



# Implementing a Workplace Domestic Violence Program

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## **Table of Contents**

Copyright and Use Restrictions .....	3
Impact of Domestic Violence on the Workplace .....	4
Overview of Workplace Domestic Violence Program .....	8
Interdisciplinary Team .....	10
Internal Company Audit .....	11
Company Position .....	16
Employee Awareness .....	18
Training .....	19
Workplace Domestic Violence Resources .....	20
Domestic Violence Agencies .....	21
Domestic Violence Bibliography .....	23



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## **Impact of Domestic Violence on the Workplace**

Erlinda's employer knew the long history of her estranged husband's extreme violence, instability and abuse. When Erlinda's husband threatened to shoot her and her co-workers, she immediately told her manager. He reported the threats to the building owner's security company, who recommended he contact the police. No one contacted the police and there was no follow-up from either Erlinda's manager or the building owner's security company. The next day, Erlinda's husband entered her workplace with a pump-action shotgun. He shot Erlinda in the legs and sprayed the premises with gunfire, killing two men (one was Erlinda's manager) and injuring nine others before the police shot and killed him. A jury found Erlinda's employer and the security company liable for five million dollars. After the jury liability verdict, the employer and the security company settled for an undisclosed amount with four other plaintiffs.

When Sarah filed for a protective order against her abusive husband, he began calling her workplace over fifty times a day. He parked his company car on the street in front of Sarah's office monitoring her for hours. Trying to avoid him, Sarah was often late for work and left during the day. Sarah's co-workers were frustrated and tired of having to cover for her absences. They resented answering the constant phone calls from her husband and feared for their safety and hers. This abuse went on for months. Eventually, Sarah's boss gave her a warning. Two weeks later she was fired. We do not know if Sarah's husband lost his job, but we do know that he used company time and property to stalk and abuse her.



## Implementing a Workplace Domestic Violence Program

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Domestic violence<sup>1</sup> statistics are staggering in the United States. A 2003 study conducted by The National Center for Injury Prevention and Control best summarizes this epidemic.

Nearly 5.3 million intimate partner victimizations (IPV) occur among U.S. women ages 18 and older each year. This violence results in nearly 2.0 million injuries and nearly 1,300 deaths. Of the IPV injuries, more than 555,000 require medical attention, and more than 145,000 are serious enough to warrant hospitalization for one or more nights. IPV also results in more than 18.5 million mental health care visits each year. Add to that the 13.6 million days of lost productivity from paid work and household chores among IPV survivors and the value of IPV murder victims' expected lifetime earnings, and it is clear to see that intimate partner violence against women places a significant burden on society.

The costs of IPV against women exceed an estimated \$5.8 billion. These costs include nearly \$4.1 billion in the direct costs of medical care and mental health care and nearly \$1.8 billion in the indirect costs of lost productivity and the present value of lifetime earnings. Statistically, the overall total cost estimate of \$5.8 billion varies from more than \$3.9 billion to more than \$7.6 billion.<sup>2</sup>

What do the above statistics have to do with the workplace? Domestic violence knows no boundaries. It follows employees into the workplace. The most widely known and publicized impact is when perpetrators physically harm or threaten their partner and other employees at the workplace.<sup>3</sup> In extreme cases, there is a workplace homicide.<sup>4</sup> In

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<sup>1</sup> Domestic violence is also called intimate partner violence. It is a pattern of abusive behavior by an individual to gain power and control over their intimate partner. It can occur between heterosexual and same-sex couples. Abusive behavior consists of physical violence (assault, rape, hitting, slapping, pushing, stabbing, kidnapping and shooting), emotional abuse (stalking, coercion, threats, intimidation, harassment and isolation) and economic abuse.

<sup>2</sup> National Center for Injury Prevention and Control. *Costs of Intimate Partner Violence Against Women in the United States*. Atlanta (GA): Centers for Disease Control and Prevention, March 2003.

<sup>3</sup> Of the approximately 1.7 million incidents of workplace violence that occur in the US every year, approximately 18,700 (1.1 percent) are committed by a current or former spouse, lover, partner, or boyfriend/girlfriend. Detis T. Duhart, Ph.D. Bureau of Justice Statistics, U.S. Department of Justice. *Violence in the Workplace 1993-99* (2001).

