence and to make sure you meet the state and federal requirements for a safe workplace. See Appendix I for a checklist you can use to develop a comprehensive workplace response. Appendix J provides examples of Oregon Occupational Safety and Health Division regulations regarding general duties to provide safety.

We suggest developing policies and procedures that will guide your response to domestic violence. These can be written by a management team or, by a team of managers and employees, and can use consultation by local domestic violence experts. Everyone should go through this training first to ensure the points covered here are part of the procedures.

Learn about and become more aware of domestic violence. Get posters, brochures, or a list of community resources and hold brown bag lunches for employees to hear and meet with community victim services program staff. You might meet with employees after the training and decide how you want to increase awareness in your workplace.

Remember that workplaces vary in size, in resources available for employees, in work rules and policies, and management attitudes about workplace violence and domestic violence. As you read this material, keep in mind how the suggestions in this training might work in your workplace.

What Employers Can Do

Here are several strategies that employers can use to decrease the likelihood of further assaults against an employee, increase the level of safety for all employees and provide support for victims of domestic violence.

Flex employees' time, if necessary, to give employees who are abused time off for domestic violence related needs. Work with management staff to either write new or change existing workplace policies and procedures to be flexible and allow abused employees the time to get help. Meet with employees about this issue so everyone understands the need for sensitivity, privacy, and flexibility if a co-worker is trying to leave a violent relationship and needs a short-term change in their work schedule.

Refer employees to needed resources. Make sure you know the right resource to refer employees to for help and have resource information available in the workplace. Give out the National Domestic Violence Hotline number, 1-800-799-SAFE or refer to Appendix F for local resources. If you have an Employee Assistance Program, make sure they are trained to respond to victims of domestic violence.

Increase the safety in your workplace. Make sure your workplace has an organized response to direct threats of domestic violence that may occur at work. If there is no policy, plan or process to respond to violence or domestic violence, develop one that includes the following:

- If any employee knows of any direct threat, they should make sure to inform their employer about that threat.
- Refer the employee to internal security resources, or use procedures you have developed such as threat assessment, that respond to workplace violence threats. If no procedures exist, work with your local law enforcement or victim advocacy agency on ways to prevent risk and respond to violence at the workplace.
- Employees and employers should all be trained in domestic violence, response, and workplace policies.

How an employer helps an employee who is being abused

If you supervise an employee who is being abused at home, go through all of the steps of **SEE IT and SAY IT** described for employees in Chapter 5. Be sure to let her know you care about her and do your best to ensure her safety. If she has developed a safety plan go over it with her and help figure out how she can take time from work to take care of safety issues, legal issues, medical problems, childcare or other matters. Arrange flextime if that will help and ensure she has resources she needs.

How an employer responds to an employee who abuses

If you are an employer and you learn an employee has been violent at home follow the same initial steps outlined in Chapter 5 for co-workers. **Make it very clear that it is a crime to abuse your partner.** An employer should also make it clear that using company phones faxes or email to stalk or threaten someone is against the law, and might be cause for disciplinary action and/or criminal action.

If you observe someone harassing or abusing someone on the workplace premises interrupt if it is safe to do so. Evaluate your safety before doing anything and report it immediately to security or police. Take appropriate disciplinary action as an employer.

If someone is being hurt or is in danger call 911 immediately.

Chapter 7 .

What Oregon Communities Are Doing?

Since the 1970's the State of Oregon has developed several remedies that victims can use to assist them in getting safer. These are listed below, and Appendix J describes each one more completely.

Mandatory Arrest Law: Oregon has a mandatory arrest law that mandates the police to arrest the primary aggressor in a domestic violence situation. It is up to the arresting officer to make a determination as to whether he/she has probable cause to believe a crime has occurred and who the primary aggressor was.

Felony Upgrade: This statute, implemented July 1, 1998, makes it possible in certain domestic violence cases to upgrade a charge of assault in the fourth degree (a misdemeanor) to assault in the third degree (a felony).

FAPA Orders: Family Abuse Prevention Act (FAPA) Restraining Orders (RO) provide a civil means to deter an abuser. They are free, do not require an attorney to apply for, and are usually in place quickly. Definitions regarding who is eligible are contained within the statute.

Stalking Orders: If a person is being stalked, he/she may apply for a stalking protection order .

OROSHA: The Oregon Occupational Safety and Health Act provides standards that employers must meet in providing a safe and healthy workplace environment.

Unemployment: Unemployment rules are in place that allow a victim of abuse to leave his/her job without penalty if staying threatens her/his safety.

Fast Track Immigration Procedures: Battered immigrant women are one of the most vulnerable populations. In addition to the violence and coercion experienced by all battered women, isolation, fear of legal consequences, and immigration status can be used by batterers to control their partners. The Violence Against Women Act provides special protections to battered immigrant women.

Local Resources

Communities are more likely to respond to domestic violence today than in the recent past and to help victims who are trying to leave a violent partner. There are resources for victims, such as shelters and advocacy programs and increasing support by employers, churches, and other community groups. Communities are also more likely to hold the batterer accountable for his violent behavior. In addition to the mandatory arrest law, many counties have mandated intervention programs for batterers who have been arrested for domestic violence.

Appendix F lists Victim Services Agencies throughout the State of Oregon and Appendix H lists Batterer Intervention Programs.

Chapter 8:

How You Can Help in Your Community

If you witness an incident of domestic violence in the community

- **Call 911** if you see or hear a violent interaction.
- Stop verbal harassment, put-downs, control tactics.
- If you feel you must step in to stop a violent incident, make sure it is safe for you to do so. Especially make sure there are no weapons.
 - From a safe distance, say something like - “What’s going on?” Ask the victim if she’s okay and if he’s bothering her.
 - Don’t try to interrupt physical violence or be a hero if you feel it is not safe. Protect yourself and wait for the police.
 - Don’t do it alone, especially don’t try to do something that you are not physically able to do.
 - Honk your horn or draw the attention of other people to the scene, if it seems safe to do so.
 - If safe and appropriate, give the abused person a safety card with the National Domestic Violence or local hotline number on it.

How you can help stop domestic violence

If the person being abused is a neighbor or friend, use the same steps you learned earlier for talking to a co-worker to reach out and support her. Select a good time to talk to her that is safe and private. For example, invite her to your home for coffee or wait until the abuser has left for the time being.

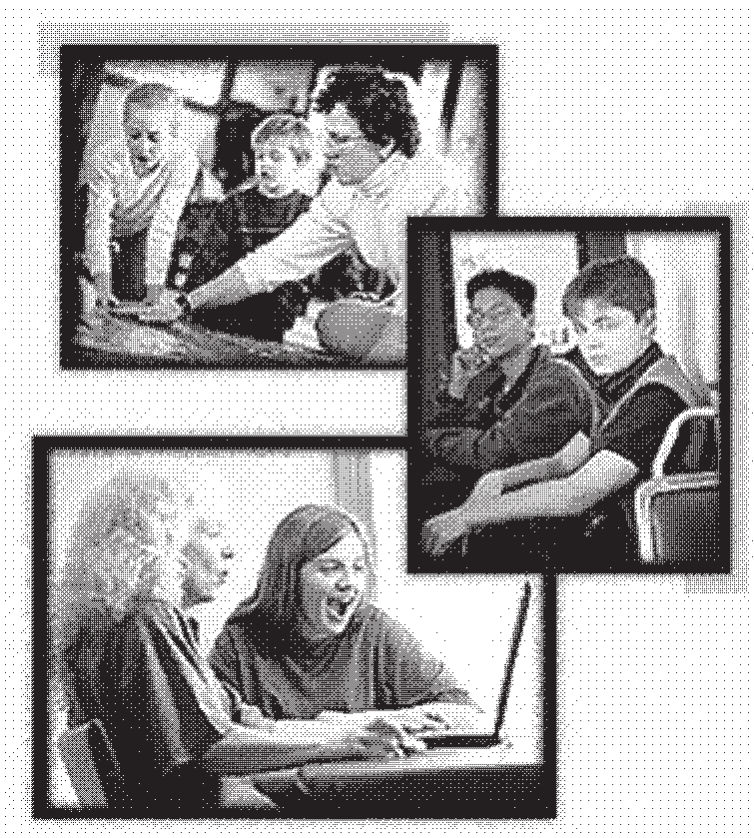
- **Express concern for her.**
- **Show support.**
- **LISTEN!** It is important to always listen - letting her talk as she is able. You might use some of the following to open the conversation: “I’m concerned for you.” “No one deserves to be hurt by anybody, including by a husband.” “I have a phone number to a confidential help line. It might help to talk with someone.” “I am here to listen.”
- **Tell her you won’t talk to anyone about what she tells you and protect her safety.**
- **Provide information not advice.** Be careful about giving advice. She knows best how to judge the risks she faces. See Appendix F to find resources available in your area.
- **Help her develop a safety plan.** See Chapter 5 or Appendix G to find out more about safety planning.
- **Offer any help she needs** that you are able to give. This may include childcare while she goes to appointments, driving her to appointments, or storing a “Flight Bag.”

