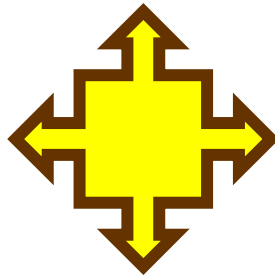


**Northern Illinois Employee Assistance Professionals Association**

**EMERGING REALITIES IN DOMESTIC VIOLENCE: EAP CONCERNS**

**WEB LINKS AND HANDOUTS**

February, 2010



Presented by

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# Domestic Violence Web Resources for EAPs

Provided by Beverly Younger, Ph.D., LCSW

February, 2010

## **Domestic Violence Statistics**

The Corporate Alliance to End Partner Violence (see website description below) provides up-to-date comprehensive statistics on domestic violence, and on workplace concerns related to domestic violence on the following topics: General statistics; Financial Costs; Workplace Statistics; Victims & Perpetrators; Special Populations; Medical consequences; Mental Health Consequences; Death; Stalking; Impact on Children; and Dating Violence.

[http://www.caepv.org/getinfo/facts\\_stats.php](http://www.caepv.org/getinfo/facts_stats.php)

## **General Resources**

### **The Illinois Domestic Violence Helpline**

Offers information and referrals for domestic violence resources anywhere in Illinois, 24 hours, 7 days a week.

**1- 877-To End DV or 1- 877-863-6338, TTY-1-877-863-6339**

<http://www.dhs.state.il.us/page.aspx?item=30275>

### **NATIONAL DOMESTIC VIOLENCE HOTLINE**

Provides toll-free, live phone response and crisis intervention to callers 24-hours a day, 365 days a year, offering information and referrals across all U.S. states and territories.

**1-800-799-SAFE (7233) or TTY 1-800-787-3224**

<http://www.ndvh.org/>

### **Illinois Coalition Against Domestic Violence**

The statewide organization of domestic violence providers, offering information and resources across the state. A list of domestic violence agencies is available on their website (see the "DV Programs" link).

<http://www.ilcadv.org/index.html>

### **NATIONAL COALITION AGAINST DOMESTIC VIOLENCE**

A national organization focused on coalition building, policy and public education, at the local, state, regional and national levels, whose website includes a list of all state domestic violence coalitions.

<http://www.ncadv.org/>

### **NATIONAL RESOURCE CENTER ON DOMESTIC VIOLENCE**

Provides domestic violence prevention support to organizations and individuals through technical assistance, training and information.

<http://www.nrcdv.org/>

## **THE FAMILY VIOLENCE PREVENTION FUND**

Provides information, resources, partnership and guidance in developing innovative and collaborative prevention programs, including development resources for employers and healthcare providers. See their "Workplace" link for detailed workplace responses.

<http://endabuse.org/>

## **Resources Specific to the Workplace**

### **CORPORATE ALLIANCE TO END PARTNER VIOLENCE**

A national nonprofit organization supporting employers and organizations to address partner violence at work, through policies and programs to legal issues and legislation.

<http://www.caepv.org/>

### **COALITION OF LABOR UNION WOMEN CENTER FOR EDUCATION AND RESEARCH**

A national organization for union women, focusing on a variety of concerns relevant to working families, including domestic violence.

<http://www.cluw.org/>

### **SAFE@WORK COALITION**

A website resource that provides guidance to companies who are developing workplace domestic violence programs and policies.

<http://www.safeatworkcoalition.org/>

## **Legal Resources**

### **LEGAL MOMENTUM**

A national women's rights legal advocacy organization, with a substantial collection of information on the employment rights of survivors of abuse, and specific content on Domestic Violence and Sexual Assault Resources.

<http://www.legalmomentum.org/help-center/domestic-violence-and-sexual.html>

### **THE AMERICAN BAR ASSOCIATION'S COMMISSION ON DOMESTIC VIOLENCE**

The ABA's Commission on Domestic Violence offers a Guide for Employers: Domestic Violence in the Workplace.

<http://www.abanet.org/abastore/index.cfm?section=main&fm=Product.AddToCart&pid=5480002>

# DEFINING DOMESTIC VIOLENCE

## What is Domestic Violence?

Domestic violence is a pattern of behavior that is used by one person in a relationship to gain power and control over another. The behavior may include any or all of the following: physical or sexual violence, emotional, psychological or verbal intimidation or abuse, stalking, and economic control.

