

YOU CAN HELP SOMEONE WHO IS BEING ABUSED...

If your co-worker or employee has unexplained bruises or explanations that don't add up, if she/he is distracted, anxious or upset, has trouble concentrating, misses work often, or receives repeated, upsetting telephone calls during the day, she/he may be involved in an abusive relationship.

Some people hesitate to speak with victims of domestic violence because they don't know what to say or how to say it. Relax and be yourself. **Communicate your concern** for their safety and well-being.

If someone confides in you that they are being abused, **believe them** and don't break their confidence.

Listen without judging. Try not to criticize or make the decision for her/him. Separating from an abusive partner is a process, not an event. When the victim leaves their abuser, it is the most dangerous time. It may not be the best option for the employee at that time.

Let the employee know what **assistance is available** to her/him in the workplace (i.e., flexible work schedule, temporary relocation, security measures, etc.) You can help by screening visitors or calls for the employee, or by keeping important documents or evidence they have collected in your desk.

Explain that **many acts of domestic violence are crimes** — as much of a crime as robbery or rape — and that she/he can seek protection from the police or courts. **Refer the employee to a local domestic violence program** for more information.

MARYLAND NETWORK AGAINST DOMESTIC VIOLENCE

4601 Presidents Drive, Suite 370
Lanham, MD 20706
301-429-3601
FAX 301-429-3605
E-mail: info@mnadv.org
Website: www.mnadv.org



1-800-MD-HELPS
(1-800-634-3577)

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DOMESTIC VIOLENCE PROGRAMS IN MARYLAND

ALLEGANY COUNTY

Hotline 301-759-9244 • TTY 301-759-9244
Family Crisis Resource Center • 301-759-9246

ANNE ARUNDEL COUNTY

Hotline 410-222-6800
YWCA Domestic Violence Services
410-626-7800 (Annapolis) • 410-974-0084 (Baltimore)

BALTIMORE CITY

Hotline 410-889-7884 • TTY 410-889-0047
House of Ruth • 410-889-0840
Hotline 410-828-6390 • TurnAround 410-837-7000

BALTIMORE COUNTY

Hotline 410-828-6390
Family and Children's Services of Central Maryland • 410-281-1334
Family Crisis Center of Baltimore County, Inc.
410-285-4357 • 410-285-7496 (Shelter)
TurnAround • 410-377-8111

CALVERT COUNTY

Hotline 410-535-1121 • Metro Hotline 301-855-1075
Crisis Intervention Center

CARROLL COUNTY

Hotline 410-857-0077
Family and Children's Services of Central Maryland • 410-876-1233

CAROLINE, KENT, DORCHESTER, QUEEN ANNE'S, AND TALBOT COUNTIES

Hotline 1-800-927-4673
Mid-Shore Council on Family Violence • 410-479-1149

CECIL COUNTY

Hotline 410-996-0333 • DV / Rape Crisis Center

CHARLES COUNTY

Hotline 301-645-3336 • Metro Hotline 301-843-1110
Center for Abused Persons • 301-645-8994

FREDERICK COUNTY

Hotline 301-662-8800 • TTY 301-662-1565
Hearty House 301-418-6610

GARRETT COUNTY

Hotline 301-334-9000 • The Dove Center
Oakland • 301-334-6255 Grantsville • 301-895-4300

HARFORD COUNTY

Hotline 410-836-8430
SARC (Safety•Awareness•Resources•Change)
410-836-8431 • 410-879-3486 (Baltimore)

HOWARD COUNTY

Hotline 800-752-0191 / 410-997-2272
Domestic Violence Center • 410-997-0304

MONTGOMERY COUNTY

Hotline Evenings & Weekends 240-777-4673 • Days 240-777-4195
TTY 240-777-4850

Abused Persons Program • 240-777-4210

PRINCE GEORGE'S COUNTY

Hotline 1-866-382-7474
Family Crisis Center, Inc. • 301-779-2100
House of Ruth Maryland (Legal & Counseling Services)
240-450-3270 or 301-699-7790

ST. MARY'S COUNTY

Hotline 301-863-6661
Walden / Sierra, Inc. • 301-863-6677
Women's Center of Southern Maryland • 301-862-3636 (Legal Services)

SOMERSET, WICOMICO & WORCESTER COUNTIES

Hotline 410-749-4357 • 410-641-4357
Life Crisis Center • 410-749-0771

WASHINGTON COUNTY

Hotline 301-739-8975 • TTY 301-739-1012
CASA (Citizens Assisting and Sheltering the Abused) • 301-739-4990



DOMESTIC
VIOLENCE...
AND THE
WORKPLACE
IT'S EVERYBODY'S
BUSINESS!

