Please mark anywhere along the line with an “X” that best represents your level of understanding or knowledge. Your answers will remain anonymous.

1. I understand what sexual harassment, sexual assault, stalking, and domestic violence are.
   - Not at all
   - Sort of
   - Yes! A lot

2. I can recognize the signs that an employee has experienced violence or harassment.
   - Not at all
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   - Yes! A lot

3. I can recognize the signs that an employee is committing an act of violence or harassment.
   - Not at all
   - Sort of
   - Yes! A lot

4. I know what our company’s policies are regarding violence and harassment.
   - Not at all
   - Sort of
   - Yes! A lot

5. I know what to do if I learn that an employee is experiencing violence or harassment at work or at home.
   - Not at all
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   - Yes! A lot

6. I know what to do if I learn that an employee is committing an act of violence or harassment at work or at home.
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Thank you for taking this survey!

This project was supported by Grant No. 2012-TA-AX-K055 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this publication are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.
Physical and sexual assaults, or threats to commit them, are the most apparent forms of domestic violence and are usually the actions that allow others to become aware of the problem. However, regular use of other abusive behaviors by the batterer, when reinforced by one or more acts of physical violence, make up a larger system of abuse. Although physical assaults may occur only once or occasionally, they instill threat of future violent attacks and allow the abuser to take control of the woman’s life and circumstances.

The Power & Control diagram is a particularly helpful tool in understanding the overall pattern of abusive and violent behaviors, which are used by a batterer to establish and maintain control over his partner. Very often, one or more violent incidents are accompanied by an array of these other types of abuse. They are less easily identified, yet firmly establish a pattern of intimidation and control in the relationship.
Abuse can occur in different forms. It can be physical, emotional, sexual, spiritual, social and/or economic. The diagrams below describe some of the abuse tactics batterers use as they attempt to gain or maintain power and control over their intimate partners. Abuse does not always progress in the steps shown here. Sometimes the abuse may advance from pushing or hitting directly to more severe physical violence such as the use of a weapon. Although each relationship is unique, any type of abuse must be considered a serious cause for concern. Despite different circumstances, it is important to remember that abuse can escalate (especially if there is no intervention). A coordinated community response holding batterers accountable for their abusive behaviors is essential, as is a response acknowledging and respecting the rights of victims of domestic violence.

Exercise: It is helpful to be aware of the different manifestations of domestic violence. Circle the type(s) of abuse you are now experiencing (or that you have experienced). Notice if the violence is increasing in intensity, severity or frequency. Talk to a domestic violence advocate to develop or review your current safety plan or explore your options. Remember, domestic violence is never your fault, even if you were drinking or using drugs.
SEXUAL ABUSE

- embarrassing comments
- ignoring of sexual needs
- forcing one to look at pornography
- sex as duty
- control of contraceptives
- forced prostitution for drugs
- forced sex soon after pregnancy
- death

SOCIAL/ENVIRONMENTAL ABUSE

- uses gender myths/roles
- destroys property
- controls major decisions
- controls money or finances
- making threats to victim’s family/friends
- complete isolation
- convincing victim that she or he is hysterical/paranoid/suicidal

- degrades culture, religion, gender, profession, recovery from substance abuse, etc.
- demonstration of strength
- denies access to work
- eliminates support system, including access to health care or substance-abuse treatment
- child abuse/incest
- suicide
Domestic Violence and Employment Wheel

Self-Esteem

Money
- Ability to move
- Access to resources

Benefits
- Insurance
- Employee Assistance

Challenge
- Gender Roles
  - Rebuke
  - Traditional Roles of Women

Social Interactions
- Positive relationships
- Friendships

Job Skills
- Employability
  - Problem-Solving Skills

Employment And Domestic Violence Wheel

Peace at Work 2005

Adapted from the Duluth Domestic Violence Project’s Power and Control Wheel
Domestic Violence and Employment Wheel

The Domestic Violence and Employment Wheel describes how a job can act as a “protective factor” to help prevent abuse. It illustrates the benefits that work provides to victims and conversely the reasons why abusers try to prevent the victim from being employed. While being “gainfully employed” does not prevent abusive relationships in every situation, a job does provide the key support systems that can help an individual avoid or leave abusive relationships.

