

## Where Do I Start?

In the past, violence against women has been treated as a "private" matter in which employers should not interfere. As an employer, violence against women can affect your business in a variety of ways and you may be unsure how to deal with employees who are victims of violent crimes. Your first step in taking action is to establish your company's position on domestic violence. How does the company as a whole regard the issue? How do you want to approach it? More and more companies are instituting policies and procedures designed to stop all forms of violence against women. They are also taking steps to reverse the destructive effects of violence against their employees, regardless of where that violence occurred.

Your next step is to develop a policy designed to protect employees from violence in the workplace and to assist them in dealing with its effects. A thoughtful and well-publicized policy will encourage employees to disclose to their employers any threats or potential incidents of violence and to seek medical and professional counseling services. It should also outline tactics for training key employees & security. It is important to encourage disclosure so that you may then take the appropriate preventative measures, and generate awareness among employees.

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