

IT'S TIME TO SAY **eNough**

to Domestic and Sexual Violence:

TOGETHER, WE CAN MAKE A DIFFERENCE!

IT'S YOUR CONCERN

Domestic and sexual violence (DV/SV) and stalking are not "personal" problems that stay at home. Chances are that in your workplace, many employees are victims, perpetrators, or have a friend or family member who is a victim.

WHAT CAN I DO?

IF I'M EXPERIENCING VIOLENCE

It's not your fault. You're not alone. Help is available.

- Take a safety card, found throughout the hospital and in human resources
- Refer to UMSJMC Policy on DV/SV, which can be found on the intranet.
- Reach out for help to your supervisor, Human Resources, or Employee Assistance Program
- Call a national or local DV/SV agency

IF I'M A CO-WORKER

Don't be a bystander.

You don't have to be an expert to make a difference.

- Recognize that someone you know is dealing with a difficult situation. Ask how you can help.
- Respond by letting them know you are concerned about them. It's OK to ask!
- Refer them to resources that can help.

IF I'M A SUPERVISOR/MANAGER

- Recognize when an employee is affected by DV/SV.
- Respond by listening to their workplace needs, avoiding judgment and considering safety.
- Refer them to resources that can help.
- If an employee is a perpetrator of DV/SV or stalking, please talk with HR.

RESOURCES

National Domestic Violence Hotline:
800-799-SAFE(7233) / thehotline.org

Rape and Incest National Network:
800-656-4673 / rainn.org/es (Spanish)

UMSJMC Human Resources:
410-337-1288

UMSJMC Employee Assistance Program:
800-437-0911

TurnAround 24 Hour Helpline:
443-279-0379

House of Ruth Maryland 24 Hour Hotline:
410-889-RUTH (7884)

This was an effort jointly created by:
Futures Without Violence, House of Ruth Maryland, St. Ambrose Housing Aid Center, TurnAround, Inc., and
University of Maryland - St. Joseph Medical Center

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Photo by Ira Silverbergs



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**Am I experiencing Domestic Violence (DV),
Sexual Violence (SV), or Stalking?**

- Is my relationship unsafe or disrespectful?
- Is someone threatening or hurting me or my family?
- Have I experienced unwanted or forced sexual contact or assault?
- Is someone following me, harassing me or making me feel afraid?

**If you answered YES to any of these questions,
free and confidential help is available.**

Is Violence or Abuse Impacting My Work?

- Have I been late or missed work because of violence or abuse?
- Have I missed work to talk to the police, go to court, see a doctor, or for some other violence-related action?
- Am I finding it hard to concentrate at work?
- Have I received harassing or threatening emails/phone calls/texts at work?
- Has the perpetrator come to my workplace?
- Are there other reasons I feel unsafe at work or traveling to and from there?

**If you answered YES to any of these questions, there
are steps you can take to protect yourself, your job,
and the safety of everyone in the workplace.**

Know your Rights

If you are the victim of a crime involving domestic or sexual violence, you have the right:

To be treated with dignity and fairness

To protection

To privacy

To be informed

To be heard

To confer with prosecutors

To be present

To restitution

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Safety Planning

- If you are in immediate danger, please call 911 and/or hospital security.
- UMSJMC has a policy (on the intranet) to support and assist employees impacted by DV/SV.
- Consider obtaining a Peace or Protection Order through the courts and include the workplace in the order.
- If possible, change your work schedule, parking location and/or work phone number.

Every person's situation is different. Speaking with a DV/SV advocate can help YOU decide the best way to stay safe.

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