Money
Especially when the victim and abuser cohabitate, money may provide the victim the literal means to leave the abusive relationship. Getting the taxi or gas to travel to a hotel room or another city requires financial resources. Establishing a new place to live may include a down payment for mortgage or rent, setting up utilities and other costs of moving possessions. Civil legal actions, medical bills and other services require resources which would be difficult for a person financially dependent on the abuser. Money simply provides flexibility and more options for victims.

Job Skills
Just by being employed, victims are gaining skills that make them more independent. Every job provides a person with problem solving skills which will have direct application towards their efforts to be independent. While employed, new skills are developed which allow for promotion and advancement. Having a consistent work history is more attractive to potential employers. If a victim chooses to relocate, these skills make it easier for them to begin their life anew.

Benefits
While support services vary, employment often offers programs such as Employee Assistance Programs, Occupational Health, Wellness and Security. It is these services which may provide contact with the local community victim service agency. Just as important is the additional financial support of health care and disability insurance which may include mental health services.

Challenge Traditional Roles
While not a benefit per se, employment does challenge stereotyped gender-roles. As domestic violence often impacts women, it is the conventional position that men should be the “bread-winners” while the women stay at home. It is this perpetration of male dominance that denies women the right to obtain meaningful and rewarding employment. While there have been strides in ending such discrimination, this view is still held to deny a woman’s right to work. When victims do work, it often still the woman’s responsibility to care for the house-hold (laundry, cooking, cleaning, care of children) and lapses of such often become the excuses for the violence and the demand for her to quit.

Social Interaction
While abusers commonly use isolation as a means to control, employment provides the victim opportunity to find friends and be exposed to positive relationships. Supervisors and co-workers can offer praise and encouragement, a different message from the criticism and put-downs that the victim often continually hears from the abuser. Friendship is a powerful support mechanism in that it can offer a listening ear, advice, encouragement, a place to stay and other assistance.

Self-Esteem
All of these components, including the simple fact that they are employed, provide a victim with building blocks for greater self-esteem. Having a position and being part of an organization, no matter the title or company, gives a person a sense of identity. Knowing that they have a role, responsibility and a place that they are needed, a victim may recognize their own self-worth. Combined with money in the bank, employability, belief that they have the right to work and knowing others who respect and care for them, a victim is more likely to refuse the abuse that endangers their well-being and even their life.

Peace at Work 2005

Adapted from the Duluth Domestic Violence Project’s Power and Control Wheel
HANDOUT 2-1 “RESPONDING DO’S AND DON’TS”

1. Listening and Supporting the Victim

<table>
<thead>
<tr>
<th><strong>DO</strong></th>
<th><strong>DON’T</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Find an <strong>appropriate time and place</strong> to talk, and ensure privacy.</td>
<td>Have this discussion in a place where others can see or hear</td>
</tr>
</tbody>
</table>
| **Show support and concern.**  
  • “You don't seem like yourself lately. Is something going on?”  
  • "I'm concerned about you. Is everything ok?" | **Blame or shame** the employee.  
  • "You're creating problems for the whole team because you're always late and missing deadlines." |
| **Focus on the employee’s **work-related behavior in a non-invasive way** that doesn't make assumptions.**  
  • “You have been late to work which isn’t like you. Is something happening?”  
  • "You seem really distracted and you've missed some deadlines." | **Make invasive comments and assumptions.**  
  • "Is you husband hitting you?"  
  • "Are you having problems with your girlfriend?"  
  • "You keep showing up to work late without any explanation."  
  • "You've been slacking off lately" |
| **Give the employee a choice** whether to disclose, and an **opportunity to explain** their performance. | **Demand** an explanation. |
| **Listen without judging**  
  • Victims often believe the perpetrator’s negative messages and feel ashamed, inadequate, and afraid of being judged.  
  • "I'm sorry this is happening"  
  • "This is not your fault" | **Act like you know everything and offer unsolicited advice**  
  • Why don't you just leave?  
  • Why didn't you call the police?  
  • What did you think would happen when you went home with someone you barely knew? |
| **Leave the “door open”** (as in you are available to help in the future) – especially if she/he chooses not to disclose  
  • "I'm here if you need me; I care about you" | **Foreclose further help**  
  • "Well, I offered to help, but since you won't tell me what's going on, I can't do anything."  
  • "Don't be surprised if I have to fire you." |
## 2. Assessing Workplace Risk/Safety