## Domestic Violence Can Include...

- ***Physical Violence***

Hitting	Choking	Pushing
Grabbing	Kicking	Beating
Shoving	Slapping	Forcing Sex
Using a Weapon		

- ***Verbal Abuse***

Name calling	Demeaning	Harassing	Threatening
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- ***Stalking and Phone Harassment***

- ***Isolating***

- Forcing someone to stop talking to friends or relatives
- Preventing someone from leaving the house
- Pulling the phone out of the wall
- Hiding the car keys

- ***Financial***

- Taking all the money from a joint account
- Refusing to give someone enough money to live on
- Stealing joint property or possessions

- ***Other types of domination or control***

- Preventing someone from going to a place or worship or from praying
- Abusing children, threatening to take children from the home
- Abusing a pet
- Taking or breaking things that make the abused person happy

# THE POWER AND CONTROL WHEEL

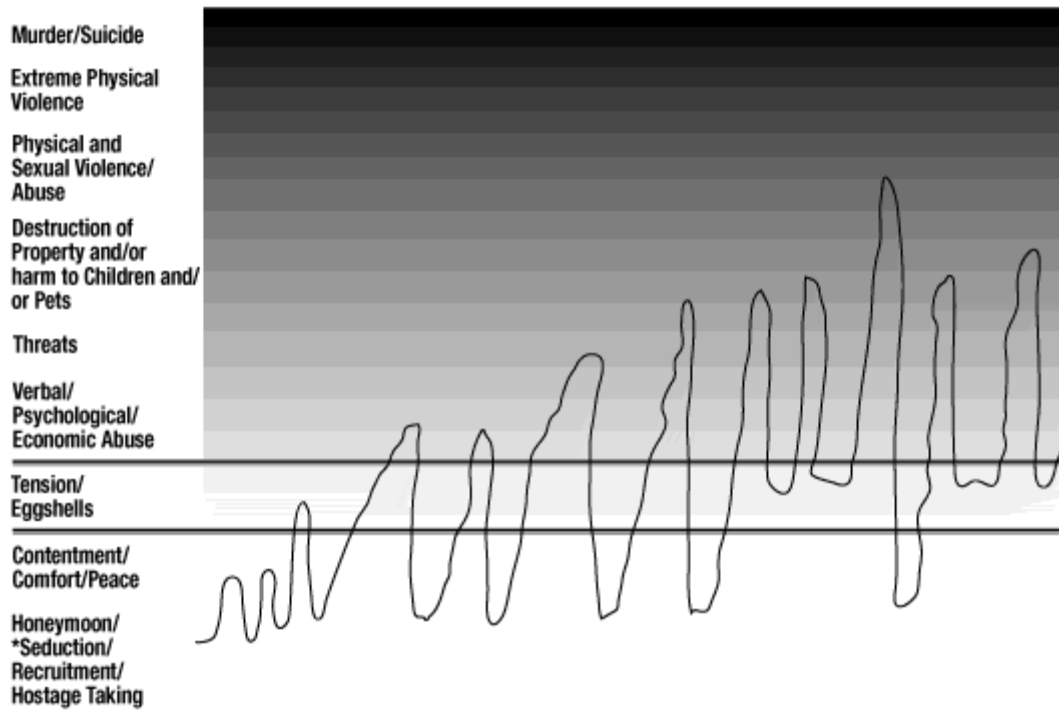


# THE EQUALITY WHEEL (AKA The Nonviolence Wheel)

*concepts of equality in a relationship  
and ways people who abuse can move toward nonviolence*



## CYCLES AND PATTERNS OF VIOLENCE



## BATTERER TYPOLOGIES

There are many ways to categorize people who abuse their families or partners. Most of the research in this area has focused on men in batterers' intervention programs. The following typology may be helpful.

