Celebrating Solutions Award
Nomination Form

Legal name of organization: Gay Men’s Domestic Violence Project

Year established: 1994

Program nominated for award (if different): N/A

Year established:

Address: 955 Massachusetts Avenue  PMB # 131

City/State/ZIP code: Cambridge, MA  02139

Agency phone number: (617) 354-6056

Contact person: Adrian Budhu

Title: Director of Development and Communications

Phone number: (617) 866-0494

Fax number: (617) 354-6072

E-mail address: adrianbudhu.gmdvp@gmail.com

Website address: www.gmdvp.org

Brief description of organization: GMDVP is New England’s only gay, bisexual, transgender domestic violence service agency.

Geographical area served: MA, RI, CT

Is the organization tax-exempt under IRS 501 (c) (3) guidelines or a public agency/unit of government? Yes

Please check up to five descriptors that best apply to the program you are nominating:

__X__ Shelter-based
__            Counseling
__            Heath care setting
__            Dating violence
__            School/youth violence
__X__ Underserved population
__            Faith-based
__            Elder abuse
__X__ Legal aid/assistance
__            University setting
__            Batterer treatment

__            Prison-based
__            Stalking
__            Coalition/collaboration
__            Transitional housing
__            Technology/Internet service
__            Employment/training program
__            Victim relocation
__X__ Hotline service
__X__ Public awareness/education
__            Other _____________________________
As one of the goals of the Mary Byron Foundation is to disseminate information about cutting-edge programs and best practices, we wish to post exemplary Celebrating Solutions Award nominations on our website (www.marybyronfoundation.org). Those posted will include the organization’s website address, telephone number, and e-mail address. If you have concerns about this request, please address them to information@marybyronfoundation.org

prior to submitting a nomination.

By my signature on this letter, I grant the Mary Byron Foundation permission to use the contents of my nomination for the Celebrating Solutions Award in the manner and for the purposes set above. I further affirm that I am fully authorized to grant such permission to the Mary Byron Foundation.

Jeff Newton  06/23/09
Development Associate
[Signature]
1. Describe the mission of your organization in five sentences or less.
The Gay Men’s Domestic Violence Project supports victims and survivors through education, advocacy and direct services. Understanding that the serious public health issue of domestic violence is not gender specific, we serve men in relationships with men, regardless of how they identify, and stand ready to assist them in navigating through abusive relationships.

2. Describe the most innovative aspects of the program you are submitting for consideration.
The Gay Men's Domestic Violence Project believes that domestic violence is a public health issue affecting all aspects of society and that it is not gender specific. We believe that all victims of domestic violence have a right to appropriate domestic violence services and that it is an infringement on basic human rights for domestic violence programs to discriminate in their selection of 'eligible' victims based on gender or sexual orientation.

1) Exposing the need for services
GMDVP was the first organization to reveal the prevalence of domestic violence in the gay, lesbian, bisexual and transgender (GLBT) community. Surveys conducted by the organization during New England Gay Pride events reveal that 1 in 4 gay males experience domestic violence. Additionally, GMDVP exposed that 70% of the event attendees cannot list any services for gay, bisexual, and transgender (GBT) victims and less than 2% consider the police or the district attorney’s office a resource. GMDVP works to raise awareness of domestic violence services and ensures those who experience violence have a welcoming agency to refer to.

2) Preventing Homelessness
After exposing the great need for GBT domestic violence services, GMDVP garnered the resources to create and run one of the only GBT specific safehomes in the nation. Without this safe home option, many domestic violence victims who have fled their abuser would have no where else to turn. Sadly, due to GMDVP’s limited size, we simply cannot aid all those who seek our services and many victims are forced onto the street. An analysis of testimony from a Massachusetts State House public hearing on GLBT domestic violence found that 57% of the GLBT victims who testified at the hearings became homeless due to the abuse. Without GMDVP’s safehome this disturbing statistic would certainly be much higher.

3) Comprehensive Services
An additional innovative aspect of GMDVP is our pioneering comprehensive services for GLBT victims of domestic violence. They include:

Client Services – GMDVP’s Direct Client Service Department manages a 24-hour hotline; a GBT orientated safe home, and a variety of victim services. When victims reach out to GMDVP, advocates immediately begin working with the individual to increase their safety and wellbeing. If a victim needs to leave their place of employment to ensure they are not tracked down by their abuser, GMDVP can help clients with
resume building and assist in the process of securing a new job. GMDVP believes in empowering the client during their individual ordeal and advocates are trained to discuss referral options which may benefit the client. GMDVP works regularly with an extensive network of service providers and organizations which offer services such as HIV support, healthcare, doctors and health insurance, mental health services, dental services, detox, AA meetings, welfare and financial assistance.

Legal Advocacy – GMDVP also manages the GLBT Domestic Violence Legal Attorney Program. The program’s services include aid in obtaining a restraining order and working with victims as they navigate the complex legal system. If clients need an attorney or defense lawyer, clients can qualify for legal assistance from an attorney on staff or from a pro bono referral. Clients receive direct representation (in court and with police departments and district attorney offices), brief services, advice, information, extensive safety planning, and appropriate referrals. The program offers legal services and referrals in family law, employment, housing, immigration, consumer/finance, income maintenance, criminal and protection order cases. The program remains the only Massachusetts program providing attorney representation for GLBT victims that is trained in: 1) GLBT cultural issues to better support victims 2) appropriate safety planning, and 3) the complexities of GLBT domestic violence’s unique legal challenges.

Education – GMDVP’s Education Department is committed to raising awareness of GBT domestic violence in the GLBT community, among service providers (including the police and courts), and in society-at-large. To accomplish this goal, the education department engages in a variety of activities including: presentations to the GBT community, professional training for service providers, advertising campaigns and community outreach. GMDVP’s primary education goals are to 1) raise awareness among GBT men who may be in abusive relationships, enabling them to self-identify and to seek appropriate services, and 2) raise awareness among service providers to allow them to provide appropriate support and crisis intervention with GBT victims and survivors.