<table>
<thead>
<tr>
<th>DO</th>
<th>DON'T</th>
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<tbody>
<tr>
<td>If the employee asks, be <strong>able to provide information about contacting law enforcement</strong> so that he/she can assess their options.</td>
<td>Tell the survivor <strong>what they have to do</strong>.</td>
</tr>
</tbody>
</table>
| Tell the survivor **what they have to do**. | Try to “fix” him/her – they are not broken.  
• You are not the expert on her/his life  
• You may increase his/her danger by making suggestions that could be unsafe |
| If there is a direct threat to the workplace, tell the employee that you will need to **take action to protect everyone**. Discuss with employee what action you plan to take, who you must tell and who they want you to tell.  
• "Do you think there is a threat to the workplace"  
• "Do you think that person will come here? Are we in danger" | **Take away a survivor's agency by forcing them** to do something, or taking action without telling them. Doing so could increase the danger to them and/or the workplace. |
| **Ask if they need any changes** in the workplace to do their job and stay safe (i.e., accommodations) | Tell the employee **they are suspended, or that they are on administrative leave** until they "fix the problem" |
| | **Fire the survivor** in the belief that the problem will go away if you remove the survivor from the workplace. |
### 3. Formulate a Workplace Plan

<table>
<thead>
<tr>
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</tr>
</thead>
</table>
| **Work with the employee** to determine what kind of assistance they want or need.  
  - "What do you need?"
  - "What can I do to help?"  
  | Put the burden on the employee to "fix" the problem by not coming to work, or forcing them to report to the police or get an order of protection.  |
| **Inform the employee of the hospital policy regarding DV/SV/Stalking and safety.**  
  - "Did you know the hospital has a policy addressing these issues?"  
  | Assume they know about hospital policy and procedures.  |
| Inform the employee of any requirements under hospital policy that **require you to report information and to whom.**  
  - "If you need time off/schedule change/etc, you need to make a request to ____"  
  - "Once you make a request I have to tell ____"  
  - "If another employee is the perpetrator, I have to report this to ____ and HR will conduct an investigation."  
  | Don't just tell the employee to talk to HR.  |
| **Inform the employee about the specific accommodations available.**  
  - change work location  
  - change work hours/shift  
  - use different entrances and exits to workplace  
  - change telephone extension  
  - permit time off to go to court, talk to the police, seek medical attention, get legal advice, counseling  
  | Wait for them to ask for something.  |
### 4. Provide Information

<table>
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</tr>
</thead>
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| **Offer contact information for in-house resources**, including a contact at HR, ICM, or EAP.  
  - "If you need someone to talk to about what you're going through, or get some advice on what to do, here are some numbers here at the hospital for ICM and EAP. It's confidential and they can help." | **Claim you don't know** a way to help them.  
While it's not your job to be an expert on violence or to address this person's non-workplace issues, it is your job to know who the experts are in the hospital and in the community, and to give the victim contact information for them.  
  - "I don't know anything about this, I can't help you." |
| **Offer contact information for community resources/hotlines.**  
  - "If you need someone to talk to about what you're going through, or get some advice on what to do, here are some numbers for experts in the community. It's confidential and they can help." | (Same as above) |
| **End conversation with sympathy and respect:**  
  - Thank you for opening up to me  
  - Summarize/review the plan  
  - Has this been helpful?  
  - Do you have what you need?  
  - Are you feeling safe?  
  - If not, what can I do to help you feel safer?  
  - I'm here if you need me | **End abruptly** without leaving time for questions or summarizing the plan. |
# Domestic Violence and Abuse Resources in Baltimore City and Baltimore County, Maryland