<sup>4</sup> 17% of female workplace homicides were committed by the employee's intimate partner. Bureau of Labor Statistics, U.S. Department of Labor, *Violence in the Workplace Comes Under Closer Scrutiny* (1997). In the past decade (1994-2003) there were 164 workplace shootings in America with a total of 290 people killed and an additional 161 people injured. At least 13.4 % of the incidents reviewed involved the shooting of an



## Implementing a Workplace Domestic Violence Program

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addition, perpetrators often stalk and harass their partners at work via telephone calls, e-mail messages, and faxes. Lastly, the residual effects of experiencing domestic violence causes absenteeism, decreased morale and productivity, tardiness, lower retention, and increased costs in health care, unemployment, and workers' compensation insurance.<sup>5</sup>

According to the Department of Labor, women comprise 47 percent of the total labor force.<sup>6</sup> If a company has 1000 employees and 470 of them are female, approximately 120 of the company's employees will experience domestic violence.<sup>7</sup> This calculation only takes into account female victimization. The number of employees experiencing domestic violence would be higher, if the calculation included male victims of domestic violence<sup>8</sup> and perpetrators.<sup>9</sup>

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intimate partner. Handgun Free America, *Terror Nine to Five: Guns in the American Workplace 1994 – 2003* (2004).

<sup>5</sup> One study found that 74% of victims are harassed at work by their abuser and 56% arrive an hour late for work 5 times a month due to domestic violence. Victim Services of New York, *Report on the Costs of Domestic Violence* (1987). An estimated 24-30% of abused working women lose their jobs due to their domestic violence situation. The Taylor Institute, *Prisoners of Abuse* (1996). Another study found 37% of women involved in partner violence felt its effects on the workplace-reflected in lateness, missed work, difficulty keeping a job, and difficulty advancing in their careers. EDK National Telephone Poll (1997). A survey of Employee Assistance Providers found that a large majority of them dealt with specific partner abuse situations in the past year, including an employee with a restraining order (83%) or an employee being stalked at work by a current or former partner (71%). Harvard University School of Public Health Journal (1997). See also, Footnote 7.

<sup>6</sup> Cite found at <http://www.dol.gov/wb/stats/main.htm> on September 28, 2004.

<sup>7</sup> This calculation is based on the statistic that 25.5 percent of American women will experience domestic violence during their lifetime. National Center for Injury Prevention and Control. *Costs of Intimate Partner Violence Against Women in the United States*. Atlanta (GA): Centers for Disease Control and Prevention, March 2003.

<sup>8</sup> According to the 2001 National Victimization Crime Survey, 15% of intimate partner violence victims were male and 85% were female. Callie Rennison, Bureau of Justice Statistics, U.S. Department of Justice. *Intimate Partner Violence 1993-2001* (2003).

<sup>9</sup> According to a pilot study, perpetrators of domestic violence have a tremendous impact on the workplace: 78% used workplace resources to abuse their intimate partner; 73% of perpetrators' supervisors were aware of the domestic abuse arrest but only 15% reminded the perpetrator that domestic violence is a crime; 74% had easy access to their intimate partner's workplace; 21% contacted their partner at her workplace in violation of a no contact order; 70% lost time at work due to a domestic abuse arrest; 48% had difficulty concentrating at work; and 19% reported a workplace accident or near miss from inattentiveness due to pre-occupation with their relationship. Ellen Ridley, Family Crisis Services, Maine Department of Labor. *Impact of Domestic Offenders on Occupational Safety & Health: A Pilot Study* (2004).



## Implementing a Workplace Domestic Violence Program

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Date: January 2004

In the past, employers were often reluctant to get involved with the “private” lives of their employees. Today, society no longer considers domestic violence a private family matter. More and more companies are being responsible employers by addressing domestic violence. A survey of corporate executives found the following:<sup>10</sup>

- 66% believed domestic violence is a major problem in today's society
- 56% were aware of employees within their organization affected by domestic violence
- 45% said someone close to them had been involved in domestic violence
- 68% believed their company's financial performance would benefit from addressing domestic violence with its employees
- 50% reported domestic violence had a harmful effect on their own organization's insurance and medical costs
- 32% said domestic violence damaged their company's bottom line performance
- 91% believed domestic violence affects both the private lives and the working lives of their employees
- 67% believed domestic violence was serious enough to warrant their attention

Ignorance of domestic violence’s impact on the workplace is no longer an acceptable excuse for employers. Many incidents of workplace domestic violence have been widely publicized. Also, there is an abundance of research and resources available on this subject. Good business practice calls for domestic violence to be treated with the same seriousness and comprehensiveness as workplace violence and sexual harassment. Any less of a commitment will be at the peril of employees’ safety and health and the employer’s bottom line.