3. Describe your program’s implementation.
For 14 years, GMDVP has organized and educated communities in Massachusetts and Southern New England about gay male domestic violence on a grassroots level. The organization has also continuously attracted national and regional media coverage, furthering GLBT domestic violence visibility.

In 1999, GMDVP launched the unprecedented “He Loves Me Not” education campaign, reaching thousands of GBT men through billboards, public transportation advertising and newspapers. This launch effectively alerted the public to GMDVP’s existence and services. In 2001, GMDVP opened a satellite office in Western Massachusetts to better aid rural victims. In 2003, GMDVP opened a satellite office for the Cape and Islands to aid the population in that region. In 2004, GMDVP co-founded the Boston Family Justice Center with the Suffolk County District Attorney’s Office, the Boston Police, and several community-based domestic violence, sexual assault and child abuse agencies; allowing for unprecedented levels of collaborations and referrals to benefit victims. In 2005, with
the collaboration of the GLBT Domestic Violence Coalition, GMDVP initiated the GLBT Domestic Violence Attorney Program to provide direct legal representation to GLBT victims. In 2006, GMDVP began its first/last month’s rent program to help victims who may be without any financial resources, to overcome the barriers to entering an apartment lease and thus prevent them from spiraling into homelessness. In 2008, GMDVP expanded its hotline services into Rhode Island and Connecticut. GMDVP continues its plans to expand into neighboring states which may currently lack any GBT domestic violence services, with the goal of aiding many thousands of victims who have suffered needlessly due lack of appropriate resources.

What barriers did your organization have to overcome?
GMDVP began speaking about the experiences of victims publicly in the late 1990’s. Surprisingly, the idea of providing domestic violence services for GBT domestic violence victims was met with resistance. When GMDVP’s education department began reaching out to the gay community, many people did not want to talk about the issue of domestic violence. The community feared people who oppressed homosexuals would use this as another reason to deem same-sex relationships unnatural and inappropriate. They did not want to further the image of GLBT individuals as victims nor did they want to distract attention away from addressing AIDS.

When GMDVP reached out to the domestic violence advocate community, it met similar resistance. Organizations and individuals working with victims at that time had been taught that domestic violence occurred due to the power imbalance between men and women. The idea of a man being a victim was threatening to the traditional tenets of their beliefs.

Despite these barriers, GMDVP continued engaging the GLBT and domestic violence communities. GMDVP joined coalitions, went to meetings, and talked with community members. Eventually, people began to warm to the idea of a non-gender specific definition of domestic violence and invited GMDVP to talk with others. Many times GBT men who heard a GMDVP presentation disclosed later that they had experienced abuse. Repeatedly, individuals revealed that they had never said anything because it had never occurred to them that as GBT men they could be victims. They also thought that no one would believe their stories. As victims came forward, GMDVP encouraged them to help motivate the community and other organizations to recognize the scope of the problem and the need for services.

In 1996, when the State of Massachusetts would not address the issue of gay male domestic violence due to lack of data, GMDVP designed and administered the first statewide survey to measure the prevalence of domestic violence in GBT relationships (as mentioned in question 2). The survey, sighted by national press, indicated domestic violence occurs at the same rate in GBT relationships as in heterosexual relationships (1 in 4). GMDVP used the survey to motivate the GLBT community, the domestic violence community, and ultimately the State to acknowledge GBT males as capable of experiencing domestic abuse.
Due to diligent community and policy outreach, the State Legislature created budget funding for GLBT victims of domestic violence. With that funding GMDVP created the first Safe Home Network in the United States for GBT male victims of domestic violence.

**How did you marshal the necessary resources for implementation?**

**Grass roots**
GMDVP would not exist were it not for community leaders and organizations who thought it was time to address: 1) the suffering of GBT victims and 2) offer them the same services available to heterosexuals. GMDVP began to take shape after a group of community members were brought together as part of a Community Leaders Forum to discuss the life-threatening gap in domestic violence victim services for GLBT victims of domestic violence. From that meeting, a volunteer Board of Directors was formed and GMDVP was incorporated. To reach individuals who were unaware – yet would benefit from the existence of a GBT specific agency, GMDVP began to plan an unprecedented public outreach campaign. GMDVP enlisted a top design team and several community leaders to volunteer their services to create Massachusetts’ first statewide educational campaign on GBT domestic violence. The campaign used multi-media including billboards, transit posters and newspaper ads. For many people, the ads were the first time they had seen a gay man as a victim of domestic violence.

These successful partnerships with the community and media professionals garnered the attention of media thought out the nation. With such public visibility, GLBT domestic violence could no longer be ignored. GMDVP soon received government contracts which allowed – and still allows – GMDVP to offer appropriate services to all, regardless of sexual orientation.

**4. How do you know your program works? Please site two examples.**
In 2002 the Boston Globe reported that “Boston more than any other US city has openly grappled with the issue [gay domestic violence].....due mostly to [GMDVP staff]. Our program has helped thousands of victims reach safety and has eliminated road blocks that cause GLBT victimhood to remain in the shadows of society.

**Example 1**
GMDVP’s strongest achievement is helping individual victims get safe.

A client wrote: “I am the victim of an abusive domestic relationship that lasted 15 years, ... my partner, in addition to beating me up, bit part of my finger off, shot me in the leg, and chocked me to the point where I was considered clinically dead... That very first phone call to the GMDVP hotline was, and is, the most important phone call I’ve ever made, and quite literally is the reason why I am alive today.”

**Example 2**
Changing how the government sees domestic violence victims
One of GMDVP’s primary missions has been to advise policy leaders on the realities of GLBT domestic violence. The organization’s first major step in this direction was when Curt Rogers, Executive Director of GMDVP, was appointed to the Governor’s Commission on Domestic Violence as the first GLBT representative. From there is was only a short time until GMDVP successfully advocated with the Massachusetts State Legislature to change its language regarding domestic violence in the State Budget from GLBT exclusive language to “victims of domestic violence” to be inclusive of GLBT victims and allow government funding for GLBT domestic violence services.

