



EMPLOYERS
AGAINST
DOMESTIC
VIOLENCE

DOMESTIC VIOLENCE: IT'S EVERYONE'S BUSINESS

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EADV Holds Spring Membership Meeting May 19, 2010

On May 19, 2010 EADV members attended a presentation at member Massachusetts General Hospital on the University of New Hampshire's "Bringing in the Bystander Program." This prevention program emphasizes a bystander intervention approach and assumes that everyone has a role to play in ending violence against women. Robert Eckstein, MS, Professor, Psychology and Justice Studies led an informative discussion on the role of the bystander, how to empower yourselves and your employees to take a stand and make changes in your workplace for a safer and supportive environment for all. The bystander model gives all community members a specific role, which they can identify with



EADV Board Members with Robert Eckstein

and adopt in preventing the community problem of domestic violence. This role includes interrupting situations that could lead to assault before it happens or during an incident, speaking out against social norms that support sexual violence, and having skills to be an effective and supportive ally to survivors. For more information on this program please contact Prevention innovations Huddleston Hall, Room 206, 73 Main Street, University of New Hampshire, Durham, NH 03824-(603) 862-5023 prevention.innovations@unh.edu 

MEMBER HIGHLIGHT: Plymouth County District Attorney Timothy Cruz Targeting High Risk Offenders

Plymouth County District Attorney Timothy Cruz, an EADV member since 2001, has partnered with key law enforcement and advocacy agencies to identify domestic violence offenders at high risk to

re-offend and has designed strategies to maximize supervision of those offenders. Identifying and target prosecuting high risk offenders decreases the risk of continued violence

while providing increased services to their victims and children.

The Safety First Program, in Brockton, MA, started in 1998 with 35 offenders

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Domestic Violence Affecting the Workplace?

An article taken from ABC News on 5-10-10

23.6% of women and 11.5% of men reported at least one lifetime episode of intimate-partner violence

- 2008 study by the CDC

A 2005 national telephone survey by the Corporate Alliance to End Partner Violence found that 21% of full-time employed adults were victims of domestic violence and 64% of them indicated their work performance was significantly impacted.

Officials say more often than not, women who are killed on the job are killed by an intimate partner who followed them to work. They say that type of violence impacts nearly everyone at the workplace. The most recent incident happened on Tuesday, when a man shot and killed his girlfriend while she was at work at the Duke Health Clinic.

It is not the first business or healthcare facility that has come face to face with domestic violence deaths recently. The worst act of domestic violence in the workplace in North Carolina was in March 2009. Police say Robert Stewart entered the Pinelake Nursing Home Facility in Carthage and shot and killed a nurse and several elderly patients as he searched for his estranged wife at her work station.

Domestic violence experts say while co-workers and clients can be killed, they say the perpetrator usually only targets their partner. As was the case at UNC's Hedrick building in 2004.

Despite a restraining order, Randy McKendall parked outside his wife's office waiting for her to arrive. He shot and killed Shennel McKendall, then himself. Her co-workers say they still remember the incident clearly.

"There were a lot of people who actually saw what happened, people who knew her very well," McKendall's co-worker Darlene Knight said. "It was just horrible to think that something like that could happen in the place you work every day."

"For the weeks and months and even a year, we worked to work through the emotions and the fear in the building," McKendall's co-worker Pattie Moore-Boyette said.

Workplace domestic violence expert and Raleigh author Johnny Lee says other businesses can fall apart. "I've worked with employers who their business has failed afterwards," Lee said. "The heart of the business left, people end up quitting, people stop coming to the location."

He says it's important for supervisors to reach out to victims and offer them help before it's too late.

"Victims clearly know they are in danger," Lee said. As horrible as that is, its silver lining is that that's a forewarning. And if they feel like they can trust their employer they can warn them and take action steps." "I think since this has occurred people are more willing to ask for help to seek out their bosses or people in the system and let them know that they could be at risk," Knight said. Since then, UNC has what's called a Beacon program to help employees dealing with domestic violence. The Durham Crisis Center is working with Duke and other businesses in the area to teach them how best to help employees who may be in that kind of situation.

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Strategies for Addressing Domestic Violence in your Workplace: October is Domestic Violence Awareness Month

The workplace is often the only place a victim of domestic violence feels safe or has the ability to reach out for help in stopping a violent relationship. Knowing that an employer understands the dynamics of domestic violence and offers assistance can often times be lifesaving. Recognizing Domestic Violence Awareness Month is a great way to

introduce and address the issue of domestic violence into your workplace and informs your employees that you understand. Employers can do a number of free activities to promote and educate employees during this month. Examples of activities include partnering with your community advocacy agency in a food/clothing drive, distributing

information on domestic violence and local resources through payroll or your intra-net site, sponsoring a brown bag lunch and inviting a speaker, or placing local resource information in your common areas and bathrooms. ☞

For more information on domestic violence awareness month please visit:

The Domestic Violence Awareness Project

<http://dvam.vawnet.org/>

Member Spotlight: DA Cruz targeting high risk offenders. *(Cont. from page 1)*

and currently has over 100 offenders classified to this target prosecution program. Partners include the U.S. Attorney's Office, the Brockton Police Department, probation, parole, the Plymouth County Sheriff's Office and local advocacy programs. "This program highlights

how effective collaboration of agencies can be when fighting to end domestic violence" Cruz said. District Attorney Cruz's program has become a national model. In his cutting edge effort to end domestic violence, he has recently partnered with the twenty-seven

police departments in the county to implement a formalized Risk Assessment Worksheet to be conducted whenever a victim of domestic violence seeks assistance. ☞

The annual cost of lost productivity due to domestic violence is estimated as \$727.8 million with over 7.9 million paid workdays lost per year.

– 2003 Study by the CDC

UPCOMING EADV EVENTS

Boston Chapter:

November Member Meeting

The Portrayal of Domestic Violence in the Media

Date, time and speaker to be announced - check our website: www.eadvMA.org

Worcester Chapter:

Thursday, October 21, 8:30 - 10:00 am
YWCA, One Salem Sq., Worcester, MA

Employee Case Studies Open Meeting & Breakfast

Presenter: Tom Hopkins, Director of EAP Program UMASS Medical School

There is no cost for this program, please register by calling Julie at 508-767-2505 x3068 or Ginger at x3014

Domestic violence: It's everyone's business

Employers Against Domestic Violence ("EADV") is a non-profit membership organization uniting Massachusetts's employers with experts in the field of domestic and workplace violence prevention. Committed to pro-actively addressing the causes and effects of violence in the workplace, EADV identifies and recommends national and local best practices in the areas of public policy, prevention, intervention and training in order to help employers address the effects of violence on the workplace. EADV promotes more productive workplaces that remain intolerant of all forms of violence by supporting comprehensive and safe interventions for those affected by violence.

EADV BOARD MEMBERS

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Plymouth County District Attorney's Office

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