

Domestic violence is an issue in our state.

The state recognizes domestic violence as behavior intended to exercise power and control over the life of another. In many cases, these behaviors are criminal, and Washington law reflects the state's zero-tolerance for battering.

The state will absolutely 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.

Assistance and referrals are available to victims of domestic violence and concerned coworkers through the Employee Assistance Program, the state domestic violence hotline, and local service providers.

Perpetrators of domestic violence are encouraged to seek assistance and referral to certified treatment providers through the Employee Assistance Program.

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This publication is available in alternate format upon request by contacting (360) 664-6223.

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, drugs, or alcohol. 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.

Who to contact?

Confidential resources are available in the workplace and community. For assistance call:

Employee Assistance Program

The EAP is a free, confidential service for State of Washington employees and their family members.

Olympia: 360.753.3260
Seattle: 206.281.6315
Spokane: 509.482.3686
www.dop.wa.gov/eap

Washington State Domestic Violence Hotline

(a 24-hour, toll-free number)
1.800.562.6025 (V/TTY)

Office of Crime Victims Advocacy

(for referrals and consultation)
1.800.822.1067 (TTY)
www.ocva.wa.gov

Washington State Coalition Against Domestic Violence

(for referrals and counseling)
360.586.1022 (V)
360.586.1029 (TTY)
www.wscadv.org

Washington's Violence Against Women Network

www.wavawnet.org

Children's Protective Services (CPS) Hotline

1.800.562.5624

Address Confidentiality Program

1.800.822.1065

Domestic Violence



**It doesn't stay at home...
it also comes to work.**

An educational pamphlet for Washington State employees.

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.

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 agencies that can help
- If danger is imminent, call 9-1-1

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 he loves. 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.

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. A third of all children who see their mothers being hit have emotional problems. Boys who watch their fathers beat their mothers are ten times more likely to hit their girlfriends and wives when they grow up.



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 workplace, emotional and physical safety are critically important.

Anyone who is fearful of being harmed should 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 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.