### Family Only Aggressors or FOAs<sup>1</sup>

- The most satisfaction in relationships compared to the other two categories
- The least marital conflict
- The least infliction of psychological abuse
- Less anger, jealousy, and depression

### Generalized Aggressors or GAs [also called Antisocial<sup>2</sup>]

- Most likely to be violent outside the home
- Most likely to use severe violence
- Their violence was associated with alcohol use
- Had low or moderate levels of anger or depression

### Emotionally Volatile Aggressors or EVAs [also called Pathological]:

- The highest levels of anger, depression, jealousy
- Were the most psychologically abusive
- Were the least satisfied in marital relationships

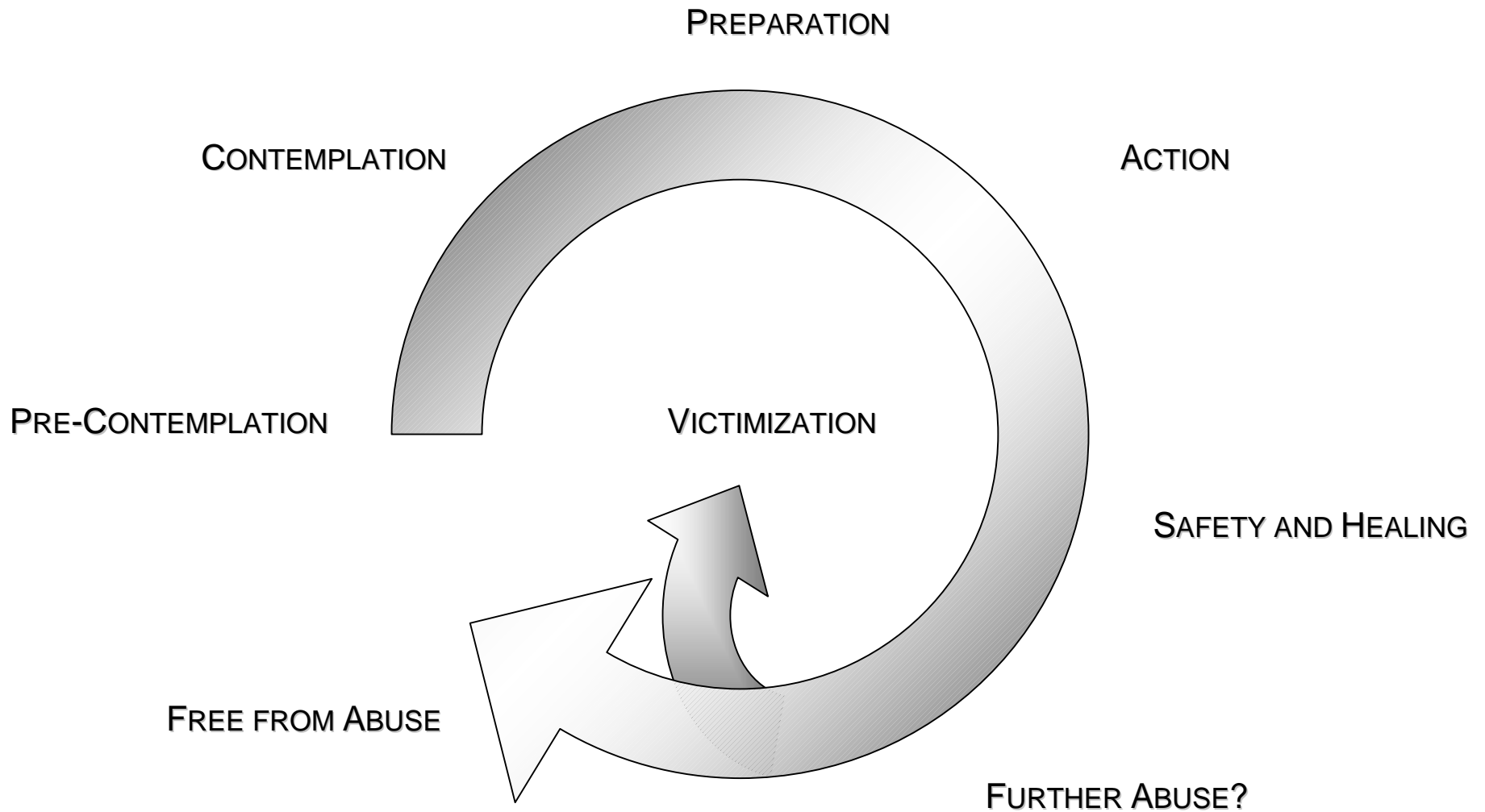
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<sup>1</sup> Saunders, D.G. (1992). A typology of men who batter: Three types derived from cluster analysis. American Journal of Orthopsychiatry, 62(2), 264-275.

