



CHANGING
Maryland
for the Better

Domestic Violence and the Workplace:

An online course for Maryland State employees



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An online course for Maryland State employees



What is domestic violence?

Is domestic violence still a problem today?

Why should I have to be concerned about domestic violence?

A co-worker comes to work with bruises and cuts. What do I do?

Are there resources available to domestic violence victims?

Throughout this course, you will find answers to these questions.



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Facts About 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**.



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Facts About Domestic Violence



Statistically, Most Victims Are Women. Men can be victims too.

- 85% of all domestic violence victims are women who are abused by their husbands or boyfriends.
- Teenaged, pregnant and disabled women are especially at risk.
- Studies have found no characteristic link between personality type and being a victim.
- Victims cannot stop the abuse by simply changing how they behave.
- Everyone deserves to be safe from domestic violence.



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Facts About Domestic Violence



Types of Abuse

- Physical Abuse
- Verbal Abuse
- Sexual Abuse
- Isolation
- Making victim feel guilty
- Stalking
- Economic Control
- Threats and Intimidation
- Emotional Withholding



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Facts About Domestic Violence



Domestic Violence Statistics

- **74%** of battered women are harassed at work
- More than half of victims miss at least three full days of work per month
- **25-30%** of battered women lose their jobs, partially due to domestic violence
- Domestic violence costs employers **\$3-\$5 billion** annually due to worker absenteeism, increased health care costs, and lower productivity.



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Video: Domestic Violence and the Workplace by CambHealth

<https://www.youtube.com/watch?v=mwSLp6H-Xvo>

Please view video and come back to this page.

The Cycle of Domestic Violence

Domestic violence is usually not a one-time event. There is a process of how it evolves and can escalate. ***Click on each photograph to see more information.***



Honeymoon Phase

- Beginning of the relationship
- Very romantic, happy, loving
- Violence incident followed by apology, gifts, promises
- Minimize and rationalize violent behavior
- Time of renewed courtship and romance



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The Cycle of Domestic Violence

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Tension-building Phase

- May last a week, months, or even years
- Becomes more frequent as violence begins
- Increased emotional abuse creating feelings of threat and intimidation
- It's like "walking on eggshells"
- Victims may try to become more compliant
- Victims may try to provoke the abuser to break the tension and get the abuse over with



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The Cycle of Domestic Violence

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Abusive Phase

- Violent episode(s) involving physical and/or sexual abuse, emotional abuse, property destruction
- Children and pets may become victims
- More severe forms may be used to maintain control
- Physical abuse may not be necessary if other methods of exercising power and control are effective



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A Workplace Scenario

Warning Signs

- wearing sunglasses
- frequent sick days
- talk of marital problems
- alcohol or drug abuse
- attendance problems
- not completing work on time
- long personal phone calls with crying afterwards
- withdrawal from co-workers

Click Here First

Taken by themselves, any of the items to the left might not mean anything more than a bad day or the need to improve work performance. Coupled together, however, they could point to a serious domestic violence situation. What should you do?

[Click here](#) to see the State of Maryland Policy on Domestic Violence and the Workplace

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A Workplace Scenario

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Click Here First 

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Click Here 

As stated in COMAR 17.04.04 - You should immediately report to the police, security or an agency designee any threats or acts of domestic violence in the workplace that may be experienced or witnessed.



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Guide for Concerned Co-worker or Friend



As a co-worker, what are some of things you can do for someone that you suspect might be the victim of domestic violence?

Click on each item on the left to see the information.

EAP

Concern

- Bring up the subject.
- Be a good listener.
- Acknowledge that your co-worker is in a very difficult, scary situation.
- Help your co-worker recognize the abuse, if they are in denial.
- Remind them that it is not their fault.
- Respect your co-worker's right to make their own decisions.
- Tell your co-worker to contact their Supervisor about [Maryland's Employee Assistance Program \(EAP\)](#)
- Direct them to the Maryland Network Against Domestic Violence or National Help Hotline 1-800-799-SAFE



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Guide for Concerned Co-worker or Friend



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EAP

Concern

The Employee Assistance Program (EAP) is a confidential service offered to help State employees who face personal matters that adversely affect job performance. Supervisors are encouraged to refer employees to the EAP when an employee's personal issues have begun to negatively impact his or her work performance. Supervisory referrals are submitted through the agency EAP representative to the EAP office within the Employee Relations Division of the Office of Personnel Services and Benefits, Department of Budget and Management.



