Celebrating Solutions Award
Nomination Form

Legal name of organization: Help Hotline Crisis Center, Inc.

Year established: 1971

Program nominated for award (if different): Tri-County Family Violence Prevention Coalition Workplace Domestic Violence Prevention Program

Year established: 2001

Address: P. O. Box 46

City/State/ZIP code: Youngstown, OH 44501

Agency phone number: 330-747-5111

Contact person: Dorothy Kane

Title: Program Director

Phone number: 330-744-4244

Fax number: 330-744-4480

E-mail address: dkane@helphotline.org

Website address: www.helphotline.org & www.fvip.org

Brief description of organization: 24/7 Information & referral crisis line, suicide intervention and behavioral health agency

Geographical area served: Trumbull, Mahoning & Columbiana Counties North East Ohio

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

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

- Shelter-based
- Counseling
- Heath care setting
- Dating violence
- School/youth violence
- Underserved population
- Faith-based
- Elder abuse
- Legal aid/assistance
- University setting
- Batterer treatment
- Prison-based
- Stalking
- Coalition/collaboration
- Transitional housing
- Technology/internet service
- Employment/training program
- Victim relocation
- Hotline service
- Public awareness/education
- Other employee awareness & education

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As one of the goals of the Mary Byron Project is to disseminate information about cutting-edge programs and best practices, we wish to post exemplary Celebrating Solutions Award nominations on our website (www.marybyronproject.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@marybyronproject.org, prior to submitting a nomination.

By my signature on this letter, I grant the Mary Byron Project 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 Project.

Signature

Date 12 January 2011
1. Mission

The mission of the Tri-County Family Violence Prevention Coalition ("the Coalition") is to engage agencies, organizations and the communities of Trumbull, Mahoning and Columbiana counties in the prevention of family violence through multiple programs and activities. With the understanding that the intergenerational transmission of family violence is preventable, the coalition ultimately envisions safe families and safe communities. Through a Workplace Domestic Violence Prevention Program the Coalition aims to change individual and corporate attitudes about family violence, and make clear that violence against children, partners and the elderly is unacceptable and preventable.

2. Innovative aspects of the Workplace Initiative (VIP Solutions)

- Builds a V.I.P. (Violence is Preventable) attitude in the business community
- Engages concerned employers and employees as champions
- Empowers employers to acknowledge, address and take control over the issue of domestic violence, an issue that affects the workplace, but is rarely discussed openly
- Innovative solution to combat the risks of domestic and family violence by bringing education, resources and training into the workplace; thereby, making the workplace a safe and neutral environment in which victims can obtain education, support and guidance, and where colleagues and supervisors of victims can be part of the solution by identifying and mitigating potentially dangerous workplace situations.
- Educates with an emphasis on the linkages between domestic violence and other types of abuse including child and elder abuse and dating violence
- VIP Solutions is the only workplace domestic violence prevention training program in northeast Ohio

3. Implementation of program

VIP Solutions is a Workplace Domestic Violence Prevention Program created to prevent family violence. The impact of domestic violence on the workplace is significant. Addressing the issue is responsible risk management. The initiative includes the following components: 1) a workplace policy that supports an employee living in abusive situations and sends a clear statement to employees that family violence is not acceptable and is preventable; 2) customized employee training; 3) Coalition-designed Employee Brochures and Respect Posters to be posted throughout the workplace; as well as 4) follow-up evaluation and educational materials to keep the company engaged.

Workplaces are an invaluable access point to many people who are directly or indirectly involved in abusive relationships. Statistics are showing that one out of ten employees is or has been a victim of domestic violence. (www.caepv.com) Therefore, it is very likely that every employee training audience includes victims, relatives/friends of victims, abusers, and survivors. What will be accomplished through training and policy is a change in cultures of workplaces so that they no longer tolerate family violence and, ultimately, a change of attitudes so that prevention of family violence is everyone’s business.
Barriers and solutions:

The coalition continues to address the underlying belief that domestic violence is "personal and private and therefore, none of my business". This attitude about domestic violence is the biggest barrier to getting businesses to participate in the Workplace Domestic Violence Prevention Program. Therefore, the key message to employers is that this program will meet two primary business needs: maximum employee performance and productivity and the need to minimize risk and create a safe work environment. The workplace training program educates management staff on the issues of domestic violence and shows staff how to address and report incidents of domestic violence. By addressing the issue and securing help and support for victims, this training increases staff morale, productivity and overall well-being. Additionally, the training equips managers and employees to effectively identify and appropriately address potentially dangerous situations that could spillover into the workplace, and thereby helps businesses to minimize risk and create a safer work environment.

Another barrier is the myth that "workplace domestic violence is not an issue in my company." Statistics (one in four women affected by domestic violence) and employed-survivor testimonials support the understanding that no one is immune from being involved in an abusive relationship regardless of job, economic level, educational background, age, gender and therefore, impacts every company, directly or indirectly. As a partner of the national alliance of businesses focused on workplace domestic violence, Corporate Alliance to End Partner Violence, the coalition has access to employed-survivor stories which become integrated into our employee training program. We also request local employer/survivor testimonials to be included in marketing materials and training content.

A barrier for victims of domestic violence is two-fold: a) job security, which is a huge concern regardless of income and b) inability of non-management staff to participate in coalition comprehensive awareness-education training. Employment is critical before low-
income, moderate-income or even executive level victims will consider self-disclosure in the workplace and leaving the abuser. It is important to dispel the stereotype that suggests that domestic violence only affects low-income individuals; no one is immune regardless of economic level. The solution is for companies to adopt a Workplace Domestic Violence Prevention Policy that is supportive of victims who safety plan with management and that ensures job security. The second barrier for victims is the inability of many companies to schedule Coalition trainings for all employees on company time – a costly endeavor indeed. Therefore, managers and supervisors are expected to condense the two-hour coalition training that they attended and brief the employees under their supervision on the content without taking up much time away from the job. Unfortunately, these low-to-moderate income employees are very fearful of losing their jobs and consequently tend to cover for each other in the desire to be supportive. It is critical to maintain a strong and clear message that the company is providing a safe and neutral workplace environment where victims can obtain education, support and guidance and where co-workers and supervisors of victims can be part of the solution by identifying and referring potentially dangerous workplace situations. VIP Solutions continues to explore ways to educate and engage non-management employees on company time. It is a long-term goal to increase reach by developing and selling a DVD version of our training program to businesses for in-house training. Furthermore, the company is encouraged to participate in ongoing services and provide educational materials through the Coalition that fully explain the company policy and continue to educate on the issues and risks of domestic violence.