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<sup>10</sup> Liz Claiborne, Inc. *Survey of 100 Senior Executives From Fortune 1000 Companies*. 2002



## **Overview of Workplace Domestic Violence Program**

The goal of a workplace domestic violence program is to promote the safety, health, and productivity of all employees. As with any company-wide initiative, buy-in from executives and a comprehensive plan are essential. Ultimately, the program's success will depend upon its integration into the company's culture and regular business practices.

There are many different approaches to addressing domestic violence in the workplace. What works for one company may be ineffective or cost prohibitive for another. Culture, size, budgets, and industry all play a role in developing a program. In other words, one size does not fit all.

However, after review of many effective workplace domestic violence programs, four core components emerged: (1) internal company audit; (2) company position on domestic violence; (3) employee awareness and (4) proactive training. Companies that did not address these areas in some form often found that they had inadvertently created additional legal liabilities, safety hazards, or work.

Companies that implement a piecemeal workplace domestic violence program often create problems rather than solutions. Below is an example of what can happen:

A company provides educational resource brochures to employees on domestic violence but does not provide training to managers on resources available within the company or what to do when an employee is a victim or perpetrator. This scenario creates a difficult situation for employees, managers, and the company itself. With raised awareness from material provided by the company, employees will be more likely to identify domestic violence as an issue in their lives. However, without training or resources, managers will not have the skills or means to manage employees experiencing domestic violence. The end result can be safety concerns for the employees and legal liability issues for the company.

Below is a list of guiding principles to keep in mind when developing a workplace domestic violence program:<sup>11</sup>

- Failure to plan is planning to fail
- There must be senior executive support for the program

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<sup>11</sup> Critical Incident Response Group, Federal Bureau of Investigation, U.S. Department of Justice. *Workplace Violence: Issues in Response* (2004).



## Implementing a Workplace Domestic Violence Program

By: Ann Kaminstein, Esq.

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- Customize the program to fit the culture, needs and resources of the company
- Seek expertise from a number of different disciplines, such as security, human resources, legal, management, employee assistance, and public relations
- Communicate the program to all employees
- Practice addressing possible workplace domestic violence situations using the program before it occurs
- Evaluate program on a continuous basis and modify as necessary

Bottom line – understand the consequences of implementing any part of a workplace domestic violence program before initiating it. Develop a comprehensive plan and have an employment law attorney or other appropriate professional review it.



## **Interdisciplinary Team**

Domestic violence touches almost every area within a corporation. Taking into account this widespread reach, many companies have created an interdisciplinary team to develop and implement a workplace domestic violence program. This team can be responsible for performing an internal audit, fostering executive and employee wide buy-in, and developing/managing the plan. Consider including representatives from the list below:

- Human resources
- Employee assistance programs
- Employee relations
- Benefits
- Legal
- Risk management
- Security/Local law enforcement
- Diversity
- Community affairs/Public relations
- Union/Labor representative
- Manager representative
- Any other relevant and appropriate corporate function

Ultimately, the make-up of the interdisciplinary team will be determined by the culture, size and structure of each individual company. Some teams may have one member, while others, may have ten or more.



## **Internal Company Audit:**

The purpose of an internal audit is to assess a company's current ability to address domestic violence, identify areas of success and development, and evaluate responses to high risk situations. A comprehensive audit should include all of the components listed below.