## Comprehensive Domestic Violence Agencies & Hotlines

<table>
<thead>
<tr>
<th>Agency/Service</th>
<th>City/County</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>House of Ruth Maryland</td>
<td>Baltimore City</td>
<td>24-hour: 410-889-RUTH (7884)</td>
</tr>
<tr>
<td>TurnAround Inc</td>
<td>Baltimore County and City</td>
<td>24-hour: 443-279-0379; Office: 410-377-8111</td>
</tr>
<tr>
<td>Family Crisis Center</td>
<td>South East Baltimore County</td>
<td>Office: 410-285-4357; Shelter: 410-285-7496</td>
</tr>
<tr>
<td>Family &amp; Children Services</td>
<td>Western Baltimore County</td>
<td>410-281-1334</td>
</tr>
<tr>
<td>DV/Sexual Assault Hotline</td>
<td>Baltimore County</td>
<td>24-hour: 410-828-6390</td>
</tr>
<tr>
<td>National Domestic Violence Hotline</td>
<td></td>
<td>24-hour: 1-800-799-7233</td>
</tr>
</tbody>
</table>

## Child Abuse

<table>
<thead>
<tr>
<th>Service</th>
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</thead>
<tbody>
<tr>
<td>Baltimore City Child Abuse Center</td>
<td></td>
<td>410-396-6147</td>
</tr>
<tr>
<td>Care Clinic at University of Maryland</td>
<td></td>
<td>410-706-1703</td>
</tr>
<tr>
<td>Family Tree/Parents Anonymous</td>
<td></td>
<td>1-800-243-7337</td>
</tr>
</tbody>
</table>

## Elder / Vulnerable Adult Abuse

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<tr>
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</thead>
<tbody>
<tr>
<td>DSS Adult Protective Services</td>
<td></td>
<td>Balt. City: 410-361-5000; Balt. County: 410-853-3000</td>
</tr>
<tr>
<td>Maryland Department of Aging</td>
<td></td>
<td>1-800-243-3425</td>
</tr>
<tr>
<td>CHANA SAFE (Stop Abuse of Elders) Program:</td>
<td></td>
<td>410-234-0030</td>
</tr>
</tbody>
</table>

## Domestic Violence Legal Assistance

<table>
<thead>
<tr>
<th>Service</th>
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</thead>
<tbody>
<tr>
<td>Women’s Law Center</td>
<td></td>
<td>Balt. City: 410-783-0377; Balt. County: 410-887-3162</td>
</tr>
<tr>
<td>House of Ruth Legal Clinic</td>
<td>Statewide</td>
<td>410-554-8463</td>
</tr>
<tr>
<td>Domestic Violence Legal Advocates</td>
<td>Baltimore County</td>
<td>410-853-3030</td>
</tr>
<tr>
<td>State’s Attorney’s DV/ Family Violence Units</td>
<td>Balt. City: 410-396-7444; Balt. County: 410-887-6610</td>
<td></td>
</tr>
<tr>
<td>Maryland Legal Aid</td>
<td>Balt. City: 410-951-7777; Balt. County: 410-427-1800</td>
<td></td>
</tr>
</tbody>
</table>

## Sexual Assault / Abuse

<table>
<thead>
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</thead>
<tbody>
<tr>
<td>TurnAround Inc</td>
<td></td>
<td>Baltimore County and City 24-hour: 443-279-0379; Office: 410-377-8111</td>
</tr>
<tr>
<td>Mercy Medical Center</td>
<td></td>
<td>Balt. City Forensic Sexual Assault Exams Emerg. Dept: 410-332-9477 or 9494</td>
</tr>
<tr>
<td>GBMC</td>
<td></td>
<td>Balt. County Forensic Sexual Assault Exams Office: 443-849-3323; Emerg. Dept: 443-849-2226</td>
</tr>
<tr>
<td>RAINN</td>
<td></td>
<td>Rape Abuse Incest National Network 1-800-HOPE//rainn.org //en Español: ohl.rainn.org/es/</td>
</tr>
</tbody>
</table>

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**Updated January 2016**
DOMESTIC VIOLENCE: SPECIAL POPULATIONS

