

When domestic violence comes to work.

The state recognizes domestic violence as behavior intended to exercise power and control over the life of another. RCW 26.50.010 defines domestic violence as a family or household member who causes physical harm to, sexually assaults and/or stalks another family or household member.

The state absolutely will not tolerate domestic violence on or in state facilities and is committed to creating a workplace environment that is compassionate and supportive to victims of domestic violence.

Under the Domestic Violence Leave Act, all employees in Washington State have the right to take reasonable leave to get help or help a family member with domestic violence, sexual assault or stalking. For more information: www.LNI.wa.gov/DomesticViolenceLeave

Survivors of domestic violence can get support from the Employee Assistance Program. Perpetrators of domestic violence are also encouraged to seek assistance and referral to a certified treatment provider through the EAP: (877) 313-4455



What is domestic violence?

Domestic violence is abusive behavior used by one person in a relationship to maintain power and control over another.

Abuse is not always physical and doesn't always lead to a crisis. Some people insult, threaten, and even hit people they love. They don't do it because of stress, anger, or substance use. They do it to control others. If one thing doesn't work, they try something worse.

*The abusive partner is the person solely responsible for violent behavior
The victim is not to blame*

Regardless of age, race, gender, sexual orientation, education or economic status, domestic violence can happen to anyone.

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Who to contact?

Many confidential resources are available in the workplace and community:

National Domestic Violence Hotline: (800) 799-7233 or www.thehotline.org

Washington State Coalition Against Domestic Violence: www.wscadv.org

Washington State Address Confidentiality Program: (800) 822-1065 or www.sos.wa.gov/acp

Washington State Office of Crime Victims Advocacy (OCVA) (800) 822-1067 / TTY: (360) 709-0305 <https://www.commerce.wa.gov/serving-communities/crime-victims-public-safety/office-of-crime-victims-advocacy/>

Washington Coalition of Sexual Assault Programs (WCSAP) (360) 754-7583 or www.wcsap.org

Employee Assistance Program EAP offers free, confidential support for public employees and their family members. (877)-313-4455 or eap.wa.gov

Workplaces Respond Resources and training for employers, survivors, and coworkers to prevent and respond to domestic and sexual violence: www.workplacesrespond.org

Learn Ways to Help...



Prepared by Washington State Department of Enterprise Services and Attorney General's Office



Has your partner...

- ◇ Harassed you at work with phone calls, personal visits, or threats?
- ◇ Threatened or intimidated your coworkers?
- ◇ Insulted and humiliated you in public or in private?
- ◇ Checked up on where you've been and who you've talked to?
- ◇ Put down your friends and family?
- ◇ Tried to isolate you from family and friends?
- ◇ Tried to control where you can go and what you can do?
- ◇ Prevented you from going to work?
- ◇ Caused you to lose your job?
- ◇ Tried to control your money?
- ◇ Destroyed things that are important to you?
- ◇ Threatened to hurt you, family members, friends, or pets?
- ◇ Blamed you for the abuse?
- ◇ Told you jealousy is a sign of love?
- ◇ Touched you in ways that hurt or scared you?
- ◇ Told you your fears are not important?

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. Remember, it is not your fault.

How to help others

If you suspect a person is being abused:

- ◆ Take the time to listen, and believe what your friend says
- ◆ Don't downplay the danger
- ◆ Don't judge or criticize your friend's choices
- ◆ Give emotional support
- ◆ Express concern for your friend's safety
- ◆ Let your friend know about services that can help
- ◆ If danger is imminent, call 9-1-1

What hurts you hurts your children

Children get hurt when their parents get hurt. They may feel scared and ashamed. They may think it's their fault. These children grow up thinking it's okay to hurt others. They think it's okay for people to hurt them. Children who grow up in a household with domestic violence often have emotional and behavioral problems, and may have poor health outcomes. Boys who witness domestic violence are 10 times more likely to hit their partners when they grow up.

Getting out of a violent relationship can take time. Stick by your friend and don't expect changes overnight.

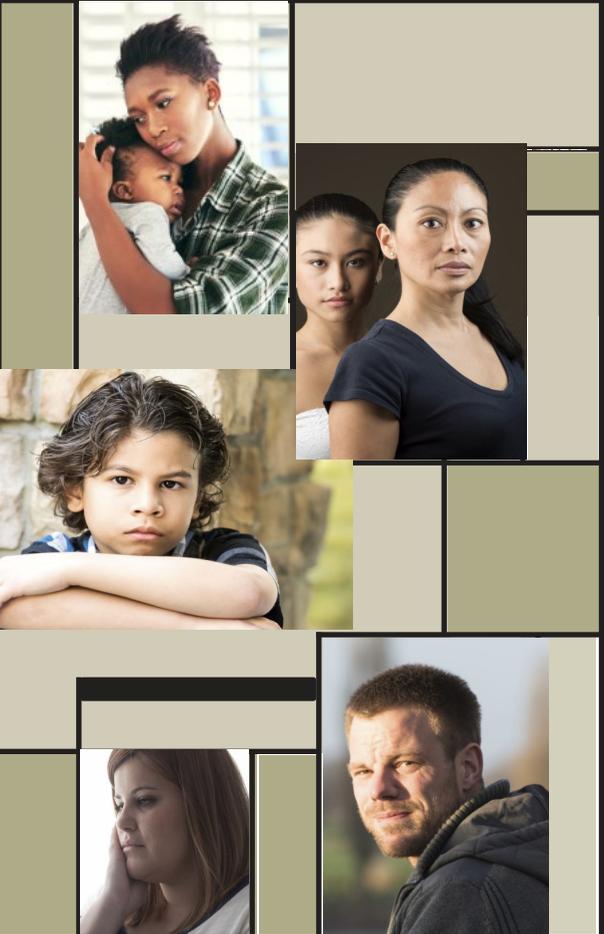
Everyone has the right to feel safe.

Domestic violence hurts everyone in the family. A person who hurts others loses the respect and trust of those they love. The person who gets hurt becomes more and more afraid.

With help, people can get out of violent relationships. Victims can find safety and new lives. People who use violence can learn not to use it.

You are not alone

Think about getting some help. Talk to friends about your problem



Where to begin? Safety planning at work and at home.

Because domestic violence can affect a person's life in many ways, including at the work- place, emotional and physical safety are critically important. Anyone who is fearful of being harmed is urged to think about their safety needs first.

At work, consider...

- ◆ Telling a trusted coworker, supervisor, or personnel manager who will respect your confidentiality
- ◆ Reviewing the safety of your parking arrangements
- ◆ Reviewing the safety of your childcare arrangements
- ◆ Having your calls screened
- ◆ Notifying security of possible safety concerns, including providing a picture of the perpetrator
- ◆ Asking about flexible or alternate work hours
- ◆ Asking your coworkers to call the police if your partner threatens or harasses you at work
- ◆ Informing supervisors about the existence of any court orders

At home, consider...

- ◆ Setting aside money for an emergency
- ◆ Making an extra set of house and car keys
- ◆ Discussing with neighbors how they can assist you; for instance, by calling the police
- ◆ Removing any weapons
- ◆ Gathering, in a secure place, your important papers, such as: Social Security cards, titles, birth certificates, driver's license, bank account numbers, insurance policies, marriage license, important phone numbers
- ◆ Teaching your children to call 9-1-1

Asking for support from neighbors and coworkers may be difficult, but building a support system can lead to greater protection while allowing others to show their concern and offer assistance.