

**Salvation Army and Chemung County
Domestic Violence Program**

24 Hour Hotline

607-732-1979

Employee Assistance Program

734-1447

**Clinical Social Work and Counseling of the Finger Lakes
963 Walnut Street
Elmira, New York 14901**



**Domestic Violence
and
The Workplace**

What is Domestic Violence?

Domestic Violence is a pattern of coercive tactics, which can include physical, psychological, sexual, economic and emotional abuse, perpetrated by one person against a current or former adult intimate partner, **with the goal of establishing and maintaining power and control over the victim**. Domestic violence can affect anyone no matter what age, race, gender, religion, class or ethnicity.

DV May Include:

- Physical abuse, Verbal abuse, Emotional abuse,
- Financial coercion/control,
- Isolation,
- Intimidation/Threats,
- Stalking/Surveillance,
- Sexual abuse/Assault

How does it affect Victims in the Workplace:

- Show up late to work
- Exhibit signs of stress
- Have excessive absences
- Are unable to concentrate at work
- Show signs of decreased productivity

First Step Victim Services

24/7 Hotline:

607.742.9629

Monday – Friday: 8:30 am – 4:30 pm
(call for an appointment)

Catholic Charities' Schuyler Office
105 Ninth St, Unit 20, Watkins Glen, NY

Contact: A Victim Services Advocate at 607.535.2050; Call, text or email anytime

The First Step Victim Services program provides advocacy & referral services to all victims of crime in Chemung & Schuyler Counties, with a strong focus on victims of domestic violence or sexual abuse. You must be an innocent victim of a crime (i.e. domestic violence, sexual assault, robbery, assault, etc.).

Services include:

- Advocacy & Court Accompaniment
- Community Education & Referrals
- Compensation Claims/Benefits
- Domestic Violence Counseling & Education
- Home Visits
- Relocation Assistance
- Support Groups
- Transportation
- 24/7 Emergency Services

LOCAL AND NATIONAL HOTLINES

New York State Domestic Violence Hotline 24 Hour Hotline

1-800—942-6906; TTY 711

<http://www.opdv.ny.gov/help/dvhotlines.html>

The New York State Domestic Violence Hotline is available 24 hours a day, 7 days a week and provides assistance in over 150 languages, including Spanish. Their advocates can talk confidentiality and provide regional referrals for local assistance.

The National Domestic Violence Hotline 24 Hour Hotline

1-800-799-7233; TTY 1-800-787-3224

www.thehotline.org

The National Domestic Violence Hotline advocates are available 24 hours a day, 7 days a week to talk confidentially with anyone experiencing domestic violence, seeking resources or information, or questioning unhealthy aspects of their relationship. The website also has live chat.

If you suspect a Co-Worker is a victim of Domestic Violence:

DO

- Express concern.
- Let the co-worker know that you are there to listen.
- Listen to – and believe the co-worker – without judgement.
- Offer your help and support.
- Together, with employee, contact Human Resources or AOC.
- Offer contact information to a 24-hour hotline.

DO NOT

- Do not ignore the situation or press the co-worker to talk.
- Do not blame the co-worker or make assumptions.
- Do not tell the co-worker what to do, or place conditions on your help and support.

What Should I do if I Witness DV in the Workplace?

Assess

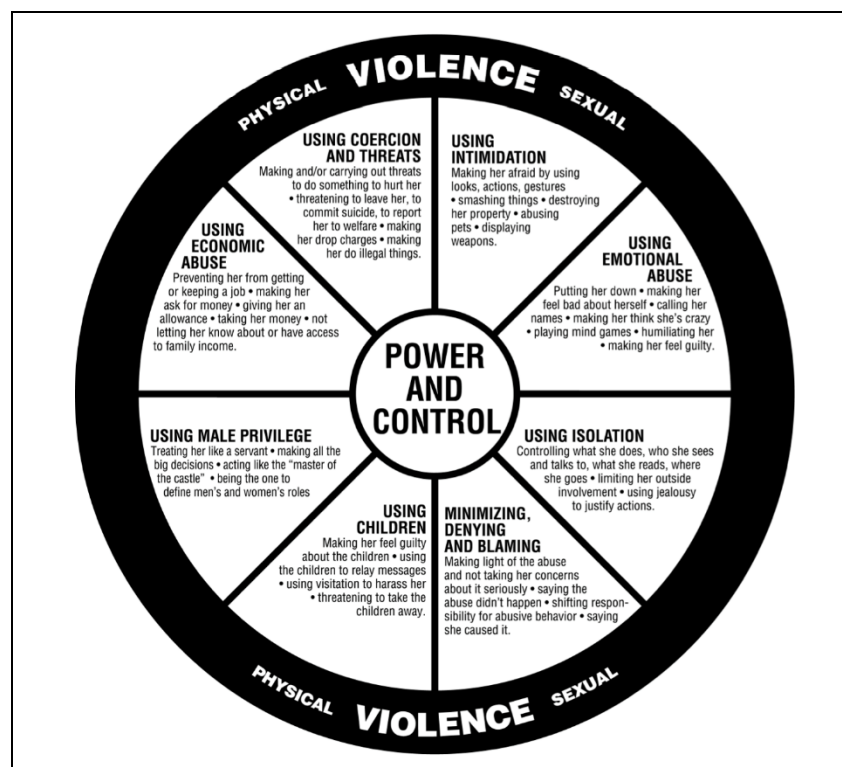
- Gather information from the employee about the situation.
- If there is an imminent threat, Call 9-1-1.

Advise

- If the employee discloses domestic violence, assure the employee that you will only share details as required.
- If the employee is willing, take them to a supervisor or Manager (or connect them with Human Resources) to discuss potential work-place accommodations.

Assist

- The site Manager/Supervisor will assist employee to create safety plan for work and will review with Human Resources Director.



The **Power & Control diagram** is a helpful tool in understanding the overall pattern of abusive and violent behaviors, which are used by a batterer to establish and maintain control over his partner. Very often, one or more violent incidents are accompanied by an array of these other types of abuse. They are less easily identified, yet firmly establish a pattern of intimidation and control in the relationship.

*Developed by: Domestic Abuse Intervention Project 202 East Superior Street Duluth, MN 55802 218.722.4134