Necessary resources for implementation

The 5-year financial projections for the Coalition’s workplace domestic violence prevention program are based on its plan to expand the program’s reach within and beyond the tri county business community. This growth will be driven by generating revenue from both businesses and foundation grants to cover the direct and indirect costs associated with delivering the program. The projected revenue is achievable given the following:

- The Coalition has an excellent and long-standing 10-year relationship with the fiscal agent.
- The Coalition partners make a firm commitment of financial and in-kind support.
- The Coalition has strong relationships with local chambers of commerce and business leaders who can help spread the word and garner interest in the program.
- The Coalition has preexisting relationships with grant-making foundations that can supplement the program with contributed revenue.
- The Coalition has developed a revamped, targeted and highly engaging marketing strategy that is designed to bring in new business clients.

4. How we know the program works

It takes time to see the effects of prevention. It takes time to change an organization culture to be supportive of victims of domestic violence. However, we know the plan is working: employers feel more confident in addressing domestic violence issues in their workplace and victim-employees value the support shown in their time of need.

Since late October 2004:

- Two hundred public and private sector businesses in the tri-county region have been approached. Of these:
68% of these businesses participated on one or more level
- Forty of these businesses adopted a Workplace Domestic/Family Violence Prevention Policy in order to become more supportive employers and take the stand that the business will no longer tolerate family violence
- 71 businesses participated in employee training including 3,000+ people who became more aware of the intergenerational transmission of family violence, better informed and better prepared to be supportive co-workers, supervisors and managers (evaluation results)
- The participants who completed a training evaluation: 60% females, 32% between the ages of 25-40, 54% over age 40, 75% Caucasian, and 13% Black and 3% other. (Some people do not complete demographics section of the evaluation so these stats are not truly reflective of audiences)

- Twenty-nine of the businesses participated in an employer phone follow-up survey*
  - Of these twenty-nine, fourteen had a Workplace Domestic/Family Violence Prevention Policy in place
  - Half of these businesses had occasion to use the policy and expressed confidence in the procedures

*Follow-up surveys are completed only with companies employing 50 or more

We know the plan is working: a) employers feel more confident in addressing domestic violence issues in their workplace and b) victim-employees value the support shown in their time of need.

a) An employer who was lukewarm about the company’s role in workplace domestic violence prevention training has become a leader in championing the need for companies to get involved and trained and providing resources to enable smaller companies to participate.

b) An employee thanked her employer for offering and mandating the workplace domestic violence training in the company. She recognized from the training that even though her spouse was not physically abusive, his emotional, intimidating and financially controlling behaviors constitute domestic violence. She was able to leave the abusive situation and wanted her employer to know the value of the training to her personally. She has submitted written testimonial and permission to use in marketing materials and training content.

5. Key partners

Partners in the coalition are primarily social service providers concerned about child, intimate partner, and elder abuse and committed to prevent the intergenerational transmission of family violence. Although every one of the 27 partners participates in the decision-making process of the coalition, there are key partners in the Workplace Domestic Violence Prevention Program that play a significant role in the implementation of the program. These nine partners have dedicated a staff member to serve as Coalition employee trainers on company time without reimbursement. Without these capable and well-qualified trainers the Coalition would be unable to provide the numbers of fee-based trainings that will help us achieve program sustainability.

Coalition Trainer Partners offering generous in-kind support:
6. Program Replicated

The Tri-County Workplace Domestic Violence Prevention Program, VIP Solutions, should be replicated. As a 3-year member of the Corporate Alliance to End Partner Violence, we recognized early on that what we have been promoting since 2004 is aligned with the national organization that engages large corporations in the effort to end domestic violence. Workplace domestic violence prevention programs like VIP Solutions continue to be replicated across the country as major private-sector corporations become aware of the impact of domestic violence on the workplace and aware of a corporate social responsibility. Every business small or large should be concerned because this issue affects company performance and profitability and because employers have a responsibility per OSHA General Duty Clause (Section 5(a)(1)) to keep employees safe from known hazards and risks, including domestic violence. Through policy and training the Coalition aims to change individual and corporate attitudes about family violence, and make clear that violence against children, partners and the elderly is preventable.

7. Workplace Family Violence Prevention Policy

It is with great pride that we attach Help Hotline Crisis Center, Inc Workplace Family Violence Prevention Policy, approved January 11, 2005. Furthermore, Coalition partners have already adopted and submitted a copy of their workplace policy or are in process of policy development. Knowing that the future award application process includes a proof of policy requirement from applicant organizations is a huge show of support and value for our Coalition Workplace Domestic Violence Prevention Program. We are proud to be a part of this effort to engage employers.

8. VAWA funding

Help Hotline Crisis Center, Inc, fiscal agent for the Tri-County Family Violence Prevention Coalition, received VAWA funding as a sub-grantee of Austintown Local Schools (ALS) and Fitch Health Center which were awarded a VAWA grant from the Ohio Department of Health (2009-11) to develop the PRATEECT (Prevent Rape Austintown Teaches Everyone Careful Tactics) project in Austintown. The Coalition received $720 to provide planning and implementation services to the Austintown Schools through a sub-contract.
Help Hotline Crisis Center, Inc.
2005 Personnel Policies
Approved At The January 11th, 2005
Board of Directors’ Meeting

Personnel Committee:

Board Members -

Jane Kestner, Chair
Thomas Vasvari
Anne Liller
Chrysann Mitzel

Staff Liaison -

Christine Bielski, Office Administrator

Duane J. Piccirilli, Executive Director
Chrysann Mitzel, Board President

Every employee of Help Hotline Crisis Center, Inc. is an employee at will and, as such, the employment of any employee may be terminated at any time by either the Agency or the employee. The employment of any employee may be terminated for economic, business, or other reasons unrelated to the employee’s work performance or behavior. No employee of the Agency is guaranteed employment for any specific period of time, unless clearly so stated in writing and signed by the agency Board of Directors. No statement or action by its employees or agents is intended as an expressed or implicit contract of employment, unless clearly so stated in writing and signed by the Board of Directors of the Agency.

This is not a contract of employment.
HELP HOTLINE CRISIS CENTER, INC.
2005
Health and Safety Plans

A. Workplace Violence Policy:

Help Hotline Crisis Center is committed to promoting the health and safety of its employees. The purpose of this policy is to ensure a safe workplace and reduce the risk of violence by heightening awareness of workplace violence; clarifying the agency's position on workplace violence and violence prevention; presenting prevention strategies in order to avoid or minimize the occurrence and effects of violence in the workplace; and outlining strategies for workers to follow in the event violence occurs.