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Guide for Victims of Domestic Violence

How You Can Help Yourself

- Document the abuse by seeking medical attention and taking photographs of injuries.
- Keep internet and computer safety in mind.
- Connect with people you can trust and confide in and incorporate them into your safety plan.
- Keep some money, a change of clothes, your spare keys, and important documents (list of important docs) in a safe place in case you need to leave in an emergency.
- Start making your own Personal Safety Plan
- Safety Measures While You're in an Abusive Relationship
- Safety After You Have Left the Relationship

For local help and a Safety Plan call 1-800-MD-HELPS



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Legal Guide for Victims of Domestic Violence

Peace and Protective Orders

In Maryland, you can petition the court for protection against the person who has abused you. Has your current or former partner:

- Physically harmed or assaulted you?
- Put you in fear of being seriously harmed?
- Forced you (or tried to force you) to engage in sexual activities against your will?
- Persistently followed you or approached you in a way that made you feel threatened or fearful of being harmed?
- Kept you someplace against your will?

If you can answer **yes** to the above questions, you may be eligible for a Peace Order or a Protective Order from the courts.

You are eligible to apply for a Protective Order if you and your current or former partner were ever married, if you have a child together, or if you lived together for at least 3 months in the past year. You can apply for a Protective Order at Circuit or District Court.

If you and your current or former partner never married, haven't had children together, and don't live together (or if you've lived together for less than 3 months), then you can apply for a Peace Order. In addition to the questions above, you can also apply for a Peace Order if you've experienced harassment, trespassing, or if your property was destroyed. The harm you experienced must have occurred within the past 30 days in order to apply for a Peace Order. You can apply for a Peace Order only at District Court.

Legal Guide for Victims of Domestic Violence

Temporary Order (Ex parte)

Once you complete the petition form, you will see a judge the same day in a “temporary order hearing.” As long as the judge has reasonable grounds to believe abuse occurred, a Temporary Order will be issued.

A Temporary Order (*“ex parte” without the abuser present*) starts as soon as it is given to your abuser by a police officer. Protective and Peace Orders may order your abuser to stop all abuse; to stop contacting and harassing you; to stop threatening you; to stay away from your home, temporary residence, work, or school. In addition, Protective Orders may order your abuser to stay away from your children’s school and daycare provider, family member’s homes, and any surrounding areas; to leave your home immediately, giving you temporary ownership of the house; or award you temporary custody of a minor child.

A Temporary Order will list the date for a “final order hearing,” which is usually held within 7 days. If the police have difficulty giving your abuser the Order, then the Temporary Order may be extended. The temporary order is in effect until the date of the protective order hearing.

Legal Guide for Victims of Domestic Violence

Interim Order (when Court is closed)

If you need to apply for protection after business hours, on the weekend, or a holiday, you can apply for an Interim Peace or Protective Order with a District Court Commissioner.

An Interim Order starts as soon as it is given to your abuser by a police officer. Protective and Peace Orders may order your abuser to stop all abuse; to stop contacting and harassing you; to stop threatening you; to stay away from your home, temporary residence, work, or school. Additional reliefs provided by a Protective Order may include: staying away from the children's school and daycare provider, family member's homes, and any surrounding areas.

An Interim Order will list the date for a "temporary order hearing," which is usually held within two business days. The interim order is effective until midnight of the second business day after you apply for the order, or until the temporary order hearing.

Legal Guide for Victims of Domestic Violence

Final Order


You may bring an attorney to this hearing, or you may bring a court companion from your local domestic violence program. Your abuser may be there as well. Bring any evidence you have that abuse occurred, including witnesses, police or medical reports, documentation, objects used to injure you, photographs, etc. The judge needs “clear and convincing evidence that abuse has occurred.”


A Peace Order can last for up to 6 months, with the possibility of a 6 month extension. A Protective Order can last for up to 12 months, with a possibility of a 6 month extension. In addition to the protection you have under the Interim or Temporary order, the Protective Order requires that your abuser must surrender and cannot possess firearms, and may grant you full custody of your children, financial support, use of the car, and a requirement for your abuser to attend a batterer's intervention program.