CHANA: Jewish victims of domestic violence and Elder Abuse Program: 410-234-0023

Adelante Familia: Servicios en Español
410-732-2176

MEDOVI Project: Foreign born victims of DV
410-396-3294

Tahirih Justice Center: Foreign born victims of DV
410-999-1900

Deaf Addiction Services of Maryland
Voice: 443-462-3416; TTY: 443-462-3089

MISCELLANEOUS RESOURCES

Mental Health Crisis Response Teams
Balt. City: 410-433-5175; Balt. County: 410-931-2214

Criminal Injuries Compensation Board
410-585-3010 or 1-888-679-9347


Strangulation Treatment and Forensic Exam:
Mercy: 410-332-9477; NW Hospital: 410-496-7555; GBMC: 443-849-3323

Throughout Maryland: 1st Call for Help: Dial 211

TRANSITIONAL HOUSING RESOURCES

Baltimore City

St. Ambrose: Housing Aid Center
410-366-8550
317 E. 25th Street Baltimore, MD 21218
Transitional housing & residential programs for pregnant & parenting teens

YWCA of the Greater Baltimore Area: Druid House
410-685-1460
1800 N. Charles St, Suite 904 Baltimore, MD 21201
Transitional housing, educational programming, job readiness, intake assessment referral

YWCA of Central Maryland: Geraldine Young Family Life Center
410-728-1600
1621 Druid Hill avenue Baltimore, Maryland 21217
Transitional housing, educational programming, head start, job readiness,

Christ Lutheran Place
410-752-7179
701 S. Charles Street Baltimore, MD 21230
Transitional housing & support services for the homeless

Catholic Charities: Project FRESH Start (ACC)
410-547-5490
2305 N. Charles Street Baltimore, MD 21218
Transitional & permanent housing, case management, educational programming & vocational services for women

20th Street Hope House
410-837-0209
108 E. 20th Street Baltimore, MD 21218
Transitional housing & outreach services; Programs to assist drug & alcohol abusers, homeless, HIV positive, mentally disabled, women with children, & low income
intake-assessment-referral, & domestic violence counseling, etc.

**Temple House**  
410-462-1876  
802 N. Fulton Avenue Baltimore, MD 21217  
Transitional housing, residential programs for pregnant & parenting teens

**St. Vincent de Paul: Cottage Avenue Community**  
410-728-8741  
2601 Ulman Avenue Baltimore, MD 21215  
Transitional housing program designed to help families make the transition from emergency shelters to permanent housing & self-sufficiency

**Project F.R.E.S.H.**  
410-261-6777  
*No address information available*  
Transitional program for single-parent families, with an emphasis on financial independence

**Love Center for Women & Children**  
443-438-3086  
100 E 23rd St Baltimore, MD 21218  
Emergency shelter, transitional housing, legal assistance, eviction prevention, & counseling

**Carrington House (JHR)**  
410-947-7900  
3500 Clifton Avenue Baltimore, MD 21216  
Transitional housing & support services for the homeless

**Damascus Career Center (ACC)**  
410-354-7507  
806 Cherry Hill Road Baltimore, MD 21225  
Transitional housing & support services for the homeless, including job training & placement, counseling, & Head start programs

**2 God B the Glory, Inc.**  
*No phone number available*  
P.O.Box 67254 Baltimore, Md, 21215  
Women and Women & Children Transitional Supportive Housing Program

**Gabriel Network**  
1-800-264-3565  
2137 Defense Hwy Crofton, MD 21114  
Maternity housing, shelter & referrals for women and families facing crisis pregnancies
IMPROVING SAFETY AND RESPECT IN THE WORKPLACE
HOSPITAL STAFF TRAINING
POST-TEST

Please mark anywhere along the line with an “X” that best represents your level of understanding or knowledge. Your answers will remain anonymous.

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   - Not at all
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4. I know what our **company’s policies** are regarding violence and harassment.
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   - Not at all
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Continue ➜
HELP US GIVE A BETTER TRAINING!

7. Something I learned today that I will use at work is:

8. Something I wish you had talked more about is:

9. Is there anything else you would like to tell us about the training?

Thank you!

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