For clarity purposes, this policy is divided into 3 sections: (1) general workplace violence policies, (2) family violence; and (3) no-weapons policy.

1. Workplace Violence

a. Prohibited Conduct

Help Hotline will not tolerate any type of workplace violence committed by or against its employees.

The list of behaviors, while not inclusive, provides examples of such conduct:

- Making threatening remarks
- Causing physical injury to another person
- Aggressive or hostile behavior that creates a reasonable fear of injury to another person or subjects another individual to emotional distress
- Intentionally damaging agency property or the property of another employee
- Possession of a weapon (visible or concealed) on agency premises, on agency property, while on agency business, in any agency programs, or
violation of any other aspect of the no weapons policy

- Committing acts motivated by, or related to sexual harassment
- Committing acts motivated by, or related to any other type of harassment
- Committing acts motivated by, or related to family or domestic violence (see family violence in the workplace policy section 2 of this policy).

2. Family Violence in the Workplace Policy

a. Definitions:

- Employee: includes victims, batterer, or witness to family violence in the workplace.
- Family Violence: refers to intentional intimidation, physical and/or sexual violence, neglect, or financial abuse, perpetrated by a family member.
- Family: persons related by blood or marriage, and/or have a child in common, are/or have been involved in a close, intimate relationship, and/or were previously or are presently residing together.
- Types of Family Violence: child abuse, intimate partner abuse, including teen dating violence and youth violence, and elder abuse.

b. Early Interventions and Education Prevention Strategies

It is the policy of Help Hotline to use early prevention strategies in order to avoid or minimize the occurrence and effects of family violence in the workplace. The agency will provide available support and assistance to the employee, who is a victim, batterer, and/or witness to family violence. Types of support include:

- Confidential means for coming forward for help
- Confidentiality
- Resource and Referral Information
- Additional Security at the workplace, if applicable
- Work schedule adjustments or leave necessary to obtain medical, counseling, or legal assistance, as defined by the agency
c. Leave Options for the Employee who Experiences Threats of Violence

(1) At times, an employee may need to be absent from work due to family violence. The length of time will be determined by the individual’s situation and through collaboration with the employee’s supervisor and the executive director.

(2) The employee, supervisor, and executive director will first explore whether paid options can be arranged which will help the employee cope with a family violence situation without having to take a formal unpaid leave of absence. Depending on the circumstance, this may include:

- Arranging flexible work hours, if possible, so that the employee can handle legal matters, court appearances, housing and child care.

- Considering sick leave, compensatory time, vacation, personal time, or leave without pay as it applies to agency attendance and leave policies, especially if requests are for relatively short periods of time.

d. Procedures for the Employee with Performance Issues Related to Family Violence

(1) While the agency retains the right to discipline the employee for cause, Help Hotline recognizes that victims of family violence may have performance or conduct problems such as chronic absencesim or inability to concentrate as a result of the violence. When an employee subject to discipline confides that the job performance or conduct problem is caused by family violence, a referral for appropriate assistance will be offered to the employee.

(2) The supervisors, in collaboration with the employee and the executive director will allow a reasonable amount of time for the employee to obtain assistance regarding the family violence. When the victims are involved, supervisors should be mindful that the effects of family violence can be severe and may take extended periods of time to address fully. Victims rights and confidentiality will be respected.

(1) Help Hotline is committed to providing a workplace in which the perpetration of family violence is neither tolerated nor excused. Any physical assault or threat made by an employee while on agency premises, during working hours, or at any agency sponsored event is a serious violation of agency policy. This policy applies not only to acts against another employee, but to acts against all other persons, including intimate partners. The employee found to have violated this policy will be subject to corrective or disciplinary action, up to and including discharge.

(2) An employee convicted of a crime as a result of family violence may be subject to corrective or disciplinary action, up to and including discharge when such action affects the work performance of the employee or affects the normal operation of the agency.

f. Training

All agency staff will participate in training to learn to:

- identify child, intimate partner, and elder abuse
- understand how to break the cycle of violence between generations
- recognize warning signs for victims and batterers
- refer to resources available within a three county area
- understand agency policy that family violence is unacceptable
- know the steps to take to prevent family violence

g. Procedure for Victims of Family Violence

(1) Inform your supervisor or the executive director of the potential for abuse as soon as possible and provide enough information to take advantage of available resources.
(2) Discuss with your supervisor or the executive director your current situation and the type of time and length of time you may need off before your job is in jeopardy due to poor performance or attendance problems.

(3) Keep your protection order current and provide a copy of the entire protection order for the agency and a recent photograph of the batterer to appropriate personnel (agency secretary, building receptionists, and security staff, executive director, etc.)

(4) Inform your supervisor of abuse that occurs via the telephone.

(5) Take advantage of flex time, per agency policies, to take care of court appearances, shelter, and childcare issues.

(6) Keep lines of communication open even during extended time off and always keep emergency contact information up to date.

h. Procedures for Batterers

(1) Inform your supervisor if a protection order has been filed.

(2) Inform your supervisor or executive director if you are arrested or charged by the next business day.

(3) Keep your supervisor and executive director informed about the outcome of sentencing.

i. Procedures for Witness to Family Violence in the Workplace

(1) Calmly move to an area that is safe.
(2) Contact the appropriate security personnel and supervisor immediately. Implement the procedures instructed by your supervisor.

(3) Complete an agency incident report per agency procedures and forward the completed form through the appropriate channels within 24 hours.

(4) After the situation has been resolved, if necessary, contact the designated supervisor for follow-up counseling.

(5) Refer all media inquiries to the executive director.

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**Internet Security Policy**

**Introduction**

Help Hotline Crisis Center, Inc. has adopted this Internet Security Policy to comply with the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"), the Department of Health and Human Services ("DHHS") security and privacy regulations, the Joint Commission on Accreditation of Healthcare Organizations ("JCAHO") accreditation standards, as well as our duty to protect the confidentiality and integrity of confidential medical information as required by law, professional ethics, and accreditation requirements. All personnel of Help Hotline Crisis Center, Inc. must comply with this policy. Familiarity with the policy and demonstrated competence in the requirements of the policy are an important part of every employee's responsibilities.

**Assumptions**

This Internet Security Policy is based on the following assumptions:

Help Hotline Crisis Center, Inc. can benefit from access to and use of the Internet and its resources.

The resources, services, and inter-connectivity available via the internet provide significant resources to improve the efficiency of Help Hotline Crisis Center, Inc.
Use of the internet also involve more risks than an intranet.
Improper use of the internet puts Help Hotline Crisis Center, Inc. and its employees at risk.