Once the judge awards you a Protective or Peace Order, keep a copy of it with you at all times. Tell your work, your neighbors, and your child's school that you have an order but may still be in danger. If your abuser violates any part of the order, dial 911 and call the police. Many violations of protective orders can result in arrest. Filing for Contempt of Court is another option for you.

About Abusers

Click the arrows for more information

Abusers Are Not Out of Control 

Abuse Is a Learned Behavior 

Abusers May Even 

Help for Abusers:

There is help available for people who are abusive towards their partners. Abuser Intervention Programs (AIPs) in Maryland help people who have been abusive to their partners learn to change. Participating in AIPs is a first step in learning that there are better, alternative ways to deal with relationships than using violence and control. In a group setting, participants learn about power and control, the effect of abuse on their partners and children, and they build new relationship skills. While attending an AIP doesn't mean that the abuse will stop, it is one tool that can lead people who are motivated to change towards healthier relationships. Some people think that anger management, couples counseling, or drug and alcohol counseling will stop the abuse, but that is not the case. Abuser Intervention Programs are built especially for people who have learned that violence and control is acceptable in their relationships.

Call 1-800-MD-HELPS for a list of local departments.



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About Abusers (continued)

Abusers are not Out of Control:

- Abusers choose to respond to a situation violently. They are making a decision to behave in a violent manner.
- They know what they're doing and what they want from their victims.
- They are not acting purely out of anger.
- They are not only reacting to stress.
- They are not helplessly under the control of drugs and alcohol.

Abuse is a Learned Behavior:

- It is not a natural reaction to an outside event.
- It is not normal to behave in a violent manner within a personal relationship.
- It may be learned from seeing abuse used as a successful tactic of control - often in the home in which the abuser grew up.
- It is reinforced when abusers are not arrested or prosecuted or otherwise held responsible for their acts.

Abusers May Even:

- Express remorse and beg for forgiveness with seemingly loving gestures.
- Be hard workers and good providers.

Responsibilities of Those Involved

Click on each photograph to learn about their responsibilities regarding domestic violence and the workplace.



Victims

- Notify your supervisor of the possible need to be absent and discuss possible leave options;
- Discuss with your supervisor plans to return to work and the appropriate reporting procedures;
- If necessary and available, make alternate arrangements to receive a paycheck;
- Work with your supervisor to ensure that adequate safety measures are in place
- Contact the State's Employee Assistance Program for confidential consultation and resources.



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Responsibilities of Those Involved

Click on each photograph to learn about their responsibilities regarding domestic violence and the workplace.



Supervisor

- Ensure that each employee is provided with a copy of the State's Domestic Violence Policy;
- Participate in Domestic Violence and the Workplace Training;
- Immediately refer any employee, known to be the victim or the perpetrator of domestic violence, to the Employee Assistance Program;
- Maintain the confidentiality of all information related to an employee's involvement in a situation relating to domestic violence.
- Post domestic violence literature around the office



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Responsibilities of Those Involved

Click on each photograph to learn about their responsibilities regarding domestic violence and the workplace.



Perpetrators

- Contact the State's Employee Assistance Program office for confidential consultation and resources;
- Contact an abuser's intervention program.



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Conclusion & Overview

Domestic violence can be physical, psychological, emotional, verbal, sexual, and/or economic.

Anyone can be a victim and they cannot make the abuse stop by changing their own behavior.

If you suspect a co-worker or friend or family member is being abused; help them.

If you are a victim, seek help.

In Maryland, victims of domestic violence can seek relief from the courts in the form of pursuing criminal charges, family law remedies, or civil orders of protection.

The State of Maryland is dedicated to the prevention and elimination of domestic violence.



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Acknowledgements and Resources

We would like to acknowledge and thank the [Maryland Network Against Domestic Violence](#) for providing information and content to this course.

Should you need them, the resources listed below are available to you:

[Maryland Health Care Coalition Against Domestic Violence](#)

[National Domestic Violence Hotline Website](#)

[1-800-799-SAFE \(7233\) or TTY 1-800-787-3224](#)



Please continue to the quiz by clicking the link below:

<https://www.surveymonkey.com/r/M7B3RN7>

You will be directed to a new webpage.