5. Who are your key partners? What are their roles?
1) Statewide Domestic Violence Coalitions – GMDVP has a solid history of collaboration with the Massachusetts Coalition Against Sexual Assault and Domestic Violence – Jane Doe Inc., and is a core member, having served in a leadership capacity on its Policy Committee. GMDVP also enjoys a strong emerging relationship with the Rhode Island Coalition Against Domestic Violence, especially some of its member programs.

2) Statewide networks of collateral victim services – GMDVP has a solid history of collaboration with the Massachusetts network of collateral domestic violence professionals. GMDVP has been appointed to the Governor’s Council against domestic violence since 1997 and has held several leadership positions. GMDVP enjoys an emerging relationship with the Rhode Island’s network of collateral providers and is currently working with the state’s police training curriculum committee to revise their training to be more inclusive of GBT domestic violence.

3) MassEquality – MassEquality has won renown in New England for securing same-sex marriage rights in Massachusetts and has morphed into a New England organization with substantial support from the local communities as it brings same-sex marriage rights to those states. MassEquality has adopted GLBT domestic violence as one of its expanded causes and has been a strong ally in connecting GMDVP to critical local leaders, who in turn, champion the issue of domestic violence to their local GLBT communities.

6. Could/should your program be replicated in other areas of the country? Why?

GMDVP can be replicated because there are numerous communities with a critical mass of GBT men that already advocate for GLBT equality. These communities have just not been organized around the issue of domestic violence. The financial and community resources to build programs to serve gay male victims exist in these areas and GMDVP stands ready to counsel all communities on how to best provide GBT domestic violence services.

GMDVP should be replicated because there are gay victims in these communities that are not receiving services. They are being turned away from potentially life-saving organizations because of their gender and sexual orientation. A domestic violence victim is a vulnerable person in crisis and they need and deserve their community’s support, regardless of the sex of their abuser and/or the victim’s sexual orientation.
Dear Selections Committee,

The Gay Men’s Domestic Violence Project is humbled and honored to be selected as a finalist for the Mary Byron Project’s Celebrating Solutions Award. Thank you for this notable acknowledgement and we hope to be one of the four favorable award recipients of this prestigious award.

Enclosed in this packet are letters of support (including originals), proof of 501(c)(3), recent budget, and answers to all questions.

Thanks again for this opportunity and we look forward to hearing from you.

With sincere appreciation,

Adrian Budhu
Director of Development and Communications
p. 617.354.6056
c. 312.933.3220
e. adrianbudhu.gmdvp@gmail.com
www.GMDVP.org
1) **Three letters of support**
   a. Family Justice Center and Director Ann Marie Delaney: partnering or collaborative organization or agency.
   b. RESPOND, Inc. and Executive Director Jessica Brayden: a victim’s organization.
   c. Suffolk County District Attorney Daniel Conley: an elected official who represents the city and county.
June 17, 2010

Dear Members of the Mary Byron Foundation,

Please accept this letter of recommendation for the Gay Men’s Domestic Violence Project (GMDVP) candidacy for the Mary Byron Project’s Celebrating Solutions Award. GMDVP is a founding on-site member of the Family Justice of Boston (FJC), they have maintained an office at the FJC for the past five years, and have been a fully participating collaborator in developing the FJC since its inception.

The Family Justice Center (FJC) of Boston fosters collaboration in service to victims of domestic violence, sexual assault and child abuse. We provide a safe and welcoming environment where individuals and families benefit from the availability of services offered by diverse nonprofit and governmental partner organizations. We are committed to complementing and enhancing the health of victim service organizations throughout Boston. As a hub of cooperative activity, the FJC facilitates continuous learning and serves as a resource center for professional development. We strive to coordinate violence intervention and prevention services that are culturally responsive and accessible to all victims.

GMDVP has consistently played a leadership role in the development of the FJC by continuously serving on the Management Committee and the Capitol Committee. GMDVP’s Executive Director and staff readily respond to and support the needs of our community of service providers as they, individually and collectively, strive to attend to the critical needs of victims and survivors. GMDVP is exemplary in their commitment to collaboration, continuous learning, and comprehensive service delivery.

I am grateful for GMDVP’s commitment to excellence and honored to work with them. I’m hopeful that your review committee chooses to recognize GMDVP with this prestigious award for their profound and impressive efforts and accomplishments related to education, awareness, and direct services in support of victims of domestic violence.

Respectfully,

Anne Marie Delaney
Director
Family Justice Center

989 Commonwealth Ave. Boston MA 02215
617.779.2100 www.cityofboston.gov/fjc
June 18, 2010

Dear Mary Byron Foundation,

Please accept RESPOND's letter in support of the Gay Men’s Domestic Violence Project’s (GMDVP) nomination for the Mary Byron Project’s Celebration Solutions Award. Since its inception, over 35 years ago, RESPOND has provided safety and support to over 65,000 victims of domestic violence and their children. Through its Community Program, RESPOND provides a 24-hour crisis hotline, individual counseling, advocacy, support groups and children services. The emergency shelter program, known as the Enhanced Shelter Program (ESP), provides safe, confidential housing and comprehensive supportive services to families and individuals. We have worked closely with GMDVP for many years and witnessed, first hand, the outstanding work they do in breaking the cycle of domestic violence.

GMDVP was the first organization to reveal the prevalence of domestic violence in the gay, lesbian, bisexual and transgender (GLBT) communities. Since their inception in 1997, GMDVP has worked tirelessly to educate and raise awareness to this serious public health issue. Specifically, GMDVP has worked diligently to encourage and support mainstream domestic violence agencies to open there shelters to GLBT victims. RESPOND recently transitioned to serving all victims of domestic violence regardless of gender and/or sexual orientation and GMDVP provided on-going mentoring support. GMDVP advised RESPOND on its overall transition plan, met with RESPOND direct service staff, co-presented a comprehensive GLBT domestic violence conference and served as a resource during the placement of the first male client in our shelter.

I highly encourage the Mary Byron Foundation to recognize the Gay Men’s Domestic Violence Project with this prestigious Celebration Solutions Award. I couldn’t think of any other organization more deserving than GMDVP.