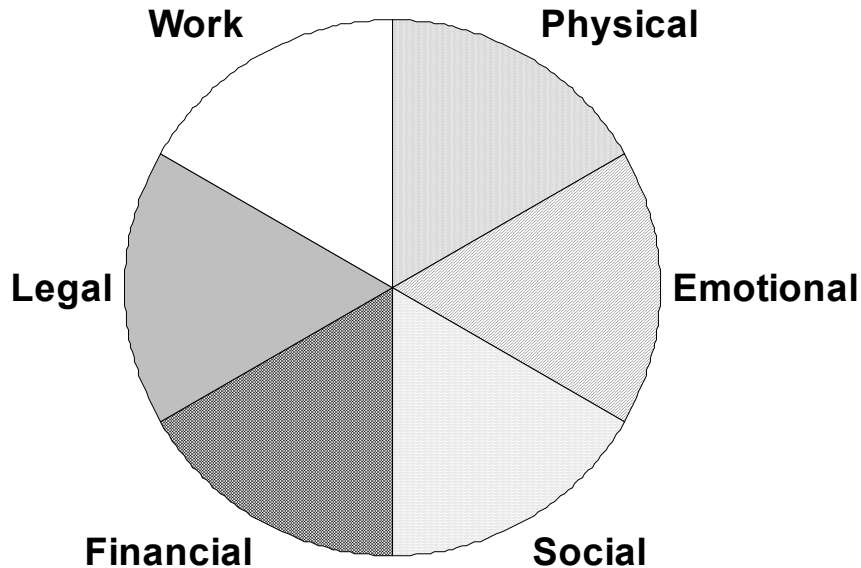
<sup>2</sup> The terms "antisocial" and "pathological" applied to batterers typology were cited from the following: Gondolf, E.W. (1988). Who are these guys? Toward a behavioral typology of batterers. Violence & Victims, 3(3), 187-203.

