

Recommendations for Employers and Coworkers

Employers and coworkers are uniquely positioned to impact safety for victims and accountability for perpetrators of domestic violence.

The Georgia Domestic Violence Fatality Review Project has developed recommendations geared to reduce incidents of domestic violence and domestic violence-related homicide. To affect change, local communities must work diligently to implement these recommendations, which were developed by fatality review teams across the state. Acting on established best practices and calls to action from the Project's 15-year history is how Georgia will see real change in the future.

On the Job

- + Make contact information for domestic violence programs available on a widespread basis in all of Georgia's communities. Both traditional and non-traditional systems will benefit from referral information for supportive services such as the statewide domestic violence hotline 1 (800) 33-HAVEN [1 (800) 334-2836] and local domestic violence programs.
 - o Make referral materials and information available in your office space.
 - o Increase awareness of resources available to teens, such as textlines. Georgia teens can contact the Breaking Silence Teen Textline any time at (706) 765-8019 for confidential support. Love Is Respect also offers teens a safe place to connect with an advocate via text. Users can text "loveis" to 22522 to receive assistance from a peer advocate.
- + Develop a relationship with your local domestic violence program. Businesses often benefit as much as the program does by financial or in-kind support or volunteerism.
- + Sponsor workplace trainings. With help from domestic violence experts and their local Chamber of Commerce, employers can develop a plan for addressing domestic violence which makes sense for their company. This plan may include the development of a model domestic violence in the workplace policy such as those found at WorkplacesRespond.org. Request the Domestic Violence in the Workplace Train the Trainer Toolkit at GeorgiaFatalityReview.com.
- + Reduce the stigma of both domestic violence by posting information about resources, publishing information in employee newsletters or inviting guest speakers