

WORKPLACES RESPOND TO DOMESTIC & SEXUAL VIOLENCE

A NATIONAL RESOURCE CENTER

IMPROVING SAFETY AND RESPECT IN THE WORKPLACE: TRAINING FOR STAFF

This project was supported by Grant No. 2012-TA-AX-K055 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this publication/program/exhibition are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.



Pre-Test Survey - 5 min

- Please complete on your own.
- Responses are anonymous.
- Helps us measure any changes in knowledge or attitudes.

Thank you!

Overall Training Learning Objectives

As a result of the training program, employees will be better able to:

1. Recognize the warning signs of domestic violence, sexual violence, and stalking
2. Discuss how to respond to co-workers
3. Identify UMSJMC policy
4. Identify resources, internal and external

The 3Rs

RECOGNIZE

RESPOND

REFER

RECOGNIZE

What is domestic violence?

- Domestic violence is a **pattern** of behaviors
- One person exerts **power and control** over another person or persons.
- Domestic violence can occur between people with these kinds of **relationships**:
 - Spouse
 - Dating relationship
 - Former Partners
 - Have a child in common
 - Parent-child (both are adults)



Physical Violence

- Hitting, kicking, punching, slapping, scratching, choking
- Throwing objects or use of weapons
- Forcing sex; coercion

Emotional Violence

- Threatening a person or their loved ones
- Threats of suicide or self-harm
- Preventing medical or mental health care

Economic Control

- Preventing from getting/keeping a job
- Preventing from going to school
- Control over finances or access to finances



Video Clip: <https://youtu.be/VNoT3MXbR0w>



RECOGNIZE

What is sexual violence?

- A broad range of behaviors, including
 - sexual harassment
 - coerced acts, unwanted touching, exploitation
 - sexual assault
 - rape
 - perpetrated against someone's will or consent
- Not everything that is sexual violence is considered a crime, however.

What is sexual violence?

Sexual Assault

- Criminal
- It is any unwanted or forced sexual act and includes

Examples:

- Rape and attempted rape
- Unwanted touching or groping
- Unwanted showing of private parts
- Sexual exploitation
- Child sexual abuse and incest
- Sexually obscene communications (in person, by phone, texting, email or social networking)

What is sexual violence?

Sexual Harassment

- Unwanted sexual advances, requests and other conduct of a sexual nature
- Interferes with an individual's work performance or conditions
- Creates an intimidating, hostile, or offensive environment

Examples:

- Gestures, heckling, staring, whistling, unwanted flirtations, touching
- Unwanted comments or jokes about someone's appearance
- Promotions in exchange for sexual favors
- False rumors

– Retaliation or threats



UNIVERSITY of MARYLAND
ST. JOSEPH MEDICAL CENTER



HOUSE OF RUTH
MARYLAND



What is sexual violence?

Stalking

- Harassing, unwanted and/ or threatening behavior that causes the victim to fear for their safety or the safety of a family member
- Use of phones, texts, emails, computer, GPS
- Often happens with sexual assault and domestic violence

Examples:

- Approaching or following victim or their family/friends
- Sending victim unwanted items, including gifts
- Repeatedly contacting victim in text, emails, or phone calls
- Breaking into someone's home/vehicle
- Forcing contact
- Use of social media to threaten or harm

Signs that a co-worker may be experiencing victimization

- Injuries that are difficult to explain
- Seems distracted, worried, scared, sad
- Missing work and having medical issues
- Not performing job as well
- Indicates family or relationship problems
- Receives a lot of personal calls at work, that also cause distress
- Seems “jumpy,” on edge, or easily startled
- Family member or others show up at work



Impact on Employees

- Employees may lose jobs due to missed work or performance issues
- Employees may lose jobs due to concerns about workplace safety
- For victims/survivors, work means
 - Income, options, resources
 - Health care, care for children
 - Skills, training, employability
 - Support, social contact
 - Self-esteem, hope



RESPOND

Commonly asked questions

- What can I do?
- What about “minding your own business”?
- What about “it’s a family matter”?
- Why does St. Joe’s care about this?
- What can St. Joe’s do?

Responses to Survivors That Aren't Helpful...

Blame or shame

- "You've been slacking off lately"
- "I would never let anyone treat me that way"

Advice-giving

- "Why don't you just leave?"
- "That's just a part of marriage – you have to take the bad with the good"

Responses to Survivors That Can Be Helpful...

Show support, concern and respect:

- “You don't seem like yourself lately. Is something going on?”
- “I'm concerned about you. Is everything ok?”
- “Is there anything I can do?”
- “You are not alone – help is available”
- “This is not your fault”

Focus on safety and assistance:

- Leaving an abusive relationship can be dangerous
- There are policies at work for helping
- Talk to your supervisor or HR about safety concerns at work



Overview of Hospital Policies

[Customize this according to your organization's policies]



Video clip: <https://youtu.be/3MBF2G2v5MI>



If you are concerned about security

- Discuss any concerns with your supervisor and/or HR about safety in the workplace
- Encourage your co-worker to consider options and asking for workplace assistance.
- Know that victims have rights and protections by law.
- Reassure your co-worker that the workplace can offer accommodations and resources.
- Do not agree to keep “secrets” that may be harmful to your co-worker, you and others.

REFER

Provide information

1. Offer contact information of local resources (or the safety card).
2. Encourage them to speak with HR because they are equipped with more resources.
3. Thank the person for sharing and see if they have any other questions before ending the conversation.

Resource contact information

- Local Resources

House of Ruth Maryland (Domestic Violence)

- 24 Hour Hotline: 410-889-RUTH (7884)

TurnAround 24 Hour Helpline (Sexual Assault)

- 443-279-0379

- Hospital Resources:

Human Resources: 410-337-1288

Employee Assistance Program: 1-800-437-0911

- National Hotlines:

DV Hotline: 1-800-799-7233

Rape and Incest National Network: 1-800-656-4673

Post-Test Survey - 5 min

- Please complete on your own.
- Responses are anonymous.
- Helps us measure changes in knowledge or attitudes.

Thank you!