# Stages of Change Applied to Domestic Abuse

By Beverly Younger, Ph.D., LCSW



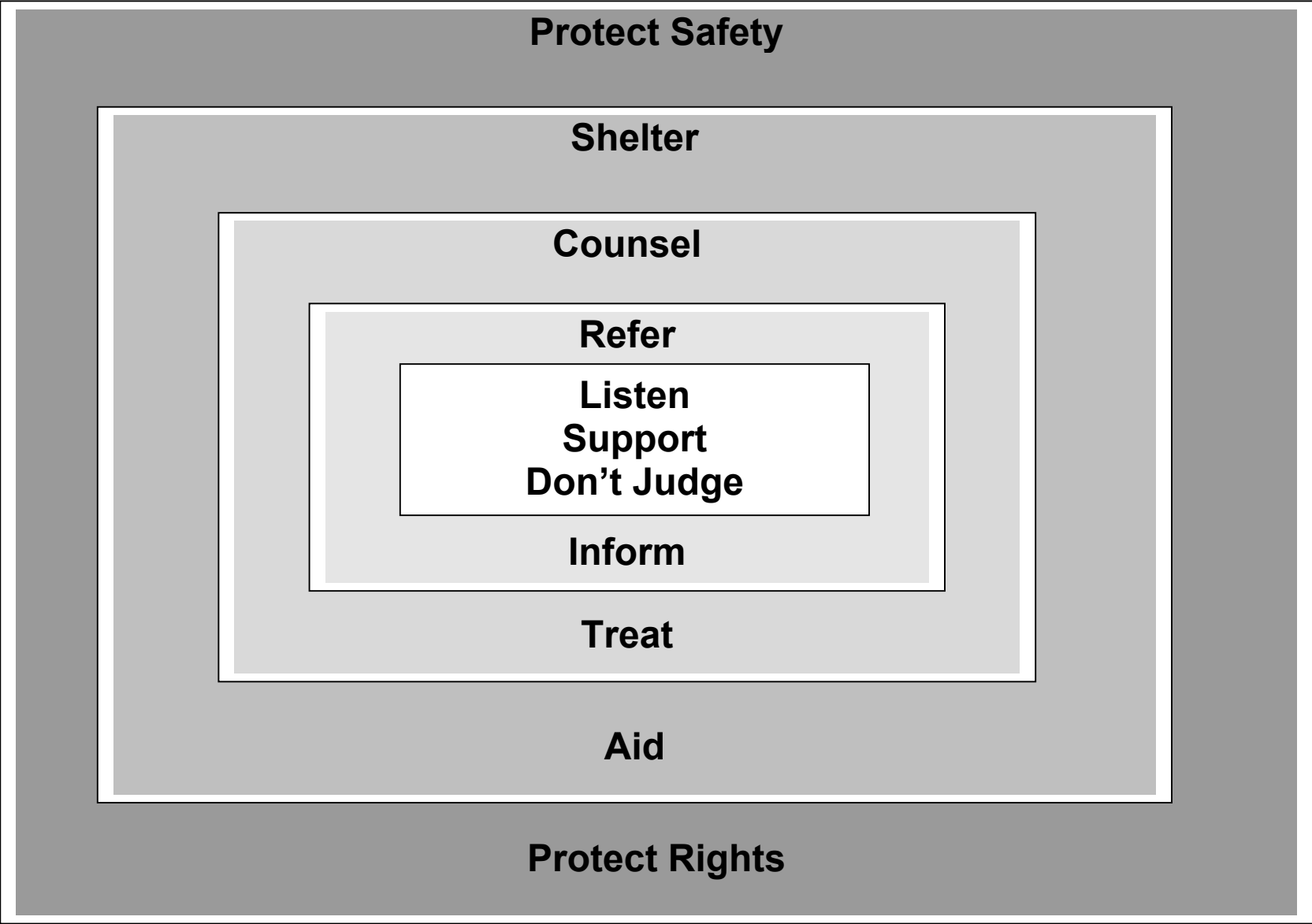
## EFFECTS OF ABUSE



How do you know is something is wrong? People who are abused at home may be affected by the abuse in any of the following ways. Other people may not show signs of the abuse outwardly.

<b>Physical</b>	Unexplained injuries, hidden injuries, bruises, black eyes, sprains, broken bones or teeth.
<b>Emotional</b>	Anxious, upset, depressed, tearful, jumpy, angry, worried, restless, quiet, or confused.
<b>Social</b>	Avoiding people, not answering the door or phone, canceling events, acting out anger or frustration that cannot be expressed at home.
<b>Financial</b>	Overdrawn account, foreclosure or eviction, wage garnishment.
<b>Legal</b>	Court dates, divorce, a child custody problem, child abuse investigation.
<b>Work</b>	Absences, tardiness, sick days, a drop in work quality, unable to complete tasks, isolating from co-workers

# Helping Roles: What are the Limits of Your Role?



## PROGRESSIVE ASSESSMENT OF DOMESTIC VIOLENCE

**In a normal intake meeting, if the client brings up any concerns about an intimate relationship, follow the progressive and natural steps below to determine if abuse is occurring in their relationship(s). If the answer to each question below is “Yes”, continue with the next level of questioning.**

Client: My relationship is very stressful.

EAP: Are there conflicts between the two of you?

Do you feel that either of you get out of control during a conflict or argument?

Do the conflicts or arguments ever get “physical”?

Were you hurt (or your partner hurt) during this type of conflict? What happened after your partner hit you (or you hit your partner)?

Were the police called? Was he or she arrested? *Or ...* Were you arrested?

Do you have an order of protection? *Or ...* Did your partner get an order of protection against you?

Are you afraid of being hurt again? *Or ...* Do you think you might lose control again and become violent?

If there is a current risk of violence, follow up with referrals to the domestic violence community service where safety planning can take place. If working with the abuser, consider the safety needs of the victim or potential victim.

## TALKING TO SOMEONE WHO IS ABUSED

Try the following steps when talking to someone about possible abuse:

1. Tell her what you see or hear      “I noticed a bruise on your arm...”
2. Express concern for her      “I am worried about you.”
3. Show support      “No one deserves to be hurt.”
4. Refer her to a DV help source      “I have the phone number to ...”

If she begins to talk about the abuse...