- **Be there and be patient.** Dealing with abuse takes time. She may not do what you expect her to do when you expect her to do it. If you think it is your job to fix the problem, you may end up feeling angry. Instead focus on building trust, giving support and being patient.
- **Don't do something if it will put the victim at risk of further danger!**

Lend a Hand/Get Involved

Non-violence is a way of life that you can support and share with everyone, especially children. **See It and Say It!** Don't be afraid to say that violence and abuse are wrong. The more we model peaceful ways of acting toward people, the more people will learn that violence in all forms is unacceptable. Here are some things you can do now to make violence-free relationships a reality.

- Volunteer at a shelter and/or encourage others to volunteer.
- Lead a fundraiser for domestic violence services.
- Find out what your local shelter might need and donate goods or services.
- Invite a speaker on domestic violence to your church or community group.
- Talk to children about violence.
- Be a mentor to young men and to young women.
- Encourage young boys to cry when they are hurt, and to show feelings other than anger.
- Teach young girls to value their strength and skills.



Chapter 9:

If You Are Being Hurt

The following are suggestions for victims of domestic violence and their family, friends or co-workers who want to support them.

- If you are being assaulted or have just been assaulted, call 911.
- Remember you don't deserve to be hurt or abused, and that you are not the cause of nor responsible for your partner's acts of violence or abuse — only the person doing the abuse is responsible for the abuse.
- During an assault, try to stay out of rooms with hard surfaces, such as a bathroom or kitchen, rooms with no exits, or rooms with potential weapons, such as knives, guns or baseball bats.
- Arrange a signal with a trusted neighbor for when you need help. Ask them to call the police if they hear yelling or sounds of a "fight" or in some cases, if the abuser shows up at your house.
- Talk to someone you trust about what you can do. Call a domestic violence hotline listed in Appendix F, talk to a friend or family member who won't talk to the abuser about your conversation, or contact your employee assistance program (if you have one).
- Make a safety plan.
- Teach your children to stay out of the fight. Let them know their job is to stay safe, not to protect you. Show them a safe place to go in an emergency (a room with a lock, the neighbors, etc.). Teach them how to call 911, if it is safe for them to do so.

How an Abuser Can Discover Your Internet Activities

If you decide to seek information through any internet-based program, an abuser may be able to read your computer's history or cache file (automatically saved web pages and graphics), and he or she may be able to see information you have viewed recently on the internet.

Netscape:

Pulldown Edit menu, select Preferences. Click on Navigator on choose 'Clear History'. Click on Advanced then select Cache. Click on "Clear Disk Cache".
On older versions of Netscape: Pulldown Options menu. Select Network Options, Select Cache. Click on "Clear Disk Cache"

Internet Explorer:

Pulldown View menu, select Internet Options. On General page, under Temporary Internet Files, click on "Delete Files". Under History click on "Clear History."

AOL:

Pulldown Members menu, select Preferences. Click on WWW icon. Then select Advanced. Purge Cache.

Additionally, a victim needs to make sure that the "Use Inline Autocomplete" box is NOT checked. This function will complete a partial web address while typing a location in the address bar at the top of the browser.

If you are using Internet Explorer, this box can be found on the MS Internet Explorer Page by clicking on the "View" icon at the top, then "Internet Options," and then the "Advanced" tab. About halfway down there is a "Use Autocomplete" box that can be checked and unchecked by clicking on it.

This information may not completely hide your tracks. Many browser types have features that display recently visited sites. The safest way to find information on the internet, would be at a local library, a friend's house, or at work.

Thank you for participating in this training.

We hope this information will increase safety for you and for domestic violence victims in your workplace and community. If you have further questions you may go to the following websites or contact your local domestic violence service provider.

<http://www.co.multnomah.or.us/dchs/dv/dvman>

<http://www.ocadsv.com>

Appendix A:

Glossary of Terms used in the Definition of Domestic Violence

Ongoing pattern

As in ongoing pattern of abuse. One time incidents of physical, sexual, verbal/emotional or economic abuse are not domestic violence. They may be reactive but are not generally used to maintain power and control over one's partner. Domestic violence occurs when there is a regular pattern of abuse, usually verbal and emotional abuse reinforced by threats of violence, physical and/or sexual abuse.

Coercive behavior

As in he coerced her into having sex with him. Examples of coercive behavior are when a man requires his partner to have sex with him, or go out in the car with him, or stay at home with him, and forces her through pressure, threats or physical restraints to comply.

Control

In domestic violence control is maintained through the use of threats and intimidation. Abusers have the need to have control over their lives. That usually means eliminating the opportunity for their partners to choose anything for themselves.

Threats

Many times partners or ex-partners use threats to maintain control. If they have ever used physical or sexual violence the threat can be very intimidating. Some abusers threaten to destroy property of his partner, especially that which means a lot to her. They may threaten to hurt or kill the partner, pets, other family members, the children, or, himself.

Physical violence

Includes pushing, shoving, pulling, shaking, slapping, biting, hitting, punching, kicking, strangling, throwing objects at partner, restraining, throwing the partner, use of weapons at hand like a frying pan or broom, or use of conventional weapons such as a gun or knife. Some of these examples may be used by the victim in self-defense (like use of items at hand) and do not constitute abuse/domestic violence.

Sexual violence

Examples of sexual violence include: discounting partner's feelings regarding sex; criticizing partner sexually; touching the partner sexually in inappropriate and uncomfortable ways; withholding sex and affection; always demanding sex; forcing partner to strip as a form of humiliation (maybe in front of children), to witness sexual

acts, or to participate in uncomfortable sex or sex after beating the partner; and using objects and/or weapons to hurt during sex or threats to back up demands for sex.

Economic abuse

Examples of economic abuse include: requiring partner to account for every penny of household or other funds; withholding money from partner; putting partner on an impossible "budget;" denying partner access to any checking account or credit cards; taking partner's paycheck and controlling access to it; denying necessities of life to partner and children; having own checking and savings account unknown to partner.

Verbal or psychological abuse

Examples of psychological abuse include: insulting the partner; ignoring partner's feelings; withholding approval as a form of punishment; yelling at the partner; labelling the partner with terms like "crazy," "stupid;" blaming the partner for all his troubles; putting down the partner's abilities as lover, mother, worker; demanding constant attention and showing resentment to children; telling partner about his affairs or she must stay with him because she can't make it on her own. All of the examples under "threats" are also included.

Appendix B:

Same sex domestic violence

Although studies show that the majority of violent incidents between intimates involve heterosexual couples, there is growing awareness of battering in same sex relationships. Due to public attitudes about homosexuality in our society, it has been difficult for victims of same sex battering to get help. Some shelters do not admit victims of lesbian abuse, and there are very few resources available to gay men. Although the problem of same sex battering is being slowly addressed, sexual minority communities continue to have difficulties in facing these problems.

Because of established shelters and other services for women, some services for lesbians and bisexual women have been established. The belief that women are not violent to one another, kept battering a secret in the lesbian community for a long time. Many times the violence has been blamed on drug abuse, mental instability, or personality flaws. The theory of "mutual abuse," which holds both partners responsible for the violence, has become another way to deny same sex abuse. One threat used by abusers that is unique to same sex abuse is the threat to publicly expose (out) their partner as a homosexual.

