

DEFINITIONS for DOMESTIC VIOLENCE, SEXUAL ASSAULT & STALKING IN THE WORKPLACE TRAINING

(Definitions adapted from the DAS Statewide Policy No. 50.010.04,
Workplace Effects of Domestic Violence, Sexual Assault and Stalking)

DOMESTIC VIOLENCE

Domestic Violence means coercive behavior used by one person in a current or former domestic, intimate, or dating relationship to gain power and control over another person in that relationship. This may include physical or sexual assault or the threat thereof; sexual, emotional or psychological intimidation; verbal abuse; stalking; or economic control.

SEXUAL ASSAULT or RAPE

Sexual Assault means rape, unlawful penetration, or any unwanted touching of a sexual or other intimate part of a person or causing such a person to touch a sexual or other intimate part of the perpetrator for the purpose of arousing or gratifying the sexual desire of either party.

STALKING

Stalking means intentional, knowing or reckless, repeated and unwanted contact with the victim that causes the victim reasonable fear regarding physical safety. Communicative contact (written or verbal) is not stalking unless it conveys: 1) a direct or imminent threat to the personal safety of the victim, or the victim's immediate family or household members and 2) likelihood of unlawful acts.

Batterer, Perpetrator, or Abuser

Batterer, perpetrator, or abuser means the individual who commits or threatens an act of domestic violence, sexual assault or stalking.

Victim

Victim means one who is harmed or is made to suffer from acts or threats of domestic violence, sexual assault or stalking.

Protective Order

Protective Order means a valid restraining order, stalking order, no contact order, or any federal, state, local or tribal court order that restrains a person from contact with the protected person.

Victim Advocacy Provider

Victim Advocacy Provider means a private, non-governmental program that offers support, advocacy, safety planning, counseling, rape crisis centers and battered women's shelters to victims of domestic violence, sexual assault or stalking.

EMPLOYER TOOLS TO ADDRESS DOMESTIC VIOLENCE, SEXUAL ASSAULT AND STALKING IN THE WORKPLACE

1. Provide training from Victim Service Providers for all managers, supervisors, and human resource staff.
2. Contact, create, and maintain a working relationship with your local victim service provider.
3. Create a safety plan for the workplace.
4. Put up posters from your local victim service provider (in cubicles, restrooms, lunchroom, etc.).
5. Have a code word for employees to signal that there is a potential problem.
6. Create and follow anti-violence policies and procedures.
7. Respect victims' rights to confidentiality.
8. Respect victims' right to make her/his own decisions.
9. Learn about community resources for victims and perpetrators.
10. If you suspect someone is being abused, make sure to acknowledge it respectfully and without forcing the person to disclose.
e.g., "Are you alright?"
"Is there is anything I can do to support you?"
"Ouch – that bruise looks like it really hurts."
"I met an advocate from the local domestic violence/sexual assault program and I think they might be able to assist you..."

****If an employee discloses that she/he is a victim of domestic violence, sexual assault or stalking, the most important thing(s) you can say is:
"I believe you." and "It's not your fault."**

For more information, please contact your local victim service provider.
For more information about materials presented in this training, please contact:

Mid-Valley Women's Crisis Service
Office: (503) 378-1572
Hotline: (503) 399-7722 or Toll Free: (866) 399-7722
www.mvwcs.com