Respectfully submitted,

Jessica C. Brayden
Executive Director
RESPOND, Inc.
June 21, 2010

Dear Mary Byron Celebration Solutions Award Committee:

Please accept my unconditional support for the Gay Men’s Domestic Violence Project’s nomination for the Mary Byron Project’s Celebration Solutions Award. My office, which prosecutes domestic violence of almost every conceivable sort, has worked closely with the GMDVP for more than a decade, and I am keenly aware that it fills a previously unmet need in Massachusetts. More than that, the GMDVP has shown its long-term commitment not just to serving victims of domestic violence but also to breaking the cycle of abuse, shame, fear, and self-blame that can perpetuate it.

I consider GMDVP an invaluable resource and an ally in providing comprehensive legal and advocacy services to victims and survivors. Its staff members help victims navigate the complex legal system with confidence and hope. Their passion for helping GLBT victims and survivors receive adequate and appropriate services makes them a pioneer and a worth recipient of your award. Their program remains the only one in Massachusetts targeting the unmet legal needs of GLBT domestic violence survivors. Additionally, the GDMVP was among the very first partners with my office and the City of Boston at the Family Justice Center of Boston, a revolutionary facility for the victims of sexual assault, intimate partner violence, and child abuse.

The Gay Men’s Domestic Violence Project provides tremendous support and countless resources to a marginalized victim population. It is with great admiration of their work and mission that I submit this letter of support.

Sincerely,

Daniel F. Conley
2) Proof of 501(c) (3)
Date: MAY 01 2000

GAY MENS DOMESTIC VIOLENCE PROJECT
C/O CURT ROGERS
PO BOX 131 955 MASSACHUSETTS AVE
CAMBRIDGE, MA 02139-0002

Employer Identification Number: 04-3295230
DLN: 17053085811010
Contact Person: REBECCA S BOWDEN
Contact Telephone Number: (877) 829-5500
Our Letter Dated: February 1996
Addendum Applies: No

Dear Applicant:

This modifies our letter of the above date in which we stated that you would be treated as an organization that is not a private foundation until the expiration of your advance ruling period.

Your exempt status under section 501(a) of the Internal Revenue Code as an organization described in section 501(c)(3) is still in effect. Based on the information you submitted, we have determined that you are not a private foundation within the meaning of section 509(a) of the Code because you are an organization of the type described in section 509(a)(1) and 170(b)(1)(A)(vi).

Grantors and contributors may rely on this determination unless the Internal Revenue Service publishes notice to the contrary. However, if you lose your section 509(a)(1) status, a grantor or contributor may not rely on this determination if he or she was in part responsible for, or was aware of, the act or failure to act, or the substantial or material change on the part of the organization that resulted in your loss of such status, or if he or she acquired knowledge that the Internal Revenue Service had given notice that you would no longer be classified as a section 509(a)(1) organization.

You are required to make your annual information return, Form 990 or Form 990-EZ, available for public inspection for three years after the later of the due date of the return or the date the return is filed. You are also required to make available for public inspection your exemption application, any supporting documents, and your exemption letter. Copies of these documents are also required to be provided to any individual upon written or in person request without charge other than reasonable fees for copying and postage. You may fulfill this requirement by placing these documents on the Internet. Penalties may be imposed for failure to comply with these requirements. Additional information is available in Publication 557, Tax-Exempt Status for Your Organization, or you may call our toll free number shown above.

If we have indicated in the heading of this letter that an addendum applies, the addendum enclosed is an integral part of this letter.

Letter 1050 (DO/CG)
Because this letter could help resolve any questions about your private foundation status, please keep it in your permanent records.

If you have any questions, please contact the person whose name and telephone number are shown above.

Sincerely yours,

Steven T. Miller

Steven T. Miller
Director, Exempt Organizations
### Fiscal Year 2010 Budget (July 1 – June 30)

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4) **Questions**

a. **What is the approximate number of individuals served annually by the Gay Men's Domestic Violence Project?**
   Over 450 individuals are provided with direct services.

b. **How many paid staff and volunteers are used to administer the nominated program?**
   There are 12 paid staff and over 100 volunteers.

c. **Does your agency have a workplace policy in effect that addresses the safety and needs of employees who are victims of domestic violence? If so, please include a copy.**
   Although we have a Non-Violence Policy, we do not have a policy to address this issue for our employees.

   **1.14 Non-violence Policy (from Employee Handbook)**
   Employees will refrain from abusive behavior toward GMDVP clients, volunteers, Board members or staff, and respect the personal decisions made by others. Oppressive comments and/or actions are unacceptable. All employees commit themselves to strive toward non-abusive relationships, workplaces and communities.

However, your question has made us realize that even though we are a domestic violence agency and employees are free to access our direct services, we should have a policy in place to address the safety and needs of employees who are victims of domestic violence. Therefore, in response to your question, we've drafted this policy, Domestic Violence Policy in the Workplace (Attachment A), and will present to the Board for approval.

d. **Are there past awards, accolades, and grants furnished upon Gay Men's Domestic Violence Project that would further exemplify its success in combating domestic violence?**
   For 15 years, GMDVP has addressed GBT (gay, bisexual, transgender) domestic violence though grassroots organizing and education in Southern New England. GMDVP conducted the first survey to document that 1 in 4 gay men experience domestic violence and the organization has continuously attracted national and regional media coverage. The Executive Director of GMDVP delivered the keynote address to the Massachusetts District Attorney's Conference on Domestic Violence and was appointed to the Governor's Commission on Domestic Violence as the first GLBT representative.