However, we know that same sex abuse is similar to heterosexual domestic violence. According to Barbara Hart in *Naming the Violence*, "Battered lesbians describe the patterns of violence as terrorism and control. The same elements of hierarchy of power, ownership, entitlement and control exist in lesbian family relationships. Largely this is true because lesbians have also learned that violence works in achieving partner compliance."

Just as lesbian women are openly addressing the issue, gay men are also confronting abuse in their own communities, though much of their focus is on intervention with the abusers. Much of the support for gay men has come through batterer's intervention programs or HIV education programs, because there are no existing programs for battered men nor advocates organizing on their behalf.

Other sexual minorities (bi-sexual, transgender, questioning) are experiencing additional problems and barriers to addressing and establishing services for victims of same sex domestic violence. In some communities domestic violence consortiums or coalitions of local programs have helped and continue to help the sexual minority community develop needed resources in response to the problem.

APPENDIX C:

National Web-based Resources

www.ocadsv.com/OR_map.html This is the site where you may find access to your local resources.

www.lsc.gov/fundprog.htm This site lists the Legal Aid offices nationally. You can click on Oregon and get numbers for the offices listed.

www.caepv.org/index.html

The Corporate Alliance to Prevent Partner Violence (CAEPV) is a nonprofit alliance of businesses dedicated to ending and preventing domestic violence through workplace and community education. Members include State Farm Insurance Companies, KeyBank, and American Express Company.

www.shrm.org/hrmagazine/articles/0598vio.htm

The Society for Human Resources Management's online magazine, HR Magazine, includes recent articles about domestic violence and workplace policies.

www.abanet.org/domviol/home.html

This site for the American Bar Association's Commission on Domestic Violence includes safety planning information in English and Spanish, statistics, myths and facts, and information about what businesses are doing about domestic violence.

The following web links are from MINCAVA, www.mincava.umn.edu where there are many more resources regarding family violence, workplace violence and related issues.

Abuse and Women with Disabilities at

www.vaw.umn.edu/finaldocuments/Vawnet/disab.htm

Author: Margaret Nosek & Carol Howland for VAWnet

Description: This document highlights the prevalence of violence against women with disabilities, examines abuse interventions for women with disabilities, and offers a critique of studies on abuse and disability. The authors also provide recommendations for research and program development.

An Islamic Perspective on Violence Against Women at

www.mwlusa.org/pub_violence.html

Author: Muslim Women's League

Description: This is a statement describing how those who perpetrate violence against women are not following the true tenants of the Quran.

Annual Report on Lesbian, Gay, Bisexual, Transgender Domestic Violence at

www.vaw.umn.edu/FinalDocuments/glbtdv.htm

Author: The National Coalition of Anti-Violence Programs (NCAVP)

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Description: The purpose of this report is to investigate the following research questions and to summarize findings: 1) How prevalent is domestic violence among lesbian, gay, bisexual, and transgender people? 2) Do state statutes permit victims of same-sex domestic violence to obtain domestic violence protective

Bureau of Justice Statistics at www.ojp.usdoj.gov/bjs/

Description: The Bureau of Justice Statistics electronically publishes papers, as well as a variety of materials including statistical graphics and spreadsheets.

Center for the Prevention of Sexual and Domestic Violence at www.cpsdv.org/

Description: This website contains information about the intersection of religious issues and child abuse, domestic violence, sexual abuse, and clergy misconduct.

Domestic Violence: Make it Your Business at www.makeityourbusiness.org/

Author: Colorado Bar Association at www.cobar.org/

Description: Website. Posts information about the facts of domestic violence and its impact on all our workplaces. Gives information for if you are an employer, lawyer, victim, or perpetrator. Also information for if you work with a victim or perpetrator. Includes community resources.

Employment rights for survivors of abuse at

www.nowldef.org/html/issues/work/ersastart.shtml

Author: Now Legal Defense Fund at www.nowldef.org/

Description: Provides legal advice and counseling to abused women about their employment rights. Services are available by phone on a nationwide basis. Available to conduct trainings for domestic violence service providers, attorneys, employers, and unions on abused women's employment rights. Website includes a referral checklist and fact sheets on legal rights.

Family Violence Prevention Fund (FVPF) at www.fvpf.org

Description: FVPF is a national non-profit organization that focuses on domestic violence education, prevention and public policy reform. From their website you can sign up for an electronic newsletter, and read about battered immigrant women, economic independence, and the health care impact. With the California Department of Health, FVPF has co-sponsored an unprecedented new TV campaign with the goal of stopping domestic violence and helping battered women. For a set of scripts of the TV spots, contact Kristie Wang at kristie@fvpf.org.

Hot Topics: Stalking at www.ncvc.org/special/main.htm

Description: National Center for Victims of Crime sponsors this website specific to stalking. The site gives information about laws and public policy, safety tips for parents, cyber-stalking, etc. Includes a **bibliography** of resources at www.ncvc.org/VROOM/Stlkg-b.htm.

Liz Claiborne Women's Work at www.lizclaiborne.com/lizinc/lizworks/women/

Description: Provides information on domestic violence, including statistics with citations, links to surveys on domestic violence and information on the typical

characteristics of an abusive relationship. Also includes a listing of domestic violence resources, provides concerned men and women with tips and action steps on what they can do to get involved and help stop domestic violence, and recounts the stories of survivors of domestic violence.

National Center for Victims of Crime at www.ncvc.org

Description: The National Center for Victims of Crime believes in forging a national commitment to help victims of crime rebuild their lives. We are dedicated to serving individuals, families, and communities harmed by crimes. Through collaboration with local, state, and federal partners they provide direct services and resources; advocate for laws and public policies that create resources and secure rights and protections for victims; and deliver training and technical assistance to victim services providers and allied professionals.

National Latino Alliance for the Elimination of Domestic Violence at www.dvalianza.org/

Description: The National Latino Alliance For the Elimination of Domestic Violence is a group committed to the findings of the 1997 National Symposium on La Violencia Domestica: An Emerging Dialogue Among Latinos. This website discusses their five initiatives, building the movement, policy, research, service provision/education/training, and community development, as well as posting a page of personal stories.

Prevalence, Incidence, and Consequences of Violence Against Women at www.ojp.usdoj.gov/nij/pubs-sum/172837.htm

Author: Patricia Tjaden, Ph.D., and Nancy Thoennes, Ph.D.

Description: A November 1998 report that summarizes the results of a national survey on men's and women's experiences with violence. This research brief is issued jointly by the National Institute of Justice and the Centers for Disease Control and Prevention. Includes information about rape, stalking, and rate of injury.

Stalking Resource Center at www.ncvc.org/src/

Description: Provides resources, training and technical assistance to victim service providers and criminal justice professionals in an effort to promote a shared, national understanding of stalking and to support locally coordinated, multidisciplinary anti-stalking approaches and responses.

Teen Relationships Website at www.teenrelationships.org/

Description: This site on teen dating violence is designed specifically for teenagers. It includes resources on teen dating violence including statistics, definitions of abuse, a quiz to discover the warning signs of abuse in relationships and hotline numbers. The site provides teens with a forum to discuss abuse, and features a teen chat room with discussions facilitated by teen counselors. It also offers a section devoted to teen poetry and thoughts. The site encourages teenagers to take action to end abuse; one section provides information on how teens can become a "VolunTEEN" and work to end abuse in their communities.

U have the Right at www.uhavetheright.net

Description: “U Have the Right” campaign features a multi-faceted strategy for reaching victims and those at risk of becoming victims of teen dating violence. It includes 1) information on healthy and unhealthy relationships, 2) a relationship test, 3) guidelines on what to do if you may be involved in—or know someone involved in—an unhealthy relationship and 4) resources for help and more information.

Younger Women at Great Risk of Intimate Partner Violence at www.endabuse.org/newsflash/index.php3?Search=Article&NewsFlashID=287

Author: Family Violence Prevention Fund at www.endabuse.org

Description: From Speaking Up Vol 7 Issue 21, November 2, 2001. Summary of the new report, *Intimate Partner Violence and Age of Victim*, released by the U.S. Department of Justice’s Bureau of Justice Statistics (BJS).