1. **Employee Survey and/or Focus Groups:** An employee survey or focus groups can accomplish the following:
  - Determines the number of employees affected by domestic violence.
  - Determines the number of employees who went to their company for resources and how they felt the company responded to their situation.
  - Assess how employees experiencing domestic violence have impacted the company (i.e. number of missed days of work, tardiness, etc.).
  - Obtain employees' views, experiences, opinions and ideas on workplace domestic violence.
  - Create a baseline for measuring the success of the workplace domestic violence program.
  - A great way to measure the overall success of the workplace domestic violence program is to perform the above survey or focus group again a year after the completion of the program. Then compare the pre and post survey results to determine areas of improvement and development. The end product will be a documented return on investment of the workplace domestic violence program.
  
2. **Workplace Domestic Violence Scenarios and Questions:** Create a list of domestic violence scenarios that have occurred at the workplace and how the company responded to them. In addition to the ones that have occurred, identify a number of possible case scenarios specific to the company's setting. Then develop a response to each scenario. Below are some common workplace domestic violence scenarios and questions.



## Implementing a Workplace Domestic Violence Program

By: Ann Kaminstein, Esq.

Date: January 2004

### ■ Scenarios:

- A manager or co-workers suspect an employee is a victim or perpetrator but the employee has not self-disclosed and there has been no known incident at the workplace.
- A manager observes warning signs that an employee is a victim or perpetrator.
- An employee self-discloses that he/she is a victim or perpetrator to their manager or co-workers.
- A perpetrator uses company property to stalk their partner.
- A workplace domestic violence incident occurs, such as the perpetrator enters the premise and assaults the employee.
- Both the victim and perpetrator are employees of the same company.
- An employee has a restraining order against their partner.

### ■ Questions:

- What role do managers, human resources, or security play when an employee is experiencing domestic violence? Are there specific actions that need to be taken and in what situations?
- What workplace domestic violence event or situation should trigger a security assessment and workplace safety plan?
- Who is responsible for performing security assessments and workplace safety planning?
- How does workplace domestic violence get documented and where does this documentation get housed?
- What is the follow-up process for an employer who is aware of an employee experiencing domestic violence?
- Who is accountable for the follow-up process?
- When a manager or co-worker becomes aware of a workplace domestic violence situation, whom should they contact and what should they do?



## Implementing a Workplace Domestic Violence Program

By: Ann Kaminstein, Esq.

Date: January 2004

- Do managers, employees, human resources, security, threat assessment teams have the resources and skills to address workplace domestic violence effectively? What additional resources or skills are needed?
3. **Community Resources:** Identify community resources available to both perpetrators and victims, such as local domestic violence agencies, perpetrator treatment programs, the police department, and legal advocacy groups. It is good practice to build a working relationship with community agencies. They will provide invaluable resources to employees. The National Domestic Violence Hotline (1-800-799-SAFE) provides the names and contact information for agencies by geographic areas.
4. **Company Resources:** Identify company policies, guidelines, programs and resources that may be helpful to employees experiencing domestic violence and to the managers assisting them. In addition, identify company policies or programs that may discriminate or cause barriers to employees experiencing domestic violence. Below is a list of areas to review:
- Do general human resource policies such as recruitment, attendance, compensation, and job promotions inadvertently discriminate against victims/perpetrators of domestic violence? For example, attendance problems often occur for victims of domestic violence. Does the attendance policy take into consideration employees experiencing domestic violence or does it put them in the same category as an employee who is habitually tardy or absent without cause? Allowing for discretion and flexibility in domestic violence situations would enhance an employer's ability to respond to domestic violence situations, as well as, help employees get the resources they need.
  - Do security/risk management policies such as workplace violence, harassment, site access/entry control and emergency procedures address workplace domestic violence situations?
  - Do leave of absences policies such as sick leave, short and long term disability, family medical leave, personal time-off (paid and unpaid), discretionary days/floater days and personal leave address workplace domestic violence situations? These policies are often the most valuable resource to victims needing temporary time off for court proceedings, medical recovery, counseling, safety planning and change of residence.
  - Do performance evaluations and non-performance policies provide managers with a tool for encouraging or requiring employees to seek assistance? For example, if an employee is having performance issues as a result of domestic violence (or for any reason), the employee's development/action plan could require the employee to meet with a counselor from the company's employee



## Implementing a Workplace Domestic Violence Program

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Date: January 2004

assistance program. Be careful if the company does not have an employee assistance program to refer employees for counseling. The manager may not be able to require counseling if the company does not provide free resources for it. In addition, without permission from the employee, all discussion between the counselor and the employee are confidential. However, the counselor can provide the manager with a confirmation of attendance.