In August 1997, GMDVP was honored as an 'Innovative New Program' by the United States Justice Department. In October of 1998, in recognition of its pioneering work and its placement within the gay community, GMDVP was awarded a statewide Department of Social Services contract to create a safe home network for gay male victims. During 1999, GMDVP launched the unprecedented “He Loves Me Not” education campaign, reaching thousands of gay men through billboards, public transportation advertising and newspapers. In April 2000, Massachusetts Attorney General Reilly presented GMDVP’s founder/Executive Director with the Special Recognition Award, an honor presented annually to a crime victim who has transformed their victimization into healing activities that have created significant benefits for the community. In 2002, the Gay Fathers of Greater Boston awarded GMDVP with their
gay men’s domestic violence project

Community Leadership Award and the Boston Globe reported that “Boston more than any other US city has openly grappled with the issue [gay domestic violence]...due mostly to [GMDVP staff].” In 2004, GMDVP co-founded the Boston Family Justice Center with the Suffolk County District Attorney’s Office, the Boston Police, and several community-based domestic violence, sexual assault and child abuse agencies. In 2005, with the collaboration of the GLBT Domestic Violence Coalition, GMDVP initiated the GLBT Domestic Violence Attorney Program to provide direct legal representation to GLBT victims. In 2006, GMDVP began its first/last month’s rent program to help victims, who often left their abusive relationship without any financial resources, to overcome the financial barriers to entering an apartment lease and thus prevent them from spiraling into homelessness. In 2008, GMDVP expanded its hotline services into Rhode Island and Connecticut.

In cooperation with existing traditional domestic violence agencies and GLBT groups, GMDVP continues to strive to raise visibility for GBT victims of domestic violence as well as expand the limited services available to the community.

e. If funding were not an issue, what (if any) changes or additions would you make to your program in the future?

If funding were not an issue, GMDVP would launch an extensive awareness and education campaign to bring light to this serious public health issue and help end the discrimination faced by GLBT victims trying to access resources and support. GMDVP would also work with service providers and other mainstream domestic violence agencies to help train their staff around the issues of GLBT diversity and GLBT domestic violence. GMDVP would expand its safe home into a full continuum of residential services for GLBT victims, including a shelter with full wrap-around services and a transitional living program.

5) Additional Questions for Gay Men’s Domestic Violence Project

a. What is the capacity of your safe home?

3 beds.

Where do you refer victims when your safe home is at capacity?
The majority of domestic violence programs will not allow GBT men. Therefore, when our safe home is at capacity, there frequently aren’t any appropriate shelters to house GBT survivors. Because of this, many victims are left with the unfortunate choice of choosing to return to staying with their perpetrators or to become homeless.

b. Where are gay women referred for services?

GMDVP provides support and services to ALL victims of domestic violence, regardless of gender, sexual orientation, gender identity or gender expression.

Gender and sexual orientation breakdown from shelter in 2009:
Male/Female = 55% / 45%
Gay identified: 50% (male only)
Straight/Heterosexual identified: 22% (male and female)
Transgender: 14%
Bisexual: 9% (male and female)
Lesbian: 5%
gay men’s domestic violence project

If we are at capacity it can be easier for us to refer women clients (gay identified or heterosexual) to other mainstream domestic violence agencies because they do and can accommodate women. However, although lesbians can obtain housing at a mainstream shelter, it is not always a safe or supportive environment. Lesbians may be required to hide their orientation or go back into the ‘closet’ to acquire a safe place (in a women-only shelter) to flee from their perpetrators. Also, a lesbian’s abusive partner can present as a victim and gain access to a shelter that uses gender as their primary tool for screening clients.

c. How many attorneys are available to provide pro bono services for GLBT victims?
In addition to our staff attorney, we have 5 pro bono individual attorneys and formal agreements with 3 Boston law firms (Mintz Levin LLP, Proskauer Rose LLP, and Foley Hoag LLP) to provide pro bono services for GLBT victims of domestic violence.

d. In addition to client services and education, has Gay Men’s Domestic Violence Project undertaken any initiatives specifically focused on prevention of domestic violence in the GBT community?
GMDVP is currently working with the Gay and Bi Men’s Health Program (GBMHP) on the North Shore of Massachusetts to pilot a peer education/social marketing campaign on domestic violence in the lives of gay/bisexual men and transgender individuals. The pilot is modeled after the CDC-approved Popular Opinion Leader (POL) program, an evidence-based HIV prevention model. The GBMHP has successful history with the POL program in the GB-and/or-T community on the North Shore with respect to HIV issues. GMDVP is leveraging our expertise in this community engagement model to adapt the program for GB-and/or-T domestic violence. GBMHP provided a trained team of 30 POL peer advocates. These 30 POL peer advocates have now been trained on domestic violence. The campaign works to empower and enlighten survivors while at the same time foster intolerance for abuse in GB-and/or-T relationships. Peer Advocates have been taught assets-based communication methods using “I” statements and personal experiences to influence social norms around domestic violence. The program’s specific target population is gay men, bisexual men and transgender individuals. The model is being piloted in the North Shore and evaluated to determine if/how to implement in other communities. If successful, this pilot program will directly help to lessen the perpetration of domestic violence and can be replicated nationally. By educating potential victims, it can help them identify the abuse in their relationship as domestic violence and not just a series of good or bad moments.

e. Has GMDVP developed any appropriate resources for domestic violence perpetrator treatment for GBT perpetrators?
To create an environment that feels safe and welcoming for victims, GMDVP only support victims and survivors of domestic violence. However, resources for perpetrators are available on our website. Additionally, all GMDVP advocates are trained to refer all perpetrators to batterer intervention programs such as Emerge and Common Purpose.

f. Please provide copies of any surveys used to measure the prevalence of violence in GBT relationships.
Surveys are anonymous and confidential and conducted at Pride Festivals and Pride Marches to assess what the public know about domestic violence within the GBT population. Responses to these surveys help us evaluate our education/outreach activities and provide accurate data to present to our constituencies.
Pride Survey

Responses are completely anonymous and confidential

**Your sexual orientation:**
- gay/lesbian
- bisexual
- straight
- other

**Your gender identity:**
- male
- transgender FTM
- gender queer
- female
- transgender MTF
- other

**Do you think...**
Should addressing GLBT domestic violence be a priority for the GLBT community?
- YES
- NO
- NOT SURE

Do state domestic violence laws apply to GLBT relationships as well as straight relationships?
- YES
- NO
- NOT SURE

What organization(s) or resources are available to help a GLBT victim of domestic violence?

