



EMPLOYERS
AGAINST
DOMESTIC
VIOLENCE

DOMESTIC VIOLENCE AND THE WORKPLACE
BEST PRACTICES:

- A. Roll out a Corporate Non-Violence Policy Statement that says:
1. We will provide a workplace free of threats, fear and violence
 2. We will respond and react to threats and potential violence
 3. We will support our employees to access resources to free themselves from violent situations
- B. Create a Response Team. Include representatives from:
1. Employee's Department
 2. Loss Prevention/Security staff
 3. Human Resources
 4. Public Relations
 5. Legal Department
 6. Psychologist/Employee Assistance Program
 7. Union Representative (if applicable)
- Provide direction: define roles and responsibilities
 - Provide training to members of the team including:
 - a. Identifying alert signals
 - b. Introducing case studies
 - c. Recommending actions to take
 - Identify internal and external resources for the Response Team
- C. Define the role of Loss Prevention and/or Security and/or local Police on the premises
- D. Conduct Domestic Violence Awareness Seminars
1. Subjects to include symptoms of potential violence we face every day in our organization today
 2. Guest Speakers to discuss resources at the community based domestic violence programs and other available services
 3. Provide handouts that include places to go for advice and guidance. (Could also be made available in restrooms, cafeteria, etc.) May include:

- a. A Hotline number to call 24 hours a day, one of which is the SafeLink at (877) 785-2020 who provide info/referral for counseling and shelter.
 - b. Explain the role and services of your community based domestic violence program especially if you plan to take action or are helping someone to get out of an unhealthy situation. If you do not know your community based agency please call Jane Doe Inc., the MA Coalition Against Sexual Assault and Domestic Violence at (617) 248-0922 or visit their website at www.janedoe.org, You can also refer to the Family Violence Prevention Fund brochures and booklets along with the toll free numbers including the National Domestic Violence Hotline at 1-800-799-SAFE or 1-800-787-3224 or 1-800-END-ABUSE. Each of the above agencies can help you if you are planning to leave, what to bring along, how to help and support children who may be facing violence in their home, what you can do if you have friends being abused, how to educate small children about positive relationships, how to make sure that places in your town have info about domestic violence or where to go for help, and how to ask a Pastor or Rabbi to make domestic violence the subject of a sermon
 - d. EMERGE Batterer Intervention Program, counseling for abusers who want help stopping their abusive behavior (617) 547-9879
4. Talk about what to do if you or someone you know is being battered or abused.
- a. Ask direct questions about the situation
 - b. Listen without judging
 - c. Explain there is no excuse for domestic violence
 - d. Let person know help is available, give resource information
 - e. Encourage individual to tell doctor about the abuse and have it documented in medical records
 - f. Remind individual that domestic violence is a serious crime
 - g. Tell individual that the police are always there to help 24 hours a day
 - h. Suggest individual get information on restraining orders if situation worsens
- E. Hold fundraising events to support organizations that provide education and direct services to families affected by domestic violence.
- 1. Donate money directly to domestic violence agencies
 - 2. Participate in a company fundraising event such as a raffle, softball game or golf tournament which benefits a domestic violence agency
 - 4. Provide contributions of pro-bono services, products and in-kind donations