- Does the employee assistance program provide resources on domestic violence? Do counselors receive specific training on domestic violence? Do counselors have knowledge of the local service providers? Can employees receive help on safety planning or restraining orders from counselors? Does the employee assistance program provide special assistance in domestic violence situations? Do employees know about the employee assistance program and how to use it? Whether the employee assistance program is outsourced or internal, the answer should be yes to all of the above questions.
  - Do employee health services personnel receive training on signs and symptoms of abuse and documentation?
  - Does the wellness program consider domestic violence a serious health issue? Does it incorporate domestic violence into its efforts to educate employees about health?
  - Does the company's healthcare plan consider current or past exposure to domestic violence as a pre-existing condition?
  - Does the human resources department address the effect of legal separation, divorce or restraining orders on employees' benefits? For example, if permitted by law, an employee may need to change their beneficiary for an employer sponsored life insurance plan, savings plans and 401K plan. Also, for safety reasons, an employee may have to change benefits at anytime during the year (even outside enrollment period) and payroll administration may need to be changed at the spur of the moment.
  - Is there relocation assistance available to employees who are forced to transfer to another site for safety reasons?
5. **Departmental Input:** Seek feedback and suggestions from different departments on integrating a workplace domestic violence program into already existing programs, events, or policies.



## Implementing a Workplace Domestic Violence Program

By: Ann Kaminstein, Esq.

Date: January 2004

6. **Success and Development Areas:** Identify areas of success and development for company's ability to address domestic violence in the workplace with recommendations.



## **Company Position:**

A company position can take many shapes and forms depending upon the size and culture of the company. Below is a list of possibilities:

1. **Management Statement:** A short message that states the company's position on workplace domestic violence. A senior manager (i.e. CEO, President, or Vice President of Human Resources) communicates this message to all employees. It is often broadly written and explains the philosophy of the company. Generally, it explains that domestic violence is a serious workplace issue and the company's commitment to addressing this issue and helping its employees.
2. **Policy/Guidelines:** When a company initiates a workplace domestic violence program, having written policies and guidelines are critical. They are documents that set forth guiding principles that influence and determine the corporation's decisions and actions.

There are several important issues to address as part of a workplace domestic violence policy and guidelines. The policy should make a clear statement of (1) the reasons for the program (i.e. it is the law, part of a violence free program, a safety and security issue, or just the right thing to do), (2) the definition of workplace domestic violence, and (3) whom it applies to. The guidelines should state recommended procedures used for addressing workplace domestic violence situations. Note that the guidelines are recommendations only and should allow for ample discretion.

Beyond the nuts and bolts of a written policy and guidelines, consistency in applying them is crucial. An inconsistent application of any policy may create discrimination issues. Training on policies and guidelines is necessary for their consistent application and effectiveness.

Lastly, workplace domestic violence policy and guidelines can be integrated into an already existing one such as workplace violence or sexual harassment. It does not have to stand-alone.

Below are some guiding principles to consider:

- Clearly define all appropriate terms in the policy, such as domestic violence, abuse, workplace violence, victims, and perpetrators.
- Clearly define what type of behavior and incidents the policy will cover and whom the policy covers.



## Implementing a Workplace Domestic Violence Program

By: Ann Kaminstein, Esq.

Date: January 2004

- Clearly define the consequences of violating the policy, investigation procedure and possible disciplinary actions.
  - Be very careful with zero-tolerance policies. If not written properly, it may create additional legal liability. Make sure it is flexible and allows for discretion.
  - Do not promise absolute privacy to employees. An employer may need to let other appropriate employees (such as security, legal or human resources) know on an “as to need know basis only” and will be in accordance with privacy laws.
  - Remember – no policy is better than a bad policy. Have an attorney review all of your policies, procedures and guidelines.
  - Guidelines should provide a recommended course of action for clearly defined workplace domestic violence situations.
3. **Employee Handbook:** Including workplace domestic violence in an employee handbook is an opportunity for a company to communicate the seriousness of domestic violence and its genuine concern for its employees’ health and safety. Also, it can provide answers to routine questions about how the company addresses domestic violence situations. Be careful that the handbook does not legally commit the organization to employment conditions that would constitute a contract.