Appendix D:

What is Domestic Violence?

- Hitting, strangling, pushing, slapping, stalking.

Usually abusive

Hitting, strangling, pushing and slapping are physical abuse. Stalking is emotional abuse and may end up as serious physical abuse or even murder.

- Pressuring partner to have sex.

Usually abusive

This is sexual abuse and although there may not be physical harm done it may be considered rape even if the couple is married.

- Forcing partner to stop talking to friends or relatives.

Usually abusive

Batterers usually try to isolate their victims. This is emotional abuse and an issue of power and control.

- Preventing partner from leaving the house.

Depends on the Situation

This may or may not be abuse depending on the circumstances. Think of a circumstance where a partner may try to keep someone at home legitimately – if partner is despondent and might hurt herself, if partner is under the influence of drugs or alcohol and plans to drive, etc. However, if it is strictly the use of power and control to keep the partner isolated and from living her life, it is abuse.

- Regularly insulting partner or putting her or him down.

Usually abusive

This is verbal and emotional abuse. The key to this being abuse is that it is done **regularly**.

- Reminding partner continually to do a chore she or he has promised to do.

usually not abusive

This is probably not abuse.

- Threatening to take the kids away.

usually abusive

It is emotionally abusive to use children in this way.

- Telling partner she looks like she is putting on weight.

usually abusive

This may or may not be emotionally abusive depending on how it is done. If partner wants or needs to watch weight and if this is said in a constructive way it is not abuse. If it is done as a put down to hurt the partner it is verbal and emotional abuse.

- Checking on when and to whom phone calls are made by partner.
Usually abusive
This is probably a form of control exercised by one partner over the other. It might, however, be done for legitimate purposes if there is a specific concern. For example, the partner may be using or selling illegal drugs.
- Repeatedly calling or appearing unexpectedly at partner's workplace.
Usually abusive
This is usually a form of stalking and is done to intimidate, embarrass, and let person know she is under the power and control of her partner.
- Withdrawing all of the money from a joint account.
Depends on the Situation
This is one that depends on the circumstances and may or may not be abusive.
- Refusing to give partner enough money to live on.
Usually abusive
This is economic abuse, keeping partner dependent upon the abuser.
- Telling partner her or his behavior is obnoxious or inappropriate.
Depends on the Situation
This is usually done to hurt and is verbal abuse. However, if the partner is behaving in abusive ways, it is not abusive to attempt to set limits.
- Taking away partner's car keys.
Depends on the Situation
If this is done to control the partner's movements or access to friends or family, it is abusive. If it is done to prevent partner from leaving under specific circumstances it may not be abusive. For example, if the partner is under the influence of drugs or alcohol or has suspended license etc., it is not abusive.
- Checking on credit card or checkbook expenditures.
Depends on the Situation
This may be economic abuse for purposes of control, however, it depends on the reason for gathering the information. If there are overdrafts or unusually high credit card purchases it may be a legitimate task.
- Making harassing or threatening phone calls to partner or ex-partner.
Usually abusive
This is emotional abuse and a form of stalking.
- Preventing partner from attending a place of worship or from praying.
Usually abusive
This would generally be considered abuse. It is an inappropriate use of power and control.

-
- Abusing partner's or ex-partner's pet.

Usually abusive

This is emotional abuse and can indicate that abuser is becoming dangerous.

- Taking or breaking things that are precious to partner or ex-partner.

Usually abusive

This is property destruction and emotional abuse, designed to intimidate and control.

- In front of child, telling partner he or she is wrong regarding discipline.

Depends on the Situation

This may be emotionally abusive if its intent is to belittle, embarrass, or undermine the partner. In general, criticism of discipline by one parent should always be done away from the child. One exception is if the partner is endangering or abusing the child. Then it is not abusive for other parent to attempt to protect the child.

Appendix E:

Stalking and the Workplace

Stalking is a pattern of activity, characterized by threatening behaviors that inflict psychological trauma on the victim, and may result in serious injury or even death. Frequently stalking is part of a domestic violence situation and occurs during the abusive relationship as well as after separation. However it can also occur in situations where there has been no intimate relationship, such as in acquaintance and stranger stalking. Additionally, in the workplace, one employee may be stalking another.

Stalking includes a broad range of behaviors such as: following or waiting outside a person's home, office, property or school; sending or making written threats including via email, and verbal threats either directly, by phone, or through a third person; repeatedly coming into the visual or physical presence of the victim; committing a crime against the person; damaging her/his property or pets; and generally harassing the person. The stalker may begin with behavior such as seemingly harmless or coincidental contact, then escalate the frequency and level of intimidation which quickly becomes an unwanted intrusion in the person's life. In one-fourth of stalking cases, the behavior escalates into physical or sexual assaults. In a small percentage of cases the stalker eventually attempts to murder or does murder the victim.

Stalking behavior in the workplace is a serious issue and poses a real threat of violence. In general, violence in the workplace is increasing while violence elsewhere is decreasing. The violence disproportionately affects women. It is estimated that 15% of workplace homicides result directly from stalking. According to the US Department of Labor Violence Against Women Survey, 25% of all stalking victims report losing time from work due to stalking; 7% never return to work.

Steps for stalking victims to consider include:

- disclosing the stalking behavior to a trusted co-worker, supervisor, and/or security, trying to anticipate the stalker's response to disclosure;
- developing a safety plan;
- working with an advocate outside of the workplace; and
- possibly petitioning the court for a stalking protective order.

Employers must develop stalking policies and procedures along with their domestic violence procedures, as part of their overall plan to provide a safe workplace environment for their employees.

Appendix F:

Oregon Domestic Violence Victim Services Agencies

BAKER COUNTY

MayDay, Inc.

Baker City, OR

Office: 541-523-9472

Crisis: 541-523-4134

and Toll-Free: (800) 213-4134

Services: Shelter, domestic violence support group, sexual assault support group

BENTON COUNTY

Center Against Rape and Domestic Violence (CARDV)

Corvallis, OR

Counties serving: Benton and Linn

Office: 541-758-0219

Crisis: 541-754-0110

Services: Shelter, domestic violence support group, sexual assault support group

CLACKAMAS COUNTY

Clackamas Women's Services

Milwaukie, OR

Counties Serving: Multnomah, Clackamas, Washington

Office: 503-722-2366

Crisis: 503-654-2288

Services: Shelter, domestic violence support group, sexual assault support group

Also refer to Multnomah County

COLUMBIA COUNTY

Columbia County Women's Resource Center

St. Helens, OR

County Serving: Columbia

Office: 503-397-7110

Crisis: 503-397-6161

Services: Shelter, domestic violence support group, sexual assault support group

CLATSOP COUNTY

Clatsop County Women's Resource Center

Astoria, OR

County Serving: Clatsop

Office: 503-325-3426

Crisis: 503-325-5735

Services: Shelter, domestic violence support group, sexual assault support group

COOS COUNTY

Coos County Women's Crisis Services

North Bend, OR

County Serving: Coos

Office: 541-756-7864

Crisis: 541-756-7000

Services: Shelter, domestic violence support group, sexual assault support group

CROOK COUNTY

Refer to Deschutes County

DESCHUTES COUNTY

Central Oregon Battering and Rape Alliance (COBRA)

Bend, OR

Counties Serving: Deschutes, Crook, Jefferson and Grant

Office: 541-382-9227

Crisis: 541-389-7021

Services: Shelter, domestic violence support group, sexual assault support group

DOUGLAS COUNTY

Battered Person Advocacy

Roseburg, OR

County Serving: Douglas

Office: 541-673-7867

Crisis: 541-673-7867 and

Toll-Free: (800) 464-6543
Services: Shelter, domestic violence support group, sexual assault support group

Lower Umpqua Victim's Services

Reedsport, OR
County Serving: Western Douglas
Office: 541-271-0221
Crisis: 541-530-7770
Services: advocacy, domestic violence support group, sexual assault support group

