

## You Can Help Someone Who Is Being Abused...

If your co-worker or employee has unexplained bruises or explanations that don't add up, if she/he is distracted, anxious or upset, has trouble concentrating, misses work often, or receives repeated, upsetting telephone calls during the day, she/he may be involved in an abusive relationship.

Many people hesitate to speak with victims of domestic violence because they don't know what to say or how to say it. Relax and be yourself. *Communicate your concern.*

If someone confides in you that they are being abused, *believe them.*

*Listen without judging.* Try not to criticize or make the decision for her/him. Remember - separating from an abusive partner is a process not an event. It takes time.

Let the employee know what *assistance is available* to her/him in the workplace (i.e., flexible work schedule, temporary relocation, security measures, etc.)

Explain that *domestic violence is a crime* — as much of a crime as robbery or rape — and that she/he can seek protection from the police or courts. Refer the employee to a local domestic violence program for more information.

### MNADV

6911 Laurel Bowie Road  
Suite 309  
Bowie, MD 20715  
301-352-4574  
FAX 301-809-0422  
mnadv@aol.com  
www.mnadv.org



1-800-MD-HELPS

## DOMESTIC VIOLENCE PROGRAMS IN MARYLAND

### ALLEGANY COUNTY

Hotline 301-759-9244 • TTY 301-759-9244  
Family Crisis Resource Center • 301-759-9246

### ANNE ARUNDEL COUNTY

Hotline 410-222-6800  
YWCA Domestic Violence Services  
410-626-7800 (Annapolis) • 410-974-0084 (Baltimore)

### BALTIMORE CITY

Hotline 410-889-7884 • TTY 410-889-0047  
House of Ruth • 410-889-0840  
Hotline 410-828-6390 • TurnAround 410-837-7000

### BALTIMORE COUNTY

Hotline 410-828-6390  
Family and Children's Services of Central Maryland • 410-281-1334  
Family Crisis Center of Baltimore County, Inc.  
410-285-4357 • 410-285-7496 (Shelter)  
TurnAround • 410-377-8111

ACTS, Inc. / Martha's Place/Harriet's House • 410-825-8773

### CALVERT COUNTY

Hotline 410-535-1121 • Metro Hotline 301-855-1075  
Crisis Intervention Center • 410-535-5400

### CARROLL COUNTY

Hotline 410-857-0077  
Family and Children's Services of Central Maryland • 410-876-1233

### CAROLINE, KENT, DORCHESTER, QUEEN ANNE'S, AND TALBOT COUNTIES

Hotline 1-800-927-4673  
Mid-Shore Council on Family Violence • 410-479-1149

### CECIL COUNTY

Hotline 410-996-0333 • DV / Rape Crisis Center

### CHARLES COUNTY

Hotline 301-645-3336 • Metro Hotline 301-843-1110  
Center for Abused Persons • 301-645-8994

### FREDERICK COUNTY

Hotline 301-662-8800 • TTY 301-662-1565 • Heartly House

### GARRETT COUNTY

Hotline 301-334-9000 • The Dove Center  
Oakland • 301-334-6255 Grantsville • 301-895-4300

### HARFORD COUNTY

Hotline 410-836-8430  
Sexual Assault / Spouse Abuse Resource Ctr.  
410-836-8431 • 410-879-3486 (Baltimore)

### HOWARD COUNTY

Hotline 800-752-0191 / 410-997-2272  
Domestic Violence Center • 410-997-0304

### MONTGOMERY COUNTY

Hotline 240-777-4673 • TTY 240-777-4850  
Abused Persons Program • 240-777-4210

### PRINCE GEORGE'S COUNTY

Hotline 301-731-1203  
Family Crisis Center, Inc. • 301-779-2100

### ST. MARY'S COUNTY

Hotline 301-863-6661  
Walden / Sierra, Inc. • 301-863-6677  
Women's Center of Southern Maryland • 301-862-3636 (Legal Services)

### SOMERSET, WICOMICO & WORCESTER COUNTIES

Hotline 410-749-4357 • 410-641-4357  
Life Crisis Center • 410-749-0771

### WASHINGTON COUNTY

Hotline 301-739-8975 • TTY 301-739-1012  
Citizens Assisting and Sheltering the Abused (CASA) • 301-739-4990

# Domestic Violence and the Workplace



## It's Everyone's Business

## What Is Domestic Violence?

Domestic Violence is abusive behavior used by one person in an intimate relationship to maintain power and control over another. It is exerted through physical, psychological and/or economic means.

## Domestic Violence is a Workplace Issue

Domestic violence is not a private family matter. It often follows victims to their places of employment, and deprives victims and their co-workers of a safe and productive workplace.

*Murder is the leading cause of on-the-job deaths among women. In 1994, approximately 17% of women killed in the workplace were murdered by an intimate partner.<sup>1</sup>*

*Domestic violence costs American businesses an estimated 3 to 5 billion dollars annually due to worker absenteeism, increased health care costs, and lower productivity.<sup>2</sup>*

<sup>1</sup> NIOSH, *Violence in the Workplace*, [www.dvd.gov/niosh/violintr.html](http://www.dvd.gov/niosh/violintr.html).

<sup>2</sup> *The Boston Globe*, March 11, 1993.



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## Is A Loved One Abusing You?

Have you experienced disagreements in your relationship? Everyone has. Domestic violence is not a disagreement, a marital spat or an anger control problem. Domestic violence is abusive behavior used by one person in a relationship to maintain power and control over another.

## Has Your Partner...

- Shoved, kicked, slapped, choked, or hit you with an object?
- Raped or threatened to rape you?
- Harassed you at work with phone calls, personal visits or threats? Threatened or intimidated your co-workers?
- Prevented you from going to work?
- Insulted or humiliated you in public or private?
- Tried to control your money?
- Isolated you from family and friends?
- Blamed you for the abuse?

State of Maryland  
Domestic Violence  
Protection Order

Petitioner: Jane Doe

I want the Court to order the Respondent:

- Not to abuse or threaten to abuse.
- Not to go to the workplace.

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 regardless of race, gender, socio-economic status or sexual orientation.

However, no one should feel alone.

*Help is available.*

## You Can Protect Yourself and Your Children by Developing A Safety Plan

- Call 911 if you are in danger or need immediate help.
- Plan an escape route in the event of a violent incident.
- Take photographs of your scars and bruises. Keep them in a safe hiding place.
- Tell trusted friends/neighbors about the violence and request they call the police if they hear suspicious noises coming from the house.
- Hide a spare set of keys, some money and extra clothes in case of an emergency. Collect important papers for both you and your children, such as birth certificates, social security numbers, bank account numbers, credit and ATM cards, passports/immigration documents, insurance papers, school records and lease/house deeds.

## You Can Get Help At Work

- **Talk with someone** at the workplace you trust about the abuse: a co-worker, your supervisor or Human Resources.
- Ask about **flexible or alternate work schedules**.
- Ask to temporarily **relocate your workspace** to a more secure area.
- Have your **calls/e-mails/faxes/visitors screened**.
- Ask co-workers and/or security to **call the police** if your partner threatens or harasses you at work.
- **Obtain an Ex Parte, Civil Protection Order or Peace Order**. Include the workplace on the order. Provide a copy to your supervisor and/or security personnel.