The content of all web pages under Help Hotline Crisis Center, Inc.'s jurisdiction must comply with local, state, and federal laws and Help Hotline Crisis Center, Inc.'s policies and procedures.

A policy for the proper use of the internet is necessary to maintain the accuracy, security, and confidentiality of individually identifiable health information and other sensitive data.

Help Hotline Crisis Center, Inc.'s system used to access the internet is the property of Help Hotline Crisis Center, Inc. and is subject to Help Hotline Crisis Center, Inc.'s control of such use.

Data users have no expectation of privacy in Help Hotline Crisis Center, Inc.'s system used to access the internet.

**Policy**

This policy applies to all officers, employees, and independent contractors of Help Hotline Crisis Center, Inc. who use Help Hotline Crisis Center, Inc.'s system for internet access and governs all internet access, communications, and storage using Help Hotline Crisis Center, Inc.'s system. Department directors have discretion in establishing additional reasonable and appropriate conditions of use for internet use by data users under their control. Such policies must be consistent with this policy and must be provided to the Security Officer for review.

All data users must strictly observe the following rules when using the internet.

Users may not access or use the internet for personal business or personal commercial gain.

Users must have proper medical or business purpose for any access and use of the internet.

Users may not access pornographic or other offensive websites (including, but not limited to sexist, racist, discriminatory, hate, or other sites that would offend a reasonable person in the same or similar circumstances). If the user has any doubt whether access to a specific site is proper, he or she should seek approval from his or her department director.
Access control:

Users may not use any other user's password or other identification to access the internet.

Users attempting to establish a connection with Help Hotline Crisis Center, Inc.'s computer system via the internet must authenticate themselves at a firewall before gaining access to Help Hotline Crisis Center, Inc.'s internal network.

Users may not establish modems, internet, or other external network connections that could allow unauthorized users to access Help Hotline Crisis Center, Inc.'s systems or information without the prior approval of the director of information systems.

Users may not establish or use new or existing internet connections to establish new communications channels without the prior approval of the director of information systems.

Users may not transfer individually identifiable health information or Help Hotline Crisis Center, Inc.'s business information via the internet without prior approval of the Executive Director or Privacy Officer. Before transmitting individually identifiable health information, the user will comply with Help Hotline Crisis Center, Inc.'s Disclosure Policy to ensure legal authority for the disclosure exists. The director of information systems is responsible for ensuring chain-of-trust partner agreements are in place to protect the security and confidentiality of information transmitted via the internet when necessary. Help Hotline Crisis Center, Inc. supports strict adherence to software vendors' license agreements. Data users may not copy software in any manner that is inconsistent with the vendor's license.

At any time and without prior notice, Help Hotline Crisis Center, Inc. reserves the right to audit internet access in accordance with Help Hotline Crisis Center, Inc.'s Internal Audit Policy.

No data user may attempt to probe computer security mechanisms at Help Hotline Crisis Center, Inc. or other internet sites unless part of an audit approved by the director or information systems.

Data users will report security problems with internet use, breach of confidentiality, and any violations of this or other Help Hotline Crisis Center, Inc.'s policies and procedures occurring during internet use in accordance with Help Hotline Crisis Center, Inc.'s Report Procedure.
Compliance and Enforcement

All supervisors are responsible for enforcing this policy. Employees who violate this policy are subject to discipline up to and including termination in accordance with Help Hotline Crisis Center, Inc.’s Sanction Policy.

No Weapons’ Policy

It is illegal to carry a firearm, deadly weapon, or dangerous ordnance anywhere on these premises. Unless otherwise authorized by law, no person shall knowingly possess, have under the person's control, convey, or attempt to convey a deadly weapon or dangerous ordnance onto these premises. Posted Pursuant to the Ohio Revised Code.

XVI: Amendments or Revisions:

Amendments or revisions of the Agency’s Personnel Policies resulting from problems relating to personnel or required government regulations will be recommended by the Executive Director to the Personnel Committee. The Personnel Committee will review such information and upon recommendation by the Personnel Committee, amendments to the Policies will be brought before the Board at a regular Board meeting. Amendments receiving Board approval will be included as a revision or addition to the Personnel Policies effective on the date of Board approval.

These Personnel Policies and Procedures constitute the Board approved policies for Help Hotline Crisis Center, Inc. Updated revision 2004.

XVII. Staff Notification:

All new policies will be reviewed with staff within seven (7) working days after Board approval.

Approved at the January 11th, 2005 Board of Directors Meeting

DP/cmb 1/12/05
5 August 2011

Marcia Roth
Executive Director
Mary Byron Project
10401 Linn Station Road
Louisville KY 40223

Dear Ms. Roth:

We are so pleased and excited to know that the Mary Byron Project is giving further consideration to our Workplace Domestic Violence Prevention Training program. Thank you for the honor! The Tri-County Family Violence Prevention Coalition of northeast Ohio is very proud to be recognized as one of the top semi-finalists.

Employers have a unique opportunity to enhance the well-being of their staff, improve workplace security, increase staff productivity and morale, and create a culture that promotes safe families and safe communities. Workplace Domestic Violence Prevention Training provides employees the awareness and knowledge to prevent the intergenerational transmission of family violence. In turn, companies gain recognition from the community for their leadership role in the effort to end domestic violence.

Increased awareness of the issues and knowledge of company and community resources prepare companies to be supportive of victims of domestic violence. Victims who trust in the process of their company policies and procedures are more willing to talk with management about safety planning and available resources. Survivor success stories inspire companies to prioritize awareness, education and safety planning for the well-being all their employees.

We believe that our Workplace Initiative, called VIP Solutions, is unique. Therefore, it is with great pride that we provide, on the attached pages, further information specific to our prevention project.

Thank you again for giving our project further consideration. Please feel free to contact us at 330.744.4244 or dkane@helphotline.org if you have further questions or concerns.

Sincerely,

Dorothy Kane
Coalition Coordinator
August 2, 2011

Marcia Roth
Executive Director, Mary Byron Project
Mary Byron Foundation
10401 Linn Station Road
Louisville, Kentucky 40223

Dear Marcia,

The Tri-County Family Violence Prevention Coalition should be recognized for the development and implementation of a unique workplace initiative that aims to change both individual and corporate attitudes about domestic violence and make clear that violence against children, intimate partners and the elderly is no longer tolerated and is preventable. This collaboration comprised of 31 Trumbull, Mahoning and Columbiana county agencies and organizations in northeast Ohio representing multiple systems and all three major types of family violence has worked hard to foster a coordinated change in society’s approach to family violence prevention.