GILLIAM COUNTY

Refer to Wasco County

GRANT COUNTY

Refer to Deschutes County

HARNEY COUNTY

Harney Helping Organization for Personal Emergencies (HHOPE)

Burns, OR
County Serving: Harney
Office: 541-573-2726
Crisis: 541-573-7176
Services: Shelter, domestic violence support group, sexual assault support group

HOOD RIVER COUNTY

Helping Hands Against Violence

Hood River, OR
County Serving: Hood River
Office: 541-386-4808
Crisis: 541-386-2194
Services: Shelter, domestic violence support group, sexual assault support group

JACKSON COUNTY

Community Works Dunn House/ Rape Crisis

Medford, OR
County Serving: Jackson

Office: 541-779-2393
Crisis: 541-779-4357
Services: Shelter, domestic violence support group, sexual assault support group

JOSEPHINE COUNTY

Women's Crisis Support Team

Grants Pass, OR
County Serving: Josephine
Office: 541-476-3877
Crisis: 541-474-9349(am) & 474-1400(pm)
Toll-Free: (800) 750-9278
Services: Shelter, domestic violence support group, sexual assault support group

JEFFERSON COUNTY

Refer to Deschutes County

KLAMATH COUNTY

Klamath Crisis Center

Klamath Falls, OR
County Serving: Klamath
Office: 541-884-0390
Toll-Free Crisis: (800) 452-3669
Services: Shelter, domestic violence support group, sexual assault support group

LAKE COUNTY

Lake County Crisis Center

Lakeview, OR
County Serving: Lake
Office: 541-947-2498
Toll-Free Crisis: (800) 338-7590
Services: domestic violence support group,

New Beginnings Intervention Center

Christmas Valley, OR
County Serving: North Lake
Office: 541-576-2115 ext. 28
Crisis: 541-410-7034
Services: Advocacy, domestic violence support group, sexual assault support group

Domestic Violence

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Learn what you can do to help

LANE COUNTY

Sexual Assault Support Services

Eugene, OR

County Serving: Lane

Office: 541-484-9791

Crisis: 541-343-7277 (SASS)

Services: Advocacy, Sexual Assault Support Group

Womenspace

Eugene, OR

County Serving: Lane

Office: 541-485-8232

Crisis: 541-485-6513

Services: Shelter, domestic violence support group, sexual assault support group

Siuslaw Area Women's Center

Florence, OR

County Serving: Lane

Office: 541-997-2816

Crisis: 541-997-4444 and

Toll-Free: (877) 997-FOUR (3687)

Services: Shelter, domestic violence support group, sexual assault support group

LINCOLN COUNTY

My Sisters' Place

Newport, OR

County Serving: Lincoln

Office: 541-574-9424

Crisis: (800) 841-8325

Services: Shelter, domestic violence support group, sexual assault support group

LINN COUNTY

See Also Benton County

Canyon Crisis Center

Mill City, OR

Counties Serving: rural East Linn and Marion

Office: 503-897-2327

Crisis: 503-897-2327

Services: Safe homes, domestic violence support group, sexual assault support group

MALHEUR COUNTY

Project DOVE (Domestic Violence Eliminated)

Ontario, OR

County Serving: Malheur

Office: 541-889-6316

Toll-Free Crisis: (800) 889-2000

Services: Shelter, domestic violence support group, sexual assault support group

MARION COUNTY

Mid-Valley Women's Crisis Service

Salem, OR

County Serving: Marion

Office: 503-378-1572

Crisis: 541-378-7722

Services: Shelter, domestic violence support group, sexual assault support group

MORROW COUNTY

Refer to Umatilla

MULTNOMAH COUNTY

Community Advocates

Portland, OR

Counties Serving: Multnomah,

Clackamas, Washington

Office: 503-280-1388

Services: Children's Education, Adult Community Education

Portland Women's Crisis Line

Portland, OR

Counties Serving: Multnomah,

Clackamas, Washington

Office: 503-232-9751

Crisis: 503-235-5333

Toll-Free (800) 235-5333

Services: Referrals, domestic violence

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support group, sexual assault support group

Programa De Mujeres

Portland, OR
County Serving: Multnomah
Office: 503-232-4448
Services: domestic violence support group

Raphael House

Portland, OR
Serving: Multnomah, Clackamas, Washington
Office: 503-222-6507
Crisis: 503-222-6222
Services: Shelter

Russian Oregon Social Services

Portland, OR
Serving: Multnomah, Clackamas, Washington
Office: 503-777-3437
Services: domestic violence support group, sexual assault support group

Volunteers of America Family Center

Portland, OR
Serving: Multnomah, Clackamas, Washington
Office: 503-771-5503
Crisis: 503-232-6562
Services: Shelter, domestic violence support group, sexual assault support group, groups for children

Salvation Army West Women's & Children's Shelter

Portland, OR
Serving: Multnomah, Clackamas, Washington
Office: 503-224-7718
Crisis: 503-224-7718
Services: Shelter, sexual assault support group

POLK COUNTY

S.A.B.L.E. House

Dallas, OR
Counties Serving: Polk
Office: 503-623-6703
Crisis: 503-623-4033
Services: Shelter, domestic violence support group, sexual assault support group

Keepers of the Circle

Grande Ronde, OR
Counties Serving: Polk, Yamhill, Marion, Multnomah, Clackamas & Washington
Office: 503-879-2154
Toll-free Crisis: (888) 654-8198
Services: domestic violence support group, sexual assault support group

SHERMAN COUNTY

Refer to Wasco County

TILLAMOOK COUNTY

Women's Crisis Center

Tillamook, OR
Tillamook
Office: 503-842-9486
Crisis: 503-842-9486
Services: domestic violence support group, sexual assault support group

UMATILLA COUNTY

Domestic Violence Services

Pendleton, OR
Counties Serving: Umatilla & Morrow
Office: 541-276-3322
Crisis: 541-278-0241
Services: Shelter, domestic violence support group, sexual assault support group

UNION COUNTY

Shelter From the Storm

La Grande, OR

County Serving: Union

Office: 541-963-7226

Crisis: 541-963-9261

Services: Shelter, domestic violence support group, sexual assault support group

WALLOW COUNTY

Safe Harbors

Enterprise, OR

County Serving: Wallowa

Office: 541-426-4004

Crisis: 541-426-6565

Services: Shelter, domestic violence support group, sexual assault support group

WASCO COUNTY

HAVEN from Domestic Violence

The Dalles, OR

Counties Serving: Wasco, Sherman, Gilliam & Wheeler

Office: 541-296-1662

Crisis: 541-298-4789 and

Toll-Free: (800) 249-4789

Services: Shelter, domestic violence support group, sexual assault support group

WASHINGTON COUNTY

Domestic Violence Resource Center

Hillsboro, OR

Counties Serving: Washington, Multnomah, Clackamas

Office: 503-640-5352

Crisis: 503-469-8620

Services: shelter, domestic violence support group

S.A.W.E.R.A. (South Asian Women Empowerment & Resource Alliance, Inc.)

Portland, OR

Counties Serving: Multnomah, Clackamas, Washington

Office: 503-641-2425

Crisis: 503-778-7386

Services: Advocacy, domestic violence support group, sexual assault support group

Sexual Assault Resource Center

Portland, OR

Counties Serving: Washington, Multnomah, Clackamas

Office: 503-384-0270

Crisis: 503-640-5311

Services: sexual assault support groups, advocacy

See also Multnomah County

WHEELER COUNTY

Refer to Wasco County

YAMHILL COUNTY

Henderson House

McMinnville, OR

Counties Serving: Yamhill

Office: 503-472-0244

Crisis: 503-472-1503

Services: Shelter, domestic violence support group, sexual assault support group

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APPENDIX G:

SAFETY PLAN

PLAN FOR WHAT TO DO DURING AN EXPLOSIVE INCIDENT

- Go to an area that has an exit.
- Stay away from kitchens or other potential sources of weapons.
- Practice or visualize how to get out of the home safely; identify doors and windows as potential escape routes.
- Devise a code word or signal to use with others to alert them that you need the police.
- Tell a neighbor about the violence and ask them to notify the police if they become aware of an altercation between you and the abuser.
- Have a packed bag ready. Keep the bag hidden in your home or with a family member or friend.
- Plan where you will go if you need to leave your home. Make arrangements with family members or friends and make ahead of time.
- Stay in a room with a phone, and call 9-1-1 if you are afraid or have been assaulted.
- Trust your judgment; you know what is safest for you. Consider whether giving the abuser what he wants will calm him down.