______________________________________________________________________________

______________________________________________________________________________

Have you ever been in an abusive GLBT Relationship?
- YES
- NO

Have you ever been frightened for the safety of yourself, family or friends because of the anger or threats of a GLBT relationship partner?
- YES
- NO

Has a GLBT relationship partner ever tried to control most or all of your daily activities? For example, controlling who you can talk to or where you can go.
- YES
- NO

If you have been in an abusive relationship, which of the following types of abuse were present?
- Physical
- Emotional
- Sexual
- Economic/Financial
- Destruction of Property
Attachment A

Gay Men’s Domestic Violence Project
DOMESTIC VIOLENCE POLICY IN THE WORKPLACE
(presented to Board for review and approval)

Purpose
This policy is intended to protect the safety of all domestic violence victims and their co-workers. This policy is adopted in order to establish Gay Men’s Domestic Violence Project’s commitment to maintaining a safe, healthy workplace that is free from violence or threats of violence. Therefore, all employees of Gay Men’s Domestic Violence Project have the responsibility to immediately report threats, acts of aggression, or acts of violence in the workplace to their supervisor, law enforcement agencies, or the Human Resources department.

Scope
This policy applies to all employees of Gay Men’s Domestic Violence Project.

Policy/ Conditions
Domestic violence is one person systematically abusing another to gain power and control in an intimate partner relationship.

Gay Men’s Domestic Violence Project (GMDVP) does not penalize or discipline employees because they are, or have been, victims of domestic violence. GMDVP will make reasonable efforts to provide support and assistance for employees who are affected by domestic violence. These efforts may include, but are not limited to, the following:

- Information about community resources available to assist victims of domestic violence.
- Work schedule adjustments or leave, for both victims and family members of victims, as needed to obtain medical, mental health, legal assistance, and/or confidential secure shelter. Leave is generally unpaid, but may be offset by appropriate paid leave if available to the employee.
- Development of a workplace safety plan that seeks to minimize risk to the victim.

GMDVP does not tolerate domestic violence in the workplace, including offices, facilities, work sites, vehicles or other locations where business is conducted. Domestic violence perpetrators may be removed from the premises and may be subject to arrest and/or criminal prosecution. Employees who engage in domestic violence in the workplace or who use GMDVP’s facilities, property or resources to engage in domestic violence are subject to disciplinary action, up to and including termination.

When an Employee is a Victim:

EMPLOYEE:
1. Report domestic violence which occurs in the workplace to supervisor or Executive Director immediately.
2. Provide workplace a copy of protection order, no contact order, restraining order, or anti-harassment order if applicable.
SUPERVISOR:

1. Document reports and incidents of domestic violence, maintaining confidentiality and sharing information only on a need-to-know basis.

2. Create and implement a workplace safety plan in coordination with the employee that will minimize risk of harm to the victim as well as to co-workers that may cover the following:
   a. victims obtaining and maintaining orders of protection which include the workplace;
   b. obtaining and maintaining orders of protection for the workplace if violence occurred there; sharing information on the orders with and providing a picture of the perpetrator to key people in the organization such as supervisor, site security, advocates, and other employees, if the employee chooses to have this information shared.
   c. changing victim’s work schedule, office arrangement, and/or location;
   d. reviewing safety of parking arrangements and changing if necessary;
   e. identify steps to take for safety of other employees.

3. To the extent possible, due to the demands of the employee’s position, accommodate the victim’s need for paid or unpaid leave or work schedule adjustments to take care of legal or law enforcement needs or get medical treatment, social services assistance, mental-health counseling, and/or confidential secure shelter. Unpaid leaves of absence may be granted for up to 12 weeks at a time for employees at the discretion of the Executive Director. Unpaid leaves of Absence for the Executive Director will be made at the discretion of the Executive Committee. Employees returning from leave will ordinarily be returned to their same or similar position. In some circumstances, GMDVP may not be able to return a staff member to the same or similar position. Failure to return on the expected date without a formally approved extension will be considered a voluntary resignation. During an unpaid leave of absence, there is no accrual of holiday, sick, personal or vacation time. Insurance benefits for eligible employees are not paid during these periods, but are available to employees if they reimburse GMDVP in advance for the amount of their premiums.

4. May require verification for leave request via one of the following documents: a police report; a court order; documentation from a healthcare provider, advocate, or attorney; or an employee’s written statement that they are a victim and need assistance.

5. Encourage the co-worker to seek out advocacy support from either GMDVP Client Services Department or another domestic violence agency.

6. Encourage the co-worker to talk with supervisor or Executive Director regarding workplace related concerns about domestic violence.

7. Report any threats of violence experienced or witnessed at the workplace to their supervisor or Executive Director.

When a Family Member of a Victim of Domestic Violence Requests Leave

EMPLOYEE:

1. Submit a request for leave to supervisor.

SUPERVISOR AND/OR HUMAN RESOURCES:

1. To the extent possible, due to the demands of the employee's position, accommodate the victim’s family members' need for paid or unpaid leave or work schedule adjustments to take care of legal or law enforcement needs or get medical treatment, social services assistance, mental-health counseling, and/or confidential secure shelter. Unpaid leaves of absence may be granted for up to 12 weeks at a time for employees at the discretion of the Executive Director. Unpaid leaves of Absence for the Executive Director will be made at the discretion of the Executive Committee. Employees returning from leave will ordinarily be returned to their same
or similar position. In some circumstances, GMDVP may not be able to return a staff member to the same or similar position. Failure to return on the expected date without a formally approved extension will be considered a voluntary resignation. During an unpaid leave of absence, there is no accrual of holiday, sick, personal or vacation time. Insurance benefits for eligible employees are not paid during these periods, but are available to employees if they reimburse GMDVP in advance for the amount of their premiums.

2. May require verification via a police report; court order; documentation from a healthcare provider, advocate, or attorney; or an employee's written statement that the employee's family member is a victim and needs assistance.
June 17, 2010

Dear Members of the Mary Byron Foundation,

Please accept this letter of recommendation for the Gay Men’s Domestic Violence Project (GMDVP) candidacy for the Mary Byron Project’s Celebrating Solutions Award. GMDVP is a founding on-site member of the Family Justice of Boston (FJC), they have maintained an office at the FJC for the past five years, and have been a fully participating collaborator in developing the FJC since its inception.