## **Employee Awareness:**

There are many options to raise employee awareness within a company. Below is a list of what other companies have done in this area:

1. **Posters, Stickers and Brochures:** Hang posters and distribute brochures on partner violence in office restrooms (both men and women's rooms), copy rooms, cafeteria or any other place where employees gather. Place stickers on the inside of both male and female bathroom stalls.
2. **Company Contacts:** Provide employees with a list of company contacts (name, position, email, and telephone number), who can help with domestic violence resources and situations.
3. **Community Contacts:** Provide employees with a list of community resources for domestic violence.
4. **Informational Tables:** Invite local service providers to set up informational tables for a day or longer.
5. **Brown Bag Lunch:** Sponsor a brown bag luncheon for employees. Invite a speaker or panel of speakers from local shelters, perpetrator's treatment programs, police departments and other service providers to educate about domestic violence.
6. **Company Intranet:** Post workplace domestic violence resources on company's intranet or website.
7. **Educational Articles:** Publish educational articles on domestic violence in company newsletters or newspapers.
8. **Payroll Insert:** Create a payroll insert that provides resources on domestic violence. Check with your Employee Assistance Program for inserts – many provide that service for free.
9. **Training:** Provide mandatory and voluntary training on workplace domestic violence. Create incentives for employees to attend training.
10. **Volunteer and Support:** Create opportunities for employees to volunteer at local domestic violence agencies or donate funds or in-kind services.
11. **Ribbons, Pins, Bumper Stickers:** Hand out awareness pins, ribbons, or bumper stickers to every employee.



## **Proactive Training:**

It is important for a company's legal liabilities that employees have the skills to safely and effectively address workplace domestic violence. In particular, managers, human resources and security need to know what their responsibilities are for identifying, reporting and dealing with a suspected victim or perpetrator of abuse. Additional areas that are important to cover in trainings are the following: (1) domestic violence sensitivity; (2) safety issues for both the victim and workplace; (3) appropriate communication with a victim or perpetrator; (4) how not to become a counselor or psychologist; (5) company policies and guidelines; and (6) referrals. Below is an example of a training syllabus:

1. Company Workplace Domestic Violence Program
2. Dynamics of Domestic Violence
  - Definition/Cycle of Violence/Myths
3. Impact on the Workplace
  - Warning Signs for Victims and Perpetrators
  - Proactive Response Guidelines: when a manager thinks an employee is experiencing domestic violence but the employee has not self-disclosed
  - Reactive Response Guidelines: when an employee discloses to their manager or human resources that they are experiencing domestic violence and when a domestic violence incident occurs at the workplace
4. Essential Tools
  - Communication Techniques
  - Risk Assessment
  - Safety Planning for both Individuals and Workplace
5. Management Issues
  - Legal Issues
  - Internal and External Resources



Implementing a Workplace Domestic Violence Program

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## **Workplace Domestic Violence Resources:**

DV Initiative, Inc.  
993 Main Street  
Concord, MA 01742  
Telephone: 617-306-6969  
Email: [info@dvinitiative.com](mailto:info@dvinitiative.com)  
Website: [www.dvinitiative.com](http://www.dvinitiative.com)

Workplace Violence Interventions and Strategies  
PO Box 4066  
Plymouth, MA 02361  
Telephone: 508-746-0660  
Fax: 508-746-0660  
Website: [www.wvis.com](http://www.wvis.com)

Peace @ Work  
4030 Wake Forest Road, Suite 300  
Raleigh, NC 27609  
Telephone: 919-719-7203  
Fax: 919-719-2799  
Website: [www.peaceatwork.org](http://www.peaceatwork.org)

Family Violence Prevention Fund  
383 Rhode Island Street  
Suite 304  
San Francisco, CA 94103-5133  
Telephone: 415-252-8900  
Fax: 415-252-8991  
Email: [info@endabuse.org](mailto:info@endabuse.org)  
Website: [www.endabuse.org](http://www.endabuse.org)

Corporate Alliance to End Partner Violence  
2416 East Washington Street  
Suite E  
Bloomington, IL 61704  
Telephone: 309-664-0667  
Fax: 309-664-0747  
Email: [caepv@caepv.org](mailto:caepv@caepv.org)  
Website: [www.caepv.org](http://www.caepv.org)