- |                         |  |
|-------------------------|--|
| Just Listen             | Listening can be one of the best ways to help.   |
| Keep It Confidential    | Don't tell other people that she is not ready to tell. If there is a direct threat of violence at work, tell her you both need to inform your employer.  |
| Provide Information     | Give her the phone number to the Illinois Domestic Violence Helpline (1-877-TO END DV [1-877-863-6338] or 1-877-863-6339 TTY) or other local resources. Be careful about giving advice. She knows best how to judge the risks she faces.                         |
| Be There and Be Patient | Coping with abuse takes time. She may not do what you expect her to do when you expect her to do it. If you think it is your responsibility to fix the problems, you may end up feeling frustrated. Instead, focus on building trust between you and be patient. |

## SIMPLE, SHORT-TERM SAFETY PLANNING

Use a problem-solving process to help the at-risk client identify practical ways to increase safety. The plan needs to be a series of simple solutions that the client can easily implement in a crisis situation.

### **RISKS IDENTIFY THE RISKS**

Who is at risk? (partner, children, elderly family, pets)  
Where are the risks highest? (home, work, in transit, family member's house)  
In what situations does the victim think the violence is most likely to occur?  
Examples: During meals, commuting (stalking), if batterer is intoxicated.  
When (time of day) is the violence most likely to occur?

### **ESCAPE DISCUSS ROUTES OF ESCAPE**

Focus on the locations of highest risk first, identifying rooms, buildings, places that the violence might occur and simple routes of escape for each situation. Consider where the client might hide, locate or find resources needed for a quick escape, including a phone, keys, ID, cash and others.

### **PROTECT DECIDE ON THE NEED FOR EXTERNAL PROTECTION**

Help the client to consider when and how she may need to call the police, to ask for family members to get involved or to notify security services at the workplace.

### **RELOCATE DISCUSS THE NEED FOR RELOCATION**

If the risk of violence is too high, you can suggest that the client consider the need to relocate, moving temporarily from her home or asking her employer to consider either physically moving her work location or transferring her to another job.

### **SUPPORT RECOMMEND ESTABLISHING SUPPORT NETWORKS**

The more support the client has, the more the client will feel empowered to make decisions that keep her safe. Refer the client to support groups and suggest ways that she might reach out to friends and family to surround herself with concerned, caring people. This also sends a message to the batterer that the client is not alone and others are concerned about what happens to her.

<b>Referral Needs</b>		
	<b>Personal</b>	<b>Work</b>
<b>Safety</b>	Safety plan for home and travel	Safety plan for work
<b>Physical Injury</b>	Medical care and rehabilitation	Work accommodation for physical health limitations
<b>Emotional Trauma</b>	Trauma therapy	Work accommodation for behavioral health limitations
<b>Legal</b>	Order of Protection for home Divorce and/or child custody	Order of Protection to include work if appropriate
<b>Financial</b>	Emergency funding Debt management	Review benefits, retirement plan and change as needed
<b>Family and Home</b>	Childcare and/or eldercare Housing Emergency repairs/locks Utility support	Work/Family benefits as applies to family and home situation
<b>Functioning Limitations</b>	Support group Other support and personal assistance from shelters, community, churches, family	Temporary work adjustments, Second chance agreements, absence approvals, flex time
<b>Spiritual</b>	Referrals to client's spiritual community; counseling with client's spiritual focus	Positive regard for the abused employee

## REFERRAL RESOURCES

- **911 – LOCAL LAW ENFORCEMENT**

- **DOMESTIC VIOLENCE HOTLINES**

Provide information and referral to domestic violence services anywhere in the United States

**Contact** Illinois Domestic Violence Helpline: 1-877-TO END DV [1-877-863-6338]  
or 1-877-863-6339 TTY

- **DOMESTIC VIOLENCE SERVICES AND SHELTERS FOR PEOPLE WHO ARE ABUSED**

Provide safe temporary housing and meals. Many shelters also have support groups, individual counseling and court advocacy.

- **COURT ADVOCATES AND LEGAL SERVICES FOR PEOPLE WHO ARE ABUSED**

Provide assistance in restraining orders, child support, divorce and custody. Court advocate services are often free, but some legal assistance for divorce and custody charge fees. Some are affiliated with the local domestic violence agency.