SAFETY WHEN YOU ARE PREPARING TO LEAVE

- Call a domestic violence program to find out what shelters and other resources are available.
- Leave money, extra keys, copies of important documents, extra medicines and clothing with a friend or family member you can trust.
- Open a separate savings or checking account in order to establish credit and increase financial independence. (Be careful where the statements are mailed.)
- Identify people who can lend you money.
- Trade cars with a friend or relative, so you will be less identifiable on the road.
- Remember that motor vehicles records, including addresses may be available to

the public. Most Motor Vehicles Departments and utilities will keep information confidential upon request.

- Obtain an unlisted phone number or cell phone. Ask about call blocking to keep your number from appearing on caller ID, or use the *67 block code when making telephone calls.
- Alter your routines and or change routes to work or school.

SAFETY IN YOUR OWN HOME

- Change the locks on your doors and purchase additional safety devices if you think they will increase your safety.
- Enroll in a self defense course.
- Discuss a safety plan with your children for times when you are not with them or can not help them.
- Inform your child(ren)'s school or day care about who has permission to pick your child(ren) up. If you have a restraining order, make a copy and give it to them.
- Inform your neighbors and family that you are separated from your partner and that they should contact the police if they see him near your home.

SAFETY WHEN YOU HAVE A RESTRAINING ORDER

- Keep a copy of the order with you at all times. Make a copy and give it to someone you can trust.
- Call the police immediately if your partner violates the restraining order. Contact the District Attorney's Office to assist in prosecution of this violation.
- Remember your escape route and use it if the police are not able to get there immediately.
- Inform your neighbors, physician, friends and family that you have a restraining order.
- Give your neighbors a picture of your partner and ask them to call the police if they see your partner near at your home.
- Use an answering machine or call trace to document violation of the restraining order.
- Seek medical treatment if injured by the batterer. Photograph all injuries.
- Record all contact by the batterer in a diary.

SAFETY IN PUBLIC AND AT WORK

- If you have a restraining order, inform security and your supervisor that you have a restraining order. Make a copy to keep at work.
- If possible, give co-workers and security guards a picture of the batterer and ask them to let you know if he comes on site or is looking for you. If you don't want him to contact you, ask them to send him away; if you have a restraining order against him, ask them to call the police.
- Make arrangements to screen your work calls, if you are receiving harassing or threatening calls.
- Travel to and from work with someone else. (Victims are often harassed on their way to and from work.)

APPENDIX H:

BATTERER INTERVENTION PROVIDERS IN OREGON

Baker County	
Baker County Domestic Violence Intervention Program	541-523-3648 Ext 250
Benton County	
Community Outreach Incorporated	541-758-3000
Clackamas County	
Changepoint	503-253-5954
Men's Resource Center	503-557-0802
Paula S. Manley	503-318-8807
Transition Projects	503-823-4930 Ext 221
Clatsop	
Batterer Intervention at Seaside	1-877-948-5619
Columbia	
Washington County Treatment Services, Inc.	503-640-1715;
.....	503-648-8893
Coos County	
COVE Program	541-276-2113
Crook County	
Lutheran Community Services Northwest	541-416-1095
Curry County	
Human Services Domestic Violence Intervention Project	541-247-4082
Deschutes County	
Deschutes County Domestic Violence Class	541-388-1330
Winning Over Anger and Violence Class	541-388-4551
Douglas County	
Valley View Counseling Safe Project	541-673-3985
Gilliam County	
Mid Columbia Center for Living in Gilliam County	541-384-2666
Grant County	
Grant County Center for Human Development	541-575-1466
Harney County	
None available- go to Grant, Malheur or Lake County	

Hood River	
Hombres Autoresponsables Para Parar El Abuso (HAPA)	541-386-4880
Men's Accountable for Stopping Abuse (MASA)	541-386-1650
Jackson County	
Domestic Abuse Program	541-772-4055
OnTrack Incorporated	541-772-1777
Jefferson County	
Alternatives	541-504-9326
BestCare Treatment Services, Inc. (MATVA Program)	541-475-6575
Josephine County	
Adapt Counseling	541-474-1033
Choices Counseling Center	541-479-8847
Men's Alternative to Violence and Abuse (MATVA)	541-956-4953
Klamath County	
Victims Prevention Program	541-883-3485
Lake County	
None available- go to Klamath or Deschutes County	
Lane County	
ACES (NOVA Program)	541-242-2844
Christians Addressing Family Abuse (CAFA)	541-686-6000
Interactional Dynamics	541-484-4971
Options Counseling (Man Alive Program)	541-684-7625
Siuslaw Area Women's Center Batterer's Intervention Program	541-997-2816
Lincoln County	
Crossroads/ LCCNP	541-265-2382
Linn County	
None available- go to Benton or Marion County	
Malheur County	
Lifeways Behavioral Health	541-881-0957
Marion County	
Blayre Alternatives	503-391-1308
Solutions Domestic Violence Program, Inc.	503-362-9466
Morrow County	
None available- go to Umatilla County	

Multnomah County

ASAP	503-224-0075
Changepoint Violence Intervention Program	503-253-5954
Choices Domestic Violence Intervention Program	503-239-7597
Gresham Urgent Care Domestic Violence Program	503-666-5050 Ext 351
Men's Resource Center	503-235-3433
Multnomah Co. Adult Community Justice Violence Intervention Program	503-988-5056 Ext 239
Salvation Army Batterers Intervention Project Project	503-546-8351

Polk County

Center for Family counseling	503-838-6420
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Sherman County

Therapeutic Strategies Incorporated	541-298-4895
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Tillamook County

Tillamook Family counseling Domestic Violence Program	503-842-8201
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Umatilla County

Controlling Anger Responsible and Effectively (CARE) Program	541-567-2224
Northwest Batterer's Intervention Program	541-567-3394

Union County

Union County Center for Human Development	541-962-8800
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Wasco County

Therapeutic Strategies Incorporated	541-298-4895
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Wallowa County

For ManKind	541-426-0206
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Washington

Abuse Recovery Ministry and Services (ARMS)	503-846-9284
BI Correctional Services	503-640-8307
Men's Resource Center	503-644-4971
Multicultural Counseling Services	503-731-9044
Pacific Alcohol and Drug Counseling	503-624-9545
Washington County Treatment Services, Inc.	503-640-1715;
.....	503-648-8893

Wheeler County

None available- go to Wasco, Gilliam, Grant, Crook or Jefferson County

Yamhill County

Lutheran Comm. Services Violence Intervention Program	503-472-4020
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Domestic Violence
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Learn what you can do to help

APPENDIX I:

WORKPLACE RESPONSE CHECKLIST

Corporate Leadership

- Develop, distribute and publicize domestic violence statement and workplace policies.
- Have CEO, Chair or Management team take leadership in supporting domestic violence statement and workplace policies.
- Institute a domestic violence task force made up of a culturally diverse group of men and women. Designate staff time to work on the task force.

Corporate Policies

- Develop personal leave and benefit policies which are responsive to the needs of employees who are victims of domestic violence, including flexible scheduling, use of leave, relocation of work site if appropriate, use of phone, and safety planning.
- Develop policies which address employees perpetrating domestic violence at work, including those who use workplace phones, faxes or email to harass their intimate partners.
- Develop policies about release of employee and client/customer personal information to protect possible victims of domestic violence.
- Review policies regularly and make changes as needed.

Human Resources Issues/Issues for Supervisors and Managers

- Include domestic violence statement, policies and safety plans in employee manuals.
- Provide all employees access to an Employee Assistance Program or other counseling service which has staff trained in domestic violence issues and/or referrals specific to domestic violence.
- Make resources such as additional safety plans and referrals available through supervisors, managers, the human resources department, and domestic violence task force members.
- Designate a staff person with training on domestic violence that anyone can talk to.