Implementing a Workplace Domestic Violence Program  
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## **Domestic Violence Agencies**

National Domestic Violence Hotline: 800-799-7233

- Alabama Coalition Against Domestic Violence: 334-832-4842
- Alaska Network on Domestic Violence & Sexual Assault: 907-586-3650
- Arizona Coalition Against Domestic Violence: 602-279-2900
- Arkansas Coalition Against Violence to Women & Children: 800-269-4668
- California Alliance Against Domestic Violence: 916-444-7163
- Statewide California Coalition for Battered Women: 888-722-2952
- Colorado Coalition Against Domestic Violence: 303-831-9632
- Connecticut Coalition Against Domestic Violence: 860-282-7899
- Delaware Coalition Against Domestic Violence: 302-658-2958
- DC Coalition Against Domestic Violence: 202-299-1181
- Florida Coalition Against Domestic Violence: 850-425-2749
- Georgia Coalition Against Domestic Violence: 800-334-2836
- Hawaii State Coalition Against Domestic Violence: 808-832-9316
- Idaho Coalition Against Sexual and Domestic Violence: 208-384-0419
- Illinois Coalition Against Domestic Violence: 217-789-2830
- Indiana Coalition Against Domestic Violence: 317-917-3685
- Iowa Coalition Against Domestic Violence: 515-244-8028
- Kansas Coalition Against Sexual & Domestic Violence: 785-232-9784
- Kentucky Domestic Violence Association: 502-695-2444
- Louisiana Coalition Against Domestic Violence: 225-752-1296
- Maine Coalition to End Domestic Violence: 207-941-1194
- Maryland Network Against Domestic Violence: 301-352-4574
- Massachusetts Coalition Against Sexual Assault & Domestic Violence: 617-248-0922
- Michigan Coalition Against Domestic and Sexual Violence: 517-347-7000
- Minnesota Coalition for Battered Women: 651-646-6177



## Implementing a Workplace Domestic Violence Program

By: Ann Kaminstein, Esq.

Date: January 2004

- Mississippi Coalition Against Domestic Violence: 601-981-9196
- Missouri Coalition Against Domestic Violence: 573-634-4161
- Montana Coalition Against Domestic Violence: 406-443-7794
- Nebraska Domestic Violence and Sexual Assault Coalition: 402-476-6256
- Nevada Network Against Domestic Violence: 775-828-1115
- New Hampshire Coalition Against Domestic and Sexual Violence: 603-224-8893
- New Jersey Coalition for Battered Women: 609-584-8107
- New Mexico State Coalition Against Domestic Violence: 505-246-9240
- New York State Coalition Against Domestic Violence: 518-482-5465
- North Carolina Coalition Against Domestic Violence: 919-956-9124
- North Dakota Council on Abused Women's Services: 701-255-6240
- Ohio Domestic Violence Network: 614-781-9651
- Action Ohio Coalition for Battered Women: 614-221-1255
- Oklahoma Coalition on Domestic Violence and Sexual Assault: 405-848-1815
- Oregon Coalition Against Domestic and Sexual Violence: 503-365-9644
- Pennsylvania Coalition Against Domestic Violence: 717-545-6400
- Comision Para Los Asuntos De La Mujer, Puerto Rico – 787-721-7676
- Rhode Island Coalition Against Domestic Violence: 401-467-9940
- South Carolina Coalition Against Domestic Violence: 803-256-2900
- South Dakota Coalition Against Domestic Violence & Sexual Assault: 605-945-0869
- Tennessee Coalition Against Domestic and Sexual Violence: 615-386-9406
- Texas Council on Family Violence: 512-794-1133
- Utah Domestic Violence Advisory Council: 801-521-5544
- Vermont Network Against Domestic Violence and Sexual Assault: 802-223-1302
- Virginians Against Domestic Violence: 757-221-0990
- Washington State Coalition Against Domestic Violence: 360-586-1022
- West Virginia Coalition Against Domestic Violence: 304-965-3552
- Wisconsin Coalition Against Domestic Violence: 608-255-0539
- Wyoming Coalition Against Domestic Violence and Sexual Assault: 307-755-5481



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