The Family Justice Center (FJC) of Boston fosters collaboration in service to victims of domestic violence, sexual assault and child abuse. We provide a safe and welcoming environment where individuals and families benefit from the availability of services offered by diverse nonprofit and governmental partner organizations. We are committed to complementing and enhancing the health of victim service organizations throughout Boston. As a hub of cooperative activity, the FJC facilitates continuous learning and serves as a resource center for professional development. We strive to coordinate violence intervention and prevention services that are culturally responsive and accessible to all victims.

GMDVP has consistently played a leadership role in the development of the FJC by continuously serving on the Management Committee and the Capitol Committee. GMDVP’s Executive Director and staff readily respond to and support the needs of our community of service providers as they, individually and collectively, strive to attend to the critical needs of victims and survivors. GMDVP is exemplary in their commitment to collaboration, continuous learning, and comprehensive service delivery.

I am grateful for GMDVP’s commitment to excellence and honored to work with them. I’m hopeful that your review committee chooses to recognize GMDVP with this prestigious award for their profound and impressive efforts and accomplishments related to education, awareness, and direct services in support of victims of domestic violence.

Respectfully,

Anne Marie Delaney
Director
Family Justice Center

989 Commonwealth Ave. Boston MA 02215
617.779.2100 www.cityofboston.gov/fjc
June 18, 2010

Dear Mary Byron Foundation,

Please accept RESPOND’s letter in support of the Gay Men’s Domestic Violence Project’s (GMDVP) nomination for the Mary Byron Project’s Celebration Solutions Award. Since its inception, over 35 years ago, RESPOND has provided safety and support to over 65,000 victims of domestic violence and their children. Through its Community Program, RESPOND provides a 24-hour crisis hotline, individual counseling, advocacy, support groups and children services. The emergency shelter program, known as the Enhanced Shelter Program (ESP), provides safe, confidential housing and comprehensive supportive services to families and individuals. We have worked closely with GMDVP for many years and witnessed, first hand, the outstanding work they do in breaking the cycle of domestic violence.

GMDVP was the first organization to reveal the prevalence of domestic violence in the gay, lesbian, bisexual and transgender (GLBT) communities. Since their inception in 1997, GMDVP has worked tirelessly to educate and raise awareness to this serious public health issue. Specifically, GMDVP has worked diligently to encourage and support mainstream domestic violence agencies to open there shelters to GLBT victims. RESPOND recently transitioned to serving all victims of domestic violence regardless of gender and/or sexual orientation and GMDVP provided on-going mentoring support. GMDVP advised RESPOND on its overall transition plan, met with RESPOND direct service staff, co-presented a comprehensive GLBT domestic violence conference and served as a resource during the placement of the first male client in our shelter.

I highly encourage the Mary Byron Foundation to recognize the Gay Men’s Domestic Violence Project with this prestigious Celebration Solutions Award. I couldn’t think of any other organization more deserving than GMDVP.

Respectfully submitted,

Jessica C. Brayden
Executive Director
RESPOND, Inc.
June 21, 2010

Dear Mary Byron Celebration Solutions Award Committee:

Please accept my unconditional support for the Gay Men’s Domestic Violence Project’s nomination for the Mary Byron Project’s Celebration Solutions Award. My office, which prosecutes domestic violence of almost every conceivable sort, has worked closely with the GMDVP for more than a decade, and I am keenly aware that it fills a previously unmet need in Massachusetts. More than that, the GMDVP has shown its long-term commitment not just to serving victims of domestic violence but also to breaking the cycle of abuse, shame, fear, and self-blame that can perpetuate it.

I consider GMDVP an invaluable resource and an ally in providing comprehensive legal and advocacy services to victims and survivors. Its staff members help victims navigate the complex legal system with confidence and hope. Their passion for helping GLBT victims and survivors receive adequate and appropriate services makes them a pioneer and a worth recipient of your award. Their program remains the only one in Massachusetts targeting the unmet legal needs of GLBT domestic violence survivors. Additionally, the GDMVP was among the very first partners with my office and the City of Boston at the Family Justice Center of Boston, a revolutionary facility for the victims of sexual assault, intimate partner violence, and child abuse.

The Gay Men’s Domestic Violence Project provides tremendous support and countless resources to a marginalized victim population. It is with great admiration of their work and mission that I submit this letter of support.

Sincerely,

[Signature]

Daniel F. Conley
GMDVP CLIENT SERVICES

The Gay Men’s Domestic Violence Project offers an extensive range of services for individuals, from those who want more information to those who feel they need to leave an abusive relationship. Key client services are:

**Someone To Talk With**

Sometimes your relationships may feel great. At other times, it may not feel so good. Navigating through an abusive relationship isn’t easy. There are a lot of questions and it can be confusing. Perhaps, you are not experiencing a physically abusive relationship, but you are uncomfortable with some of your boyfriend’s or partner’s behavior. Maybe you want to talk to someone about it, but feel uncomfortable or embarrassed speaking about it with friends. It is normal to feel a wide range of emotions and to question yourself, your partner’s behavior and/or your relationship.

**Safety Planning**

When the abuse and fighting escalates and becomes dangerous, we can suggest options to help you plan and make safer choices. Creating a safety plan (See Safety Planning) helps minimize harm and risk. There are things you can do such as keeping important papers (bank account information, your passport and birth certificate) someplace safe in case you need to leave in an emergency. You can also let a close friend know what is going on, in case you need help in an emergency. Safety planning helps you think about your future and how and when to possibly involve family, friends and the police.

**Crisis Intervention**

Taking that first step can be difficult. There are many things to consider, such as healthcare, financial commitments, going to work, pets, family and friends. The process of separating in an emergency may feel overwhelming and perhaps too much of a burden for friends and family. We can help. You can call us from an emergency room, police station, a payphone or a friend’s home - anywhere it would be safe to talk.

