

Training Employees

It is important that human resources, security, and management have the skills and knowledge to appropriately, effectively and legally address domestic violence in the workplace. Training should include:

- Safety issues for both the victim and workplace
- How to communicate with a victim or batterer
- How not to become a counselor or psychologist
- Appropriate actions
- Referrals

Training should also:

- Educate employees to possible warning signs of domestic violence, rape, and sexual assault, and how to respond sensitively and confidentially when victimized employees are identified
- Explain protective orders and how to enforce them under local law
- Address how to handle employees' intimate partners or stalkers, who may be able to talk their way past sophisticated security systems

Work with your local domestic violence agency or investigate the training resources discussed below to find the one that's right for you. Though training may seem like an expensive proposition, suggest bartering your services, merchandise, expertise or manpower (i.e., volunteering) in exchange for the session. This establishes a relationship between you and the service provider, enables you to train your staff and helps the agency as well.

Click here to see a sample training syllabus.

The Department of Justice's Office for Victims of Crime (OVC) has produced an award-winning video, entitled *Domestic Violence: The Workplace Responds*. The video outlines steps employers can take to help employees who are in abusive situations. A companion training manual is also available through the Family Violence Prevention Fund. Both the video and the manual are available through Family Violence Prevention Fund's website at <http://store.yahoo.com/fvpfstore/worres.html>.

For more information on training:

- DV Initiative, Inc.
- National Coalition Against Domestic Violence
- Family Violence Prevention Fund
- Corporate Alliance to End Partner Violence

**Contact Your Employee Assistance Program
Outcomes, Inc. (505)243-7145 or 1-800-677-2947**