



Selah Place of Oregon County, Inc Outreach Policy

Purpose

Domestic violence and Sexual Assault saturate the lives and compromises the safety of thousands of individuals each day, with tragic, destructive, and often fatal results. Domestic violence and Sexual Assault occur within a wide spectrum of relationships, including married and formerly married couples, couples with children in common, couples who live together or have lived together, gay, lesbian, bisexual and transgender couples, and couples who are dating or who have dated in the past.

Domestic violence is defined as a pattern of coercive tactics which can include physical, psychological, sexual, economic, and emotional abuse perpetrated by one person against an adult intimate partner, with the goal of establishing and maintaining power and control over the victim. In addition to exacting a tremendous toll from the individuals it directly affects, domestic violence often spills over into the workplace, compromising the safety of both victims and coworkers and resulting in lost productivity, increased health care costs, increased absenteeism, and increased employee turnover.

The purpose of this policy is to identify and prescribe practices that will promote safety in the workplace and respond effectively to the needs of victims of domestic violence. Therefore, Selah Place of Oregon County, Inc. Outreach will fully possible without violating any existing rules, regulations, statutory requirements, or contractual obligations designates and directs appropriate management, supervisory, and/or human resources staff to implement the following policy.

I. Definitions

For purposes of this policy, the following terms will be defined as follows.

- a) **Domestic Violence:** A pattern of coercive tactics, which can include physical, psychological, sexual, economic, and emotional abuse, perpetrated by one person against an adult intimate partner, with the goal of establishing and maintaining power and control over the victim.
- b) **Intimate Partner:** Includes persons legally married to one another; persons formerly married to one another; persons who have a child in common, regardless of whether such persons are married or have lived together at any time, couples who live together or have lived together, or persons who are dating or who have dated in the past, including same sex couples.

- c) **Abuser:** A person who perpetrates a pattern of coercive tactics which can include physical, psychological, sexual, economic, and emotional abuse against an adult intimate partner, with the goal of establishing and maintaining power and control over the victim.
- d) **Victim:** The person against whom an abuser directs coercive and/or violent acts.
- e) **Assault** is defined as a threat or attempt to inflict offensive physical contact or bodily harm on a person (as by lifting a fist in a threatening manner) that puts the person in immediate danger of or in apprehension of such harm or contact.
- f) **Assault and Battery** is unlawful physical attack, or threat of violence, on an individual, with or without actual injury. A crime in which there is actual touching or violence along with the intent to cause a person harm and/or fear.
- g) **Harassment** is the act of systematic and/or continued unwanted and annoying actions of one party or a group, including threats and demands.
- h) **Intimidation** is the act of making timid or fearful or of deterring by threats; the state of being intimidated.
- i) **Threats or similar action** is a statement of an intention to inflict pain, injury, damage, or other hostile action on someone in retribution for something done or not done. A menace of bodily harm, such as may restrain a person's freedom of action. A person or thing likely to cause damage or danger the possibility of trouble, danger, or ruin.

I. Employee Awareness

1. Selah Place Outreach will post information on domestic violence and available resources in the work in places where the Community can obtain it without having to request it or be seen removing it, such as the intranet, area Newspapers, rest rooms and/or lounge areas. Such information shall include available sources of assistance such as the local domestic violence service providers, the Selah Place of Oregon County, Inc. Domestic Violence and Sexual Assault hotline, and/or the Selah Places Outreach Advocates who are trained and available to serve as confidential sources of information, support, and referral.
2. Selah Place Outreach will include information on domestic violence awareness/sexual assault awareness and services in written materials provided to the Community in public entities.
3. Selah Place Outreach will integrate information on domestic violence and sexual assault into the County Judicial Systems, County wide workplace offices with existing materials and literature, policies, protocols, and procedures, as appropriate.
4. Selah Place Outreach will provide domestic violence awareness and sexual assault awareness activities such as "Take back the Night", "Denim Days", "Sexual Assault Awareness" and "Domestic Violence Awareness" designated months of focus on the individual programs and other health and wellness programs.

II. Safety Plans

Selah Place Outreach has domestic violence safety plans to be prepared to provide reasonable means to assist victimized individuals in developing and implementing individualized domestic violence safety plans, consistent with statutes and regulations.

1. Designated personnel are available to support those in need of assistance around the issue of domestic violence and sexual assault.
2. Selah Place Outreach will assist the individual with apply for local court orders of protection, submission of violations of the orders of protection and ensuring that an emergency security plan is in place.
3. Selah Place Outreach will discuss with the victims of domestic violence the organization's confidentiality policy and the limitation thereto.
4. The domestic violence and the workplace policy will be reviewed annually.

III. Training

Selah Place Outreach will train management and supervisory personnel on this policy and will provide continuing educational opportunities for employees using materials provided by or approved by the Missouri Coalition of Domestic and Sexual Assault.

1. All personnel designated to provide support for those in need of assistance should complete the 48-hour training on Domestic Violence 101 and Sexual Assault 101 along with all advisable attached training.
2. Training on domestic violence and sexual assault will be always made available through the MoCADSV Training website.

VII. Reporting Requirements

Selah Place Outreach is obligated to document in confidentiality all incidents of domestic violence that happen in the community, including the number of individuals who report domestic violence and sexual assault, the number of individuals who request information/services, and the number of referrals made to community providers. This reported information will not contain any identifying personal information. Information will be submitted at the time and in the manner determined by the supporting Grant programs.

VIII. Confidentiality

Information related to individuals being a victim of domestic violence/sexual assault shall be kept confidential, to the extent permitted by law and policy, and shall not be divulged without the written consent of the victimized employee, ONLY with written consent is Selah Place Outreach able to release any said confidentiality information.