Collectively, the coalition is achieving what could not be accomplished individually with limited staff, time and financial resources. The success of the coalition is due to a shared vision, unique purpose and mutual respect. The fact that this coalition has identified a corporate market target for its prevention programming is indicative of the vision and commitment of its partners to collaboration.

The business initiative is staged to make significant progress in leading area businesses to a whole new level in addressing family violence. The funds your foundation would provide will help make this a reality. Please don’t hesitate to contact me at 330-480-3849 if you have any questions or would like additional information.

Sincerely,

Molly Seals
Senior Vice President
Human Resources and Learning
CHP Eastern Division/Humility of Mary Health Partners
1044 Belmont Avenue • P.O. Box 1790 • Youngstown, Ohio 44501-1790
July 29, 2011

Executive Director
Mary Byron Project
10401 Linn Station Rd.
Louisville, KY 40223

Dear Executive Director:

Someplace Safe, Inc., Trumbull County's Domestic Violence Agency, would like to lend its support to the application sent to the Mary Byron Project's Celebrating Solutions Award for the Workplace Initiative through the Tri-County Family Violence Prevention Coalition.

Someplace Safe, Inc. has been involved with the Tri-County Family Violence Prevention Coalition since its inception in 2001. The members of the coalition are three counties and have provided outstanding commitment to this coalition as we collaborate on the issues surrounding family violence.

The Workplace Initiative is a unique project and can be replicated throughout the state of Ohio and the country. We believe that employers play a key role in helping reduce Family Violence and/or Intimate Partner Violence. This project engages employers and provides management and their employees with information regarding the dynamics of domestic violence as well as the inevitable cost to employer's bottom line. Information and resources are shared with employees who may be in a domestic violence situation.

Education and engagement are the keys to systemic change. This project is one of a few in the state of Ohio, the only one that engages multiple counties, and the only one in northeast Ohio.

Again, Someplace Safe, Inc. is proud to lend its support to this project. Thank you for considering this application. If you require any further information or documentation, please feel free to contact me.

Sincerely,

Cheryl Tarantino
Executive Director

Someplace Safe is funded by the State of Ohio (Marriage License Bureau) VOGA, VAWA, United Way, Family Violence and Prevention, OCJS, Trumbull County Job & Family Services and private donations.
August 1, 2011

Marcia Roth
Executive Director
Mary Byron Project
10401 Linn Station Road
Louisville KY 40223

Dear Ms. Roth;

I am pleased to submit this letter of support for the Tri-County Family Violence Prevention Coalition’s Workplace Violence Initiative. The coalition has developed an innovative strategy to address prevention of family violence through engaging employers through active participation as members of the Workplace Advisory Committee, developing a model policy for implementation in the workplace, and training for employees. The HealthPath Foundation of Ohio has provided funding support for the coalition’s activities since 2001.

The Tri-County Family Violence Prevention Coalition has demonstrated the following characteristics of a successful coalition:

- Implements activities from its strategic plan and has results at different levels of potential impact (individual, organizational, & system) within one or more community sectors;
- Maintains an active coalition that has substantive roles for member organizations and shared leadership with staff; and
- Leverages resources from a diverse funder base so that it can sustain activities.

In addition, the coalition has been able to advance this complex work over a three-county area in Ohio, including Trumbull, Mahoning, and Columbiana counties. Tri-County achieved a systems-level change when the three county governments adopted the workplace family violence prevention policy to pertain to personnel in county agencies. At the organizational change level, 40 other employers across the three counties adopted the policy. As a result of these efforts, 4600 employees have had an opportunity to learn how:

- Domestic violence affects the workplace
- A company Violence Prevention Policy impacts employees
- To access and utilize company and community resources, and
- To take action to prevent family violence.

200 West Fourth Street
Cincinnati, Ohio 45202-2602
Phone (513) 241-2960
Fax (513) 852-6886
Internal Revenue Service
District Director

Date: JUL 31 1995

Help Hotline Crisis Center Inc.
P. O. Box 46
Youngstown, OH 44501

Department of the Treasury

F. O. Box 2508
Cincinnati, OH 45201

Person to Contact:
Brett Sieraveld

Telephone Number:
513-684-3957

Refer Reply to:
EP/EO

Federal Identification Number:
34-1196630

Dear Sir or Madam:

This letter is in response to the documents you sent us July 20, 1995, supporting your organization's name change and providing us with updated information on your organization's statutory agent.

Our records indicate that a determination letter issued on June 5, 1979, granted your organization exemption from Federal income tax under section 501(c)(3) of the Internal Revenue Code. That letter is still in effect.

Based on information subsequently submitted, we classified your organization as one that is not a private foundation within the meaning of section 509(a) of the Code because you are an organization described in section 509(a)(2).

This classification was based on the assumption that your organization's operations would continue as stated in the application. If your sources of support, or your purposes, character, or method of operations have changed, please let us know so we can consider the effect of the change on the exempt status and foundation status of your organization.

You are required to file Form 990, Return of Organization Exempt from Income Tax, only if your gross receipts each year are normally more than $25,000. If a return is required, it must be filed by the 15th day of the fifth month after the end of your annual accounting period. The law imposes a penalty of $10 a day, up to a maximum of $5,000, when a return is filed late, unless there is reasonable cause for the delay.

All exempt organizations (unless specifically excluded) are liable for taxes under the Federal Insurance Contributions Act (social security taxes) on remuneration of $100 or more paid to each employee during a calendar year. You are not liable for the tax imposed under the Federal Unemployment Tax Act (FUTA).

Organizations that are not private foundations are not subject to the excise taxes under Chapter 42 of the Code. However, you are not automatically exempt from other Federal excise taxes.

Donors may deduct contributions to you as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for Federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.
Help Hotline Crisis Center Inc.
34-1196630

You are not required to file Federal income tax returns unless you are subject to the tax on unrelated business income under section 511 of the Code. If you are subject to this tax, you must file an income tax return on the Form 990-T, Exempt Organization Business Income Tax Return. In this letter, we are not determining whether any of your present or proposed activities are unrelated trade or business as defined in section 513 of the Code.

Because this letter could help resolve any questions about your exempt status and foundation status, you should keep it with your permanent records.

Please direct any questions to the person identified in the letterhead above.

This letter affirms your exempt status.

Sincerely,

[Signature]

C. Ashley Bullard
District Director
The HealthPath Foundation of Ohio

**End of Grant Financial Report Form**

Grantee: Help Hotline Crisis Center, Inc / Tri-County Family Violence Prevention Coalition

Financial Report for Grant Year _Dec 1, 2009 – Nov 30, 2010_

<table>
<thead>
<tr>
<th>Line Item Expenses:</th>
<th>Approved Annual Budget Amount</th>
<th>Annual Grant Expenditures</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>$33,171</td>
<td>$35,031</td>
</tr>
<tr>
<td>Fringe benefits and payroll taxes</td>
<td>$4,464</td>
<td>$4,436</td>
</tr>
<tr>
<td>Consultants</td>
<td>$780</td>
<td>$448</td>
</tr>
<tr>
<td>Travel</td>
<td>$800</td>
<td>$906</td>
</tr>
<tr>
<td>Project Advertising / Promotion</td>
<td>$0</td>
<td>$35</td>
</tr>
<tr>
<td>Conferences, Training &amp; Meetings</td>
<td>$2,100</td>
<td>$1,473</td>
</tr>
<tr>
<td>Equipment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Supplies</td>
<td>$500</td>
<td>$534</td>
</tr>
<tr>
<td>Printing and copying</td>
<td>$2,500</td>
<td>$1,471</td>
</tr>
<tr>
<td>Postage</td>
<td>$150</td>
<td>$123</td>
</tr>
<tr>
<td>Rent and utilities (include telephone &amp; fax) *</td>
<td>$2,400</td>
<td>$3,575</td>
</tr>
<tr>
<td>Other (specify in line item narrative)</td>
<td>$3,135</td>
<td>$2,959</td>
</tr>
<tr>
<td><strong>Total Annual Budget/Expenditures</strong></td>
<td><strong>$50,000</strong></td>
<td><strong>$50,991</strong></td>
</tr>
</tbody>
</table>
Per the Mary Byron Project request dated 7/22/2011:

1. Attached please find three letter of support:
   a. Partner organization – Humility of Mary Health Partners
   b. Victims’ organization – Someplace Safe, Inc Domestic Violence Agency
   c. Funding source – The HealthPath Foundation of Ohio

2. Attached proof of 501 (c) (3) status for Help Hotline Crisis Center, Inc fiscal agency for the Tri-County Family Violence Prevention Coalition

3. Attached 2010 budget for the Workplace Initiative

4. Responses as requested:
   a. What is the approximate number of individuals served annually by the applicant or nominee?
      Response: Per year an average 700 employees have been trained by the Coalition Workplace Domestic Violence Prevention Training program.

   b. How many paid staff and volunteers are used to administer the nominated program?
      Response: Paid staff includes one 32-hour per week project director and one three-hour per week administrative assistant. Eight Coalition Partners provide in-kind staff-access to eight trainers who are called upon as needed to present employee trainings. The coalition aims to utilize trainers from the county in which the business is located; trainings outside the region are presented by project director.

   c. Are there past awards, accolades, and grants furnished upon the applicant or nominee that would further exemplify its success in combating domestic violence?
      Response:
      In recognition of the value and impact of the workplace initiative the coalition has received funding from: The HealthPath Foundation of Ohio Family Violence Prevention Initiative, Columbiana Department of Job and Family Services, and partnership with the Austintown Local Schools VAWA grant.

   d. If funding were not an issue, what (if any) changes or additions would you make to your program in the future?
      Response: If funding were not an issue, we would expand the program by additional staff to a) provide greater outreach to prospective clients and b) to include more intense follow-up with the companies that have participated in the training. Additional support would include: policy and procedure development, internal domestic violence response team formation and education, and monthly newsletter to businesses that participate. We would also prioritize and enhance marketing efforts to become better known as the “go to” resource for domestic violence workplace programs through client referrals and testimonials.
5. Responses requested by the final review committee:
Additional information pertinent to the domestic violence prevention workplace program as requested to help the final review committee better understand our program and services.

a. Do you have statistics on the number of businesses who continue to provide educational material and educate managers and employees after the conclusion of VIP Solutions trainings? What follow-up services do you offer?
Response: When the workplace training program was implemented in 2005 a follow-up component was not included in the program. Identifying and promoting follow-up services to the program is the result of the coalition 2010 business plan which identified follow-up as critical to changing the way organizations address domestic violence. The business plan developed a specific marketing plan for outreach and follow-up. Currently, there is only one company in the region, healthcare system, which has actively managed with involvement of the coalition coordinator to keep the issue on their radar since 2009. Business outreach and client engagement is solely the responsibility of the Coalition Coordinator; therefore, direct follow-up with 73 companies that have participated in coalition training since 2005 is limited to distribution of electronic prevention articles.

2010 Business Plan follow-up services include: review of evaluation comments per employee training with contact person, assistance with development of policy and internal domestic violence team, and distribution of electronic prevention articles.

b. What are some steps taken to adapt services so that they are accessible to low-to-moderate income employees who may not have the option to participate in training on company time?
Response: It is interesting to note that the level of commitment from administration to the workplace issue determines whether the company will take steps to offer training to all of their employees. It should also be noted that in many larger companies, it is cost-prohibitive to train all employees on company time. However, the afore-mentioned healthcare system, which is still participating with the coalition follow-up services, utilizes an internal on-line training tool to educate every employee. Annual training is mandatory; employees may select from a variety of training topics. The coalition coordinator worked with the Organizational Development Department of the healthcare system to develop the training and evaluation tool.

c. How does training “equip managers to effectively identify and address potentially dangerous situations? What specific techniques does the coalition offer to help companies address workplace violence?
Response: Training includes ample discussion time for examples of workplace situations, especially situations involving threats and protection orders. Coalition Respect posters displayed throughout the building serve as a reminder. Coalition brochures provide suggestions for safety planning. Companies are encouraged to establish a reporting chain in case of threat and develop and disseminate
workplace violence procedures. These procedures for an immediate response to violent act include: calling 911, sending pre-planned code alert through intercom or panic button, especially in light of multiple entrances, creating a plan for employees to move away from the danger spot and designating specific administrators responsible to be in charge and send the all-clear signal.

d. Could you provide more information on your system of evaluation? Does the coalition offer ongoing evaluation of staff morale and workplace climate in the months following training? Response: Currently, trainings one hour or more involve pre-test and post-test and evaluation. All data on the evaluation tools are entered on a spreadsheet as well as recorded for employer review. Evaluation reviews are conducted with business contact and used to explore additional steps for consideration.

An evaluation tool to measure staff morale and workplace climate has not been developed, but is under consideration.

e. Are there trainings designed for specific cultural, ethnic or LGBTG groups? Response: Since these are workplace trainings, they are not designed for specific groups. However, the key messaging in the coalition workplace training program is centered on the inter-generational transmission of family violence and the premise that no one is immune regardless of age, race, gender, economic status, educational background, religion, or sexual orientation. Under the topic of “why victims don’t leave”, we draw awareness of the impact of cultural and ethnic beliefs and educate about the high risks for domestic violence among the LGBTG population. Presentations to specific audiences are always customized. The fiscal agent and coordinator maintain relationships with the local PFLAG and OCCHA, a social service agency serving the Hispanic community.

f. Copies of brochures, evaluation and educational materials attached.
   - Respect Poster
   - Coalition workplace brochure
   - Pre-test, Post-test and evaluation
   - Sample power point presentation
RESPECTING EVERYONE prevents FAMILY VIOLENCE

Practice RESPECT

TRI-COUNTY FAMILY VIOLENCE PREVENTION COALITION
SUPPORTED BY THE ANTHEM FOUNDATION OF OHIO
<table>
<thead>
<tr>
<th>Pre-Training Survey revised 2010</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Undecided</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. I am familiar with resources in Columbiana, Mahoning and Trumbull counties, which will help</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>victims of child, intimate partner and/or elder abuse</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Family violence is personal, private, and none of my business</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>3. I recognize the signs that indicate someone may be a victim or perpetrator of family violence</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>4. I know what I can do to help prevent family violence</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>5. Family members are the most frequent abusers of the elderly</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>6. A domestic violence workplace policy will increase productivity and enhance safety in the</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>workplace</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
As a result of today’s training, I...

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Undecided</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Am more familiar with resources in Columbiana, Mahoning and Trumbull counties, which will help victims of child, intimate partner and/or elder abuse</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>2. Believe that family violence is personal, private, and none of my business</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>3. Am more aware of the signs that indicate someone may be a victim or perpetrator of family violence</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>4. Know more things I can do to help prevent family violence</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>5. Understand that family members are the most frequent abusers of the elderly</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>6. Believe that a domestic violence workplace policy will increase productivity and enhance safety in the workplace</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>7. Am more likely to ask for help if I was abused</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>8. Am more likely to agree that we should be supportive in the workplace to people who are in abusive situations</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>9. Am more likely to talk to an employee/co-worker/friend about abuse</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>10. Am convinced that family violence can have an impact on the workplace</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>11. Will make a phone call to Children Services or Adult Protective Services to report suspected child or elder abuse, even if I am not sure that it would be considered abuse</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>
1. What did you learn about family violence that you did not know prior to this training?

________________________________________________________________________

________________________________________________________________________

2. What is one thing that you will start doing to prevent family violence as a result of this training?

________________________________________________________________________

________________________________________________________________________

3. What is one thing that your workplace already does to be supportive of its employees?

________________________________________________________________________

________________________________________________________________________

4. What is one thing that your workplace could do to promote healthy relationships and safe families?

________________________________________________________________________

________________________________________________________________________

5. What was the best thing about this training?

________________________________________________________________________

________________________________________________________________________

6. What community resource/service provider would you like to hear more about?

________________________________________________________________________

________________________________________________________________________

Please Complete Both Sides
Workplace Violence Prevention Training
Impact of Workplace Domestic Violence

Training Objectives
- Be more aware of how domestic violence can affect families for generations
- Know how to recognize and respond to workplace domestic violence
- Know when to report potentially dangerous workplace domestic violence
- Be motivated to refer to Employee Assistance Program and call 2-1-1

Urgency to the plan: Man gets life in prison for shooting ex-girlfriend and step-son at Cleveland funeral 4/19/2011
- No business is immune
- 1 in 4 women
- 1 in 5 employed adults in the U.S. 65% females / 35% males
- Annual cost of lost productivity - $1.5 billion (CDC 2003)
- The 2nd leading cause of fatal occupational injuries in Ohio in 2008
- Assaults and violent acts (U.S. Dept of Labor, Bureau of Labor Statistics)
- Third leading cause of fatal occupational injuries in the U.S. following deaths due to transportation and contact with objects and equipment

Workplace Domestic Violence
Costs
Lives and Money

What's the Solution?

Prevention Training
Saves
Lives and Money

Family Violence
- Family violence refers to intentional intimidation, emotional, physical and/or sexual abuse, neglect, or financial exploitation between people who are:
  - Related by blood or marriage
  - And/or have a child in common
  - And/or have been involved in a close, intimate relationship
  - Were previously or are presently residing together
  - CHILD, INTIMATE PARTNER, ELDER ABUSE
Domestic violence occurs in all kinds of families, regardless of age, race, gender, economic status, educational background, religion, sexual orientation.

Domestic Violence

- 3.5 million victims of family violence between 1998 and 2002
- 73% of victims – female
- 27% of victims – male

Domestic Violence Affects Families for Generations

- Children who live in abusive families think that abuse happens in other families and that abuse is normal
- Witnessing and experiencing violence as a child leads to a greater use of violence as adults
  - A child is affected by violence even if he/she is not in the same room where the abuse is happening
  - A child does not have to be hit to be hurt
  - A child who is never told that violence is not the way to solve conflicts is at greater risk of becoming a victim or perpetrator as an adult.

Domestic Violence Affects Families for Generations

- Over % of the men who batter their wives also abuse their children
- Approximately 20% of children from abusive homes commit delinquent acts as juveniles and 25% of these go on to commit crimes as adults
- Incidence of teen dating violence high:
  - One out of three report actual sexual abuse, physical abuse or threats of physical abuse
  - One out of four have been victimized through technology
  - One out of two report being controlled, threatened and pressured to do things they did not want to do

Domestic Violence Affects Families for Generations

- 50-70% of women abused before pregnancy are abused during pregnancy
- 71% of the women who were surveyed in a shelter affirmed that the partner had threatened, hurt or killed the family pet
- Violent offenders incarcerated in a maximum security prison were more likely than non-offenders to have committed childhood acts of cruelty toward pets
- 90% of reported elder abuse perpetrated by a family member

What Does Domestic Violence Look Like?

- Intentional intimidation – threatening looks, voices, gestures, and actions that keep a person in constant fear, damage objects, hurt pets, punch holes in wall
- Emotional abuse – harassing, insulting, humiliating, ignoring, criticizing
What Does Domestic Violence Look Like?

- Isolation – Abuser decides what the partner does, where the partner goes, and who the partner can contact; limits or denies partner access to a car or phone; tracks mileage or odometer when partner uses the car

- Blaming – Abuser finds any excuse to blame the partner for the violence, to ignore that the violence happened, or to not take the violence seriously

What Does Domestic Violence Look Like?

- Using the children – Abuser may threaten or use violence against the children or try to get the children to turn against the partner

- Male privilege – Abuser makes all the decisions in the relationship and may treat the victim as a servant

What Does Domestic Violence Look Like?

- Economics – Abuser controls the finances and how much money to give to partner; taking money, credit card or property from partner without permission; being forced to hand over paycheck; forbidding a partner from earning money or attending school; making it difficult for person to get to work by taking keys, disabling car, etc

- Threats – Abuser threatens to commit suicide, take the children, hurt a pet, hurt or lie to the partner’s family and friends or seriously injure the partner

What Does Domestic Violence Look Like?

- Physical Abuse – Pushing, shoving, locking the family member out of the house, hitting, kicking, hitting, punching, slapping, threatening with a weapon, strangling, refusing to help sick or injured household member, throwing objects or people, or using a knife or gun

- Sexual Abuse – forcing unwanted sexual acts, committing rape or incest, treating partner as sex object or making demeaning sexually suggestive remarks about the partner

Why Doesn’t the Victim of Domestic Violence Leave?

- Fear of change
- Isolation
- Societal denial
- Benefits to staying
- Dangers of leaving
- Economic barriers
- Frequency and severity
- Childhood experiences
- Beliefs about marriage
  - religious
  - ethnic
  - societal

Safe Workplace

Section 5(a)(1) Occupational Safety and Health Act (OSHA)

- Furnish to each of its employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to its employees

  - Domestic Violence poses a risk not only to the intended victim but also to those who work around them

- Tri-County Family Violence Prevention Coalition

- Tri-County Family Violence Prevention Coalition

- Tri-County Family Violence Prevention Coalition

- Tri-County Family Violence Prevention Coalition
What is Workplace Violence?

- A broad range of behaviors that due to their nature and/or severity, significantly affect the workplace, generate a concern for personal safety, or result in physical injury or death
- WORKPLACE VIOLENCE SPECTRUM
  - Behaviors of concern
    - Threatening behaviors
    - Physical injury
    - Death

How Does Domestic Violence Affect the Workplace?

- Decreased productivity
- Increased absenteeism
- Increased employee turnover
- Increased health care costs
- Increased risk of violence in the workplace

How Does Domestic Violence Affect the Workplace?

Of Battered Workers...
- 95% experience problems at work due to abuse
- 74% harassed at work
- 58% late for work
- 25% leave early
- 54% miss entire days of work

- American Institute on Domestic Violence, 2005

How Does Domestic Violence Affect the Workplace?

- Impact on Co-workers – US National Telephone Survey
  - 31% felt obliged to cover for co-worker victim
  - 39% were concerned for their own safety
  - 27% had to do the victim’s work
  - 25% resented the co-worker victim due to the situation

How Does Domestic Violence Affect the Workplace?

- Impact of Domestic Offenders - Maine Dept of Labor 2004
- 152 men surveyed:
  - Consuming need to know partner’s whereabouts
  - Compelled to check up on them constantly
  - Calling or leaving work to see if wives were where they were supposed to be
    - Half of those quit
    - Trouble on the job
    - Making mistakes or causing accidents
    - Feelings intensified if partner tried to leave them

RECOGNIZE behaviors of concern

- Distracted at work
- Explains injuries by claiming to be “accident-prone”
- Inappropriate clothing for the season
- Uncharacteristic absences from work
- Frequently late to work
- Frequent & harassing phone calls at work
- Mentions stress at home
- Frequent references to angry situations at home
- Decreased productivity or multitasking
- Little or no access to money, credit cards, or a car
- Isolated from friends, relatives, co-workers
RESPOND

- Let the employees know what you have observed
  - You look upset/worried
  - I notice the bruises, I am concerned about you
  - Express concern that the employee might be abused
    - I am wondering if you are being hurt by someone and I am concerned about you
    - There is help out there and you can even get it from another county
  - Make a statement of support (sensitive, empathetic, confidential)
    - No one deserves to be hit/hurt
    - When you're ready to talk, I will be here for you

REPORT Threatening Behaviors

- Threats
- Protection Orders

REFER

- Victims of domestic violence – make their own calls
  - Employee Assistance Programs
  - 211 for resource information and referral
  - Help Hotline Crisis Center, Inc.
  - Community Solutions Association
  - Domestic Violence Shelters

What NOT to do...

- Do not blame the victim
- Do not tell the victim to take care of the problem on their own
- Do not tell the victim what to do
- Do not suggest couples counseling
- Do not try to fix it

Case # 1

- During a performance review an employee discloses that the performance issues are due to living in an abusive situation and expresses desire to do what she/he can do to keep his/her job.
- What should the supervisor do?
- Who needs to know?

Case # 2

- A co-worker tells you in confidence that she is afraid because her intimate partner is threatening to kill her. The abuser most likely knows the employee will be at work.
  - What do you do?
2. Create a Culture of Confidentiality
   Work Culture and Environment
   
   • Case #3
     - A manager/supervisor is certain the person under their supervision is being physically abused, but the individual denies the abuse.
     - What do you do?

   Tri-County Family Violence Prevention Coalition

2. Create a Culture of Confidentiality
   Work Culture and Environment
   
   • Case #4
     - An employee brings a Protective Order to work that
       lists the workplace.
       a) What does management do?
       b) What part of the Protective Order does the company keep?
       c) Who gets a copy of the Order Page/photo?
       d) What does employee do?
       e) Who needs to know?

   Tri-County Family Violence Prevention Coalition

2. Create a Culture of Confidentiality
   Work Culture and Environment
   
   • Case #5
     - The employee who answers the phone for the company is aware that another employee is receiving more-than-usual number of phone calls from the intimate partner and seems to be bothered by the phone calls.
     - What do you do?

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Organization Response to Domestic Violence in the Workplace

   • Create a safe and respectful environment for employees to come forward and share information.
   • Employees will not be asked about, judged, or fired on basis of being victimized by domestic violence.
   • People in authority and responsibility will help eliminate harmful attitudes and beliefs about domestic violence.
   • Messages promoting safe families and healthy relationships will be displayed throughout the workplace.
   • Provide ongoing education and other prevention activities.

Tri-County Family Violence Prevention Coalition

VIP Violence is Preventable

Be a Door-Opener – contact:
Dorothy Kane, Project Coordinator
  • Help Hotline Crisis Center, Inc
  • Phone: 330.744.4244
  • Email: dkane@helplineline.org
  • Customized Training Modules
    - How to recognize, respond and refer
    - Audience, time, multiple sessions
  • Call 211 for information and referral

Tri-County Family Violence Prevention Coalition

Q & A

Next Steps