- **BATTERERS INTERVENTION PROGRAMS**

Provide court-mandated treatment for people convicted of battering. Some communities have programs for voluntary treatment.

- **COUNSELORS OR THERAPISTS WHO SPECIALIZE IN DOMESTIC VIOLENCE**

Some professionals in private practice or community agencies specialize in working with victims of abuse or batterers. Referring for therapy is secondary to addressing safety concerns.

- **PLACES OF WORSHIP, CHURCHES OR RELIGIOUS GROUPS FOR ASSISTANCE**

Your neighborhood place of worship, church or religious group may provide housing, food, childcare or other needed services. Religious counseling is not recommended as a primary referral for domestic violence as these services may not address domestic violence dynamics.

- **COMMUNITY SERVICES FOR ASSISTANCE**

Some communities have temporary housing, emergency cash, food and clothing for people in crisis.

## INAPPROPRIATE REFERRALS FOR ACTIVE DOMESTIC VIOLENCE SITUATIONS

- **MARRIAGE OR COUPLES COUNSELING OR THERAPY**

In active domestic violence situations, counseling or therapy techniques that use joint sessions and that attribute responsibility equally to both partners may be damaging to victims and may also increase the risk in active domestic violence situations.

- **ANGER MANAGEMENT**

Anger Management classes do not usually meet the standards for a qualified batterers intervention program. Referring batterers to anger management will not adequately address the dynamics of domestic violence.

# Workplace Response Roles: What are the Limits of Your Role?



# WHAT WE CAN DO IN THE WORKPLACE TO RESPOND TO DOMESTIC VIOLENCE<sup>3</sup>

## Educate

- ❑ Increase employees' awareness of domestic violence by training all employees about domestic violence, how to access help and how to reach out to co-workers.
- ❑ Train managers, including Human Resources, Security and other employee service departments about domestic violence. Teach them to identify the signs of abuse and respond appropriately to abused employees.

## Flex

- ❑ Adapt existing policies or implement a new domestic violence policy that provides flexible opportunities to get help for employees who are abused.
- ❑ Allow time off for domestic violence related needs, using your policies and procedures to give approved and, when possible, paid absences to get help.
- ❑ When addressing performance problems caused by domestic abuse, be sure to give an abused employee time to get help and improve their performance.

## Refer

- ❑ Make sure that all employee service departments and managers know the right resources to refer employees for help, including your EAP service or local domestic violence services.
- ❑ Give out or post the Illinois Domestic Violence Helpline (1-877-TO END DV [1-877-863-6338] or 1-877-863-6339 TTY), throughout the workplace.

## Secure

- ❑ Have an organized response to direct threats of domestic violence that may occur at work. Review the capacity of your current threat assessment and security response to respond appropriately to domestic violence incidents that may occur at work.
- ❑ Respect the privacy of the abused employee when responding to security concerns. Whenever possible, allow the employee to choose what actions to take regarding the abuse.
- ❑ Take action against employees who abuse other employees at work, focusing on safety, the needs of the abused employee and disciplining the abuser.

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<sup>3</sup> From FVPF, Urban, B.Y. 2000. Domestic Violence: A Workplace Issue – A Workplace Training Resource Kit for Employers and Domestic Violence Advocates and Service Providers. San Francisco, CA: FVPF.

## **WORKPLACE DOMESTIC VIOLENCE PREVENTION ACTIVITIES<sup>4</sup>**

- √ Check your company policies to make sure that your workplace response supports employees seeking help for abuse.
- √ Display posters with anti-domestic violence messages
- √ Leave Safety Cards for employees in restrooms or employee lounges, where they can be taken discretely.
- √ Run articles about domestic violence in your company newsletter
- √ Hold training seminars
- √ Publicize your Employee Assistance Program and/or local domestic violence programs
- √ Email or inter-office mail information on domestic violence and resources for assistance to all employees
- √ Partner with a local community domestic violence program to assist with workplace responses and to support their efforts
- √ Participate in the National Work to End Domestic Violence Day

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<sup>4</sup> From FVPF, Urban, B.Y. 2000. Domestic Violence: A Workplace Issue – A Workplace Training Resource Kit for Employers and Domestic Violence Advocates and Service Providers. San Francisco, CA: FVPF.