**Emergency Shelter and Housing Advocacy**

If you are ready to leave and have no place to go, emergency transitional housing may be available. We operate a network of safe homes in Massachusetts. The location of our safe homes is completely confidential. While staying with us, we will work with you to find more permanent shelter or assist in relocation. If you are relocating and need to secure new employment, we can help you build your resume and stay organized throughout the process. Additionally, you may be eligible for GMDVP’s first/last month rent program which provides cash assistance to survivors to help them secure long-term housing.

**Legal Advocacy**

One of the most difficult challenges you may face is deciding how and when to get a restraining order or a no-abuse order (See Restraining Orders). A restraining order may not protect you in every situation and sometimes may provoke your partner to be more abusive.
Working with the police (See Working with the Police), courts and attorneys can be complex. If you decide you want to pursue a restraining order, we can meet you at the courthouse, help guide you through the process and answer questions about your rights and options. If you need an attorney or defense lawyer, we can help you may qualify for legal assistance with the GLBT attorney Program.

**Information and Referrals**

We work regularly with an extensive network of service providers and organizations and we can help you get connected to services, such as HIV support, healthcare, doctors and health insurance, mental health services, detox, AA meetings, welfare and financial assistance.

Contact Client Services:

- E-mail Client Services
- Toll Free Telephone: 1-800-832-1901
- E-mail address: cs@gmdvp.org
- Mailing Address: Gay Men's Domestic Violence Project
  955 Massachusetts Ave., PMB 131
  Cambridge, MA 02139-3180
HISTORY OF GMDVP

GMDVP History and Achievements

1993

- Gay male victim of domestic violence who was fleeing an attempted murder is denied access to multiple mainstream domestic violence shelters because he is a gay man.

1994

- Same victim founded GMDVP so that other gay male victims in crisis will not face similar discrimination.
- Co-founded the Gay, Lesbian, Bisexual and Transgender (GLBT) Domestic Violence Coalition for agencies providing domestic violence services for GLBT people in Massachusetts.

1994 - 1996 Start-up Years

- Driven by Volunteers
- Incorporated
- Hosted Community Leaders Forum
- Prioritized Education
- Delivered keynote address at the Massachusetts District Attorneys Conference

1997 - 1998 Community Education

- Secured Small Grants & Opened Office
- Hired Education Coordinator
- Documented Prevalence
- Educated GLBT and DV Communities
- Honored as “Innovative New Program” by The United States Department of Justice and Boston Police Department
- Executive Director appointed by the Governor of Massachusetts as the first individual to represent the GLBT community on the Governor’s Commission on Domestic Violence.

1999 - 2002 Began Direct Service

- Ran Major Outdoor Media Campaign
- Initiated 24-hour Hotline
• Started First Gay Male Safe Homes
• Opened Office in Western Mass
• Created outreach materials for GLBT youth on abusive and healthy relationships.

2003 - 2006 Expansion of Services
• Opened Cape/Islands Office
• Ran 2nd Outdoor Media Campaign
• Began First/Last Month Rent Program
• Secured GLBT Attorney Program
• Persuaded State Legislature to Use Inclusive Domestic Violence Language
• Co-Authored Groundbreaking Screening Tool to Identify Victim
• Co-Founded Family Justice Center of Boston as an Original On-site Partner
• Co-Hosted First State House Public Hearing on GLBT Domestic Violence

2007 - Today
• 352 Clients in FY 06
• 450 Projected Clients in FY07
• Nine Staff/Four Offices Throughout State
• Direct Service, Education/Outreach and Policy Advocacy

Policy Advocacy
• Working with Governor’s Commission and Legislature to Ensure Inclusivity
• Working with Multiple State Agencies to Move Existing Policies to a More Inclusive Framework

Education
• Grassroots Community Organizing and Education
• Professional Training
• Major Advertising Campaigns

Direct Service
• 24-Hour Hotline
• Crisis Intervention and Support
• Support Groups
• Safe Home Placements
• Court/Police Accompaniment
• First/Last Months’ Rent Program
• Legal Representation for Victims

Since 1994, GMDVP has served more than 7,000 clients, distributed over 70,000 individual pieces of GMDVP literature, and conducted trainings and presentations for thousands.
Gay men's domestic violence project

We are available 24 hours a day through our hotline. In addition, we can meet individually with you and provide you with emotional support, guidance, and services. Our hotline is completely confidential and you can remain anonymous. All services are free.

Domestic Violence Isn't Just Physical

Anxiety, frustration, guilt, and fear can be just as harmful as physical violence. Emotional abuse is often harder to recognize and can be more damaging. If you are experiencing emotional abuse, you can call us at [Phone Number].

Support groups. We offer support groups for gay men who have been in abusive relationships. These groups provide a safe and supportive environment where you can share your experiences and learn coping strategies.

Confidential and free. Our services are confidential and free of charge. We respect your privacy and confidentiality at all times.

Contact us today. If you or someone you know is in a domestic violence situation, please contact us. We are here to help.

Phone: [Phone Number]
Email: [Email Address]
Website: [Website URL]
to do or where to turn. Close friends anymore, I don't know what.

I feel isolated, I don't have any...

are times when I feel he could...

He hasn't hit me—yet. But there...

understand why I don't leave.

My problems. They just don't

have control over what I want. Threatens me. I don't feel like

at me a lot and when he is mad he

My partner has never hit me but he yells

threatening me.

Boyfriend. But I can't make him stop.

I don't want to leave my
Help stop domestic violence.

Get involved with the campaign.

Support a friend experiencing domestic violence.

Break the silence around domestic violence.

You are not alone.

if you are a victim of domestic violence.

Remember: it is not your fault.

For support, information, and services in the UK, call the Women's Aid National Helpline.

For more information, please visit womenaid.org.uk.

If you cannot leave, take steps to stay safe in the home.
No en verdad

Te veo
no fuera la violencia
por desearla, dueño
quiero a mi novio

Más amigos no me creen lo que

¡Yo en verdad

Domestic violence.

My lover may control who

My friends don't believe

I deserve it. 

So violent. Maybe

Boyfriend, but

I really love my