-
- Train all supervisors and managers on the domestic violence policies and how to use them.
 - Train all supervisors and managers on how to talk to or respond to an employee who may be experiencing domestic violence.
 - Train all supervisors and managers on how to talk to or respond to an employee who is perpetrating domestic violence at work, including those who use workplace phones, faxes or email to harass their intimate partners.
 - Train supervisors and managers on how to respect the choices and confidentiality of victims of domestic violence.

Education & Awareness

- Train all employees on the workplace policies about domestic violence.
- Ensure that all employees receive Domestic Violence and the Workplace training.
- Maintain an on-going awareness of domestic violence through activities such as brown-bag lunches, regular newsletter articles, paycheck inserts, and posters about domestic violence.
- Publicize local resources and events by distributing cards, brochures and flyers in break rooms, restrooms, and other locations.

Security in the Workplace

- Include specific safety measures in the workplace domestic violence policies.
- Include domestic violence in the overall workplace violence policy.
- Discuss domestic violence in regular safety or emergency response meetings.
- Ensure security guards are trained on the special safety needs of victims of domestic violence or others who are stalked.
- Provide security escorts as needed.
- Help enforce restraining orders and stalking orders.
- Review policies about access to information about all employees' locations and schedules.
- Review policies about access to all worksites.

Support for Local Domestic Violence Programs

- Provide in-kind donations or financial support to local domestic violence programs.
- Match employee contributions to domestic violence programs.
- Invite local shelter staff to speak at trainings and brown-bag lunches.

*Developed by Multnomah County Domestic Violence Coordinator,
421 SW 6th Avenue Suite, 700, Portland, OR 97204, with information from
the Love Shouldn't Hurt Committee, Family Violence Prevention Fund,
Polaroid Corporation, and US Bancorp*

Appendix J:

Legal Resources

RESTRAINING ORDERS

Family Abuse Prevention Act Restraining Orders (RO) provide a civil means to deter an abuser. They are free, do not require an attorney to apply for, and are usually in place quickly. To be eligible for an RO, a person who has been abused or threatened must have had one of the following relationships with the abuser:

- Current or former spouse;
- Related by blood, marriage, or adoption;
- Living together now or in the past, in a sexually intimate relationship;
- Had a sexually intimate relationship in the past two years;
- Unmarried parents of a minor child; or
- A minor who has been involved in a sexually intimate relationship with the respondent who is 18 or older

The person applying for the RO (called the petitioner) must have been the victim of abuse or threats of abuse within the past 180 days and must be in danger of further abuse. It is possible to get an RO for abuse or threats that happened more than 180 days ago, if the abuser (called the respondent) has been out of town or in jail. Lesbians, gay men, and bisexual men or women may be granted an RO in Oregon.

The petitioner can request that the respondent be restrained from contacting the petitioner, including through a third party, phone or mail, and from going to the petitioner's place of work, home or school. In addition, the petitioner can request temporary custody of children and the terms of visitation, as long as no other permanent custody or visitation orders exist. If the petitioner is seeking custody or visitation, it is helpful to have physical custody of the child(ren). The petitioner can request that other conditions be placed on the respondent to increase her safety. A federal law prohibits some respondents from possessing firearms or ammunition while a restraining order is in effect.

The RO is usually served by the County Sheriff's Deputies, and can be enforced as soon as it has been served. The respondent can contest the RO, and the court will schedule a hearing within a short period of time. Hearing notices are mailed, so the petitioner should make sure the court always has a valid mailing address while the restraining order is in effect. In general, if the petitioner does not appear at a hearing, the judge will dismiss the RO or make the changes requested by the respondent.

- To effectively use the RO, the petitioner should carry a copy at all times and make copies for her/his employer and her/his children's school.
- Inviting the respondent onto your property does not invalidate the RO or prohibit the police from arresting the respondent. Only a judge can dismiss or vacate an RO.
- The RO expires one year from the date the judge first signed it unless it is renewed.
- The police are required to arrest the respondent if he or she assaults the petitioner

or violates the RO. Call 911 when the respondent is violating the RO, and show the RO to the officer

- A custody award under an RO is temporary and valid as long as the RO is valid or until a permanent custody award is made in a divorce or other civil case. An RO cannot change an existing custody order.
- **An RO is an important step in establishing safety, but it will not necessarily stop the respondent from hurting or attempting to hurt the petitioner. It is important that petitioners plan how to protect themselves if the respondent violates the RO.**

Petitioners can apply for a restraining order in the county she/he resides in, or in the county the abuser resides in, and it is enforceable throughout the state of Oregon. Also, most restraining orders from other states and jurisdictions are enforceable in Oregon, and most restraining orders from Oregon are enforceable in other states. This means that the police and courts must enforce the restraining order according to the laws in their state or jurisdiction. The restraining order does not need to be registered in the new state or jurisdiction. To help enforce the restraining order, the petitioner should always carry certified copies of the restraining order and “proof of service.”

The Oregon Family Abuse Prevention Act can be found in the Oregon Revised Statutes (ORS) 107.700-107.732 at www.leg.state.or.us/ORS/.

If you need a Restraining Order, call your county courthouse to find out how to apply.

BATTERED IMMIGRANT WOMEN AND IMMIGRATION RIGHTS

When a battered woman’s immigration status is an issue, she should immediately contact an immigration attorney familiar with the options available to victims of domestic violence seeking permanent immigration status. Two options, described below, are available to battered immigrant women married to lawful permanent residents or United States’ citizens. Many battered immigrant women do not qualify for either of these options. However, an immigration attorney can explore other options that may be available to her.

The Violence Against Women Act includes a provision to allow battered immigrant women to self-petition to become permanent residents. The self-petition is only available to a battered immigrant woman married to a lawful permanent resident or citizen, whose spouse has never applied for her to become a permanent resident; or whose spouse applied but later withdrew the petition; or if the petition is still pending. The self-petition must be submitted before a divorce is final. If she is served with divorce or annulment papers, she should talk to an immigration attorney immediately.

Another option is available to a battered woman who is a conditional resident. She is eligible if her spouse has already filed an application for her to become a permanent resident, but has failed to take any further steps. She must show that: she entered the

marriage in good faith but it was terminated; she or her children were subject to battering or extreme cruelty by her husband during the marriage; and deportation would result in extreme hardship.

One of the most important pieces in support of a battered woman's petition is her story in her own words. The attorney can advise her about the 9 or 10 legal factors that are important for her case. Advocates can help her put together information and documents to support her story and the history of domestic violence. Useful information includes: a chronological history of events; police records; apologetic or threatening notes and letters from the batterer; torn, bloody or burned clothes; past or current restraining orders (or court records documenting her attempts to get a restraining order); criminal court records; medical records documenting injuries (even if she did not disclose the domestic violence); photos; statements of witnesses; and statements or observations from service providers

FELONY UPGRADE

If a person is charged with Assault in the Fourth degree as a result of committing an act of domestic violence, that charge may be upgraded from a Class A misdemeanor to a Class C felony under the following conditions:

- The person has previously been convicted of assaulting the same victim;
- The person has previously been convicted at least three times under this section or under equivalent laws of another jurisdiction and all of the assaults involved domestic violence; or
- The assault is committed in the immediate presence of, or is witnessed by, the person's or the victim's minor child or stepchild or a minor child residing within the household of the person or victim. An assault is witnessed if the assault is seen or directly perceived in any other manner by the child.

To read the full text of the statute go to ORS.163.160 at www.leg.state.or.us/ORS/

MANDATORY ARREST AND PROSECUTION

Oregon Revised Statutes require that the police arrest the perpetrator in domestic violence cases. Police must arrest in cases which involve family or household members as defined in the Restraining Order section, and they have probable cause to believe that abuse has occurred or that the perpetrator has placed the victim in fear of imminent serious physical injury. Abuse is defined as:

- attempting to cause or intentionally, knowingly or recklessly causing physical injury or serious physical injury;
- intentionally attempting to place another in fear of imminent serious bodily injury; and
- causing another to engage in involuntary sexual relations by force or threat of force.

If you wish the police to arrest the assailant, you will need to provide evidence that you have been assaulted or that you are afraid of an imminent assault, and what your relationship with the assailant is. This evidence might include:

- showing them injuries, broken furniture or dishes,

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- providing them with the names of neighbors who witnessed the assault,
 - telling them what your relationship with the assailant is,
 - making statements about threats that the assailant has made and why you believe he would carry them out,
 - stating that you are afraid of the assailant.

The calmer you are and the more detailed the account you give the police, the more likely they will arrest. It may be helpful to indicate if children were present at the time of the assault, or if weapons are kept in the household. If the perpetrator has left the scene, the police may be willing to look for him, if you tell them where he has gone.

Police should only arrest one person, the “primary” assailant, at a domestic violence incident. Who is the primary assailant is determined by comparing the extent of injuries or seriousness of threats; the history of domestic violence; whether the assault was in self-defense; and the potential for future assaults. Police are mandated to arrest if someone has violated a restraining or a no contact order. It is helpful to show the police a copy of the restraining order. Officers are also required to provide the victim with referral information.

There have been cases in which the perpetrator has not been arrested, despite evidence of an assault. If it does not further endanger you, ask the officers for their names and badge numbers. You may call your local law enforcement agency the following day, to ask for assistance in protecting yourself from assault or to press charges.

To prosecute the assailant, either at that time or later on, you can take the following steps to assist the District Attorney in their case:

- Request that the police or health care provider take pictures of any injuries you received. Bruises are best photographed 2-3 days after the assault.
- Request that the police or health care provider include specific statements by you or the assailant in their report. These statements might include things like “John, my husband, hit me in the face with his closed fist.” The more explicit you are in describing the assault, the better case the District Attorney can make, whether you are able to participate in the prosecution or not.
- Keep a log of threats, harassment, menacing or assaults, and who might have witnessed them.
- Call the police every time there is an assault or violation of a restraining order.
- Call the DA as early as possible after an assault. If a child is injured in an assault against you, call your local Child Abuse Reporting Line immediately. This not only provides additional evidence of an assault, but indicates that you have taken steps to protect your child.

Note: Perpetrators sometime retaliate after the police have been called or if the victim participates in the police investigation or the District Attorney’s prosecution. Perpetrators frequently threaten or coerce victims to recant or refuse to participate in prosecution. The police or District Attorney can not guarantee safety during an

investigation or trial. Only the survivor can determine if it is safe enough to participate in the criminal proceedings. Employers or others providing support should never require a police report or prosecution. Safety planning is essential for the survivor during this time.

The mandatory arrest statute ORS 133.055 can be found at www.leg.state.or.us/ors/

OREGON OCCUPATIONAL SAFETY AND HEALTH DIVISION

ORS 654.003 Policy. The purpose of the Oregon Safe Employment Act is to assure as far as possible safe and healthful working conditions for every working man and woman in Oregon, to preserve our human resources and to reduce the substantial burden, in terms of lost production, wage loss, medical expenses, disability compensation payments and human suffering, which is created by occupational injury and disease. To accomplish this purpose the Legislative Assembly intends to provide a procedure which will: (1) Encourage employers and employees to reduce the number of occupational safety and health hazards and to institute new programs and improve existing programs for providing safe and healthful working conditions.

ORS 654.010 Employers to furnish safe place of employment. Every employer shall furnish employment and a place of employment which are safe and healthful for employees therein, and shall furnish and use such devices and safeguards, and shall adopt and use such practices, means, methods, operations and processes as are reasonably necessary to render such employment and place of employment safe and healthful, and shall do every other thing reasonable necessary to protect the life, safety and health of such employees.

General Duty for All Workplaces: Oregon OSHA may cite employers who fail to adequately protect their workers from acts of violence under OAR 437-001-0760, a General Duty Clause, which requires employers to maintain a safe workplace.

OTHER LEGAL CONSIDERATIONS

"Courts in Oregon and elsewhere have ruled that an employer is liable for the dangerous acts of employees if the employer does not use reasonable care in hiring, training, supervising or retaining employees in the event such harm was foreseeable. ...Customers, employees and other people invited on to an employer's premises may expect the employer to use reasonable care in the maintenance of its premises, including reasonable security precautions and other measures seeking to minimize the risk of foreseeable criminal intrusion (based upon the experience of the employer, or its location in a dangerous area). ...In some jurisdictions, an employer, employment counselor, or therapist may have a duty to warn an identified employee, spouse, or third party, of a threat by an employee, co-worker, spouse, or other person, to do bodily harm to that employee, spouse, co-worker, or third." (excerpted from Oregon OSHA's Guidelines for Prevention of Violence in the Workplace).

If there is a fatality in the workplace, OR OSHA will probably come in to investigate and the employer could be cited for their failure to prepare their employees/worksites.

Additional information regarding OR OSHA rules, policies and procedures can be found at <http://www.orosha.org/>.

PROTECTION FROM STALKING

The law (ORS163.730 - 163.750) defines stalking as knowingly alarming or coercing another person or a member of that person's immediate family or household by engaging in repeated and unwanted contact with the other person. The stalking behavior must meet a standard of "objective reasonableness" - that is, the behavior must be such that any person in the victim's position (or in the position of the victim's household) would reasonably feel alarmed or coerced by it.

A person who is being stalked can get protection under the law by making a complaint to any law enforcement officer and requesting an Officer's Citation. The request must include a sworn statement from the victim - or from the victim's parent or guardian, if appropriate - describing the stalking.

The Officer's Citation is issued when the officer has "probable cause" to believe that the alleged stalker has made repeated, unwelcome contact with the victim and that it is reasonable for the victim to be alarmed for her own safety and/or the safety of members of her immediate family or household.

The Officer's Citation tells the alleged stalker to appear in court within three court-business days under penalty of arrest - for a hearing at which the alleged stalker must show cause as to why a judicial stalking order should not be issued. During that three-day period before the court hearing, the victim is protected under the Officer's Citation.

The Officer's Citation also includes a copy of the stalking complaint and notifies the victim of the time and place of the hearing.

The protective order will be granted if the victim appears at the hearing and the court determines that:

- The respondent (the stalker) has intentionally, knowingly, or recklessly made repeated and unwanted contact with the petitioner (the victim) or with members of the victim's immediate family or household and, as a result, alarmed or coerced the victim, and it is objectively reasonable for the victim to have been alarmed.

Unless the court limits the duration of the protective order, it is permanent. The court can order the stalker to undergo mental health evaluation and can move to commit the stalker if there is probable cause to believe he is dangerous to himself or others or is unable to care for himself.

The law sets criminal and civil penalties for stalking. A stalker may be convicted of a misdemeanor unless the stalker has a prior conviction for stalking or has violated a stalking protective order, in which case the latest stalking offense becomes a felony. The victim also may file a civil lawsuit (ORS30.866) against the stalker for money to be paid as compensatory and punitive damages.

UNEMPLOYMENT

ORS 657.176

(12) (a) As used in this subsection, “domestic violence” means the physical injury, sexual abuse or forced imprisonment, or threat thereof, of a person by another who is related by blood or marriage or has a significant relationship with the other person at the present, or who has been related or has had a significant relationship at some time in the past, to the extent that the person’s health, safety or welfare is harmed or threatened thereby.

(b) An individual may not be disqualified from receiving benefits under subsection (2)(c), (d) or (e) of this section or be considered unavailable for purposes of ORS 657.155 if:

(A) The individual is a victim of domestic violence;

(B) The individual’s health, safety or welfare is endangered at a current workplace, or would be endangered at an available workplace, by a related person referred to in paragraph (a) of this subsection; and

(C) The individual acts as a reasonable and prudent person of ordinary sensitivities and has pursued all reasonable alternatives before voluntarily leaving work. Reasonable alternatives include, but are not limited to, actions such as seeking a restraining order, relocating to a secure area and seeking reasonable accommodations from the employer such as a transfer within the company.

**Developed by
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**MULTNOMAH
COUNTY**