WHAT IS DOMESTIC VIOLENCE?

Domestic Violence is a pattern of coercive behavior characterized by the domination and control of one person over another, usually an intimate partner, through physical, psychological, emotional, verbal, sexual, and/or economic abuse. Domestic violence affects women and men, occurs between spouses and ex-spouses, dating partners, and in same-sex relationships.

DOMESTIC VIOLENCE IS A WORKPLACE ISSUE

Domestic violence is not a private family matter. It often follows victims to their places of employment, and deprives victims and their co-workers of a safe and productive workplace.

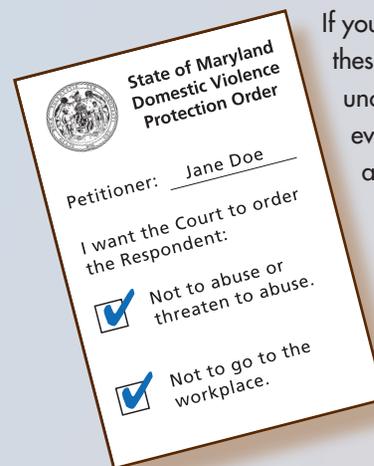
- In one study of domestic violence offenders in Maine (*Lim, Rioux, and Ridley, 2004*):
 - **78%** used workplace resources to express anger or remorse, check up on, pressure, or threaten their partners.
 - **74%** had easy access to their intimate partner's workplace, with **21%** reporting that they contacted the victim at the workplace in violation of a no contact order.
- Abused women lose a total of nearly **8 million days** of paid work annually which, in addition to lifetime earnings lost due to the premature deaths of victims, totals **\$5.8-8.3 billion** (*NCIPC, 2003; Max, Rice, Finkelstein, Bardwell, and Leadbetter, 2004*).

IS A LOVED ONE ABUSING YOU?

Have you experienced disagreements in your relationship? Everyone has. Domestic violence is not a disagreement, a marital spat, or an anger control problem. Domestic violence is abusive behavior used by one person in a relationship to maintain power and control over another.

HAS YOUR PARTNER....

- Shoved, kicked, slapped, choked, or hit you with an object?
- Harassed you at work with phone calls, personal visits or threats?
- Threatened or intimidated you or your co-workers?
- Prevented you from going to work?
- Been overly jealous or suspicious?
- Insulted or humiliated you in public or private?
- Tried to control your money?
- Isolated you from family and friends?
- Blamed you for the abuse?



If you have experienced any of these behaviors, you may feel uncomfortable and afraid even though you are a strong and capable person.

Anyone can be a victim of domestic violence regardless of race, gender, religion, class, or sexual orientation. However, no one should feel alone.

DEVELOP A SAFETY PLAN TO PROTECT YOURSELF AND YOUR FAMILY

- Call 911 if you are in danger or need immediate help.
- Plan an escape route in the event of a violent incident.
- Take photographs of your scars and bruises. Keep them in a safe hiding place.
- Tell trusted friends/neighbors about the violence and request they call the police if they hear suspicious noises coming from the house.
- Hide a spare set of keys, some money and extra clothes in case of an emergency. Collect important papers for both you and your children, such as birth certificates, social security numbers, bank account numbers, credit and ATM cards, passports/immigration documents, insurance papers, school records and lease/house deeds.

YOU CAN GET HELP AT WORK

- **Talk with someone** at the workplace you trust about the abuse: a co-worker, your supervisor or Human Resources.
- Ask about **flexible or alternate work schedules**.
- Ask to temporarily **relocate your workspace** to a more secure area.
- Have your **calls/e-mails/taxes/visitors screened**.
- Ask co-workers and/or security to **call the police** if your partner threatens or harasses you at work.
- **Obtain a Protective Order or Peace Order.** Include the workplace on the order. Provide a copy to your supervisor and/or security personnel.

HELP IS AVAILABLE.