

at home...

- Tell someone you trust what is happening to you.
- If you seek medical care because your partner hurts you, tell the doctor what happened and request that the injuries and the explanation be noted in your medical file. Keep any photos of bruises and injuries or ripped clothing. All of this may be helpful if you decide to take legal action later on.
- If you are thinking of leaving, plan now. Hide a spare set of keys, money and extra clothes in case of emergency. Collect important papers for both you and your children, such as birth certificates and social security numbers. Have copies of all the children's immunization records because you will be required to register the children in a new school.
- Also collect evidence of your partner's assets (such as paycheck stubs) if you plan to seek child support.
- Call your local domestic violence crisis center for free, confidential assistance and support.

To access your local
crisis center, call
the New Hampshire
Domestic Violence Hotline at:
1-866-644-3574

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HOW CO-WORKERS CAN HELP

Be alert to possible signs of domestic violence in co-workers, changes in behavior and work performance, lack of concentration, increased or unexplained absences, placing or receiving harassing phone calls, bruises or injuries that are unexplained or come with questionable explanations.

- If a co-worker confides in you that s/he is being abused, believe her/him.
- Listen without judging. Victims of abuse often feel responsible, ashamed and afraid.
- Recognize the difficulties that prevent victims from leaving an abusive relationship: financial dependency, lack of housing, employment, daycare and transportation options, family pressures and fear.
- Recognize that the most dangerous time for a victim is when s/he attempts to leave an abusive situation, as this is when the violence often increases and may become deadly.
- Refer victims to a local domestic violence crisis center for free, confidential support and resources.

The New Hampshire Coalition Against Domestic and Sexual Violence is comprised of 14 crisis centers throughout the state that have been established to provide services to survivors of sexual assault, domestic violence and stalking. Services that the Coalition member programs provide include: 24-hour crisis lines; emergency shelter and access to transportation; legal advocacy in obtaining protective orders against abusers; hospital and court accompaniment and information about and help in obtaining public assistance.

Responding to DOMESTIC VIOLENCE

A Guide for Employees



STATE OF NEW HAMPSHIRE
Governor's Commission on
Domestic and Sexual Violence

WHAT IS DOMESTIC VIOLENCE?

Everyone has experienced tension in his or her relationships, yet most relationships are not abusive. Domestic violence is not a disagreement, a marital spat or an anger management problem. Domestic violence is based on power and control.

Domestic violence is a pattern of abusive and controlling behavior that restricts the activity and independence of another individual. It can include physical, sexual and psychological attacks, and economic control. Domestic violence affects persons of all ages, cultures, religions, sexual orientations, income levels, and educational and ethnic backgrounds. The majority of victims are women, but men can be victims of domestic violence too.

FACT

One in four American women report that they have been physically or sexually abused by an intimate partner at some point in their lives.
- *The Family Violence Prevention Fund*

FACT

Children in homes where domestic violence occurs are physically abused or seriously neglected at a rate **1,500% higher** than the national average in the general population.
- *Children's National Women Abuse Prevention Project*

FACT

From 1990 through 2004 the State of New Hampshire had **298 homicides**, of which 142 (53%) were domestic violence related.
- *NH Department of Justice*

DOMESTIC VIOLENCE IS A WORKPLACE CONCERN

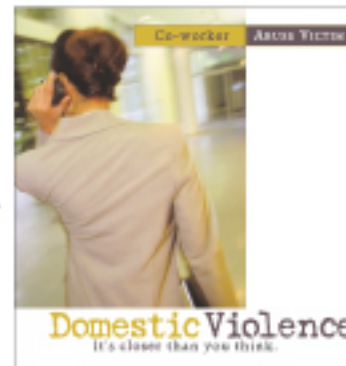
Domestic violence can affect one's productivity, medical expenses, attendance, and risk of violence at the workplace. The workplace is an ideal place for employees to get help - after all, it is the place where s/he spends approximately eight hours a day away from her/his abuser.

FACT

96% of employees who were victims of domestic violence reported some type of workplace problem as a direct result of their abuse. More than **60%** were late, **54%** missed at least three full days of work per months and work performance suffered for **70%** of the victims.
- *New York Victim Services; US Department of Labor*

FACT

74% of employed battered women reported being harassed by their partners in the workplace, whether in person or via the telephone, email, voicemail or fax.
- *New York Victim Services; US Department of Labor*



FACT

66% of senior corporate executives believe their company's financial performance would benefit from addressing the issue of domestic violence among their employees.
- *The Family Violence Prevention Fund*

SAFETY PLANNING

No one deserves to be abused. If this is happening to you, it is not your fault and you are not alone. You have choices and there are people who can help and support you.

It is a good idea for anyone facing domestic violence to create a safety plan, both for home and for work. Here are some suggestions:

at work...

- Talk with someone at the workplace you trust.
- Explore the option of obtaining a protective order. Your local crisis center can assist you with that process.
- For security measures, consider providing your employer with a picture of the perpetrator and a copy of your protective order, if you have one, for security measures.
- Work with your employer to address telephone, fax, and email or mail harassment.
- Consider removing your name and number from automated phone directories.
- Review the safety of your parking arrangements. Consider an escort to your car and park near the building entrance if possible. Park your car so the front is facing out. Consider changing your license plates from a vanity plate if you have one.
- Review the safety of your childcare arrangements. Give a picture of the perpetrator and a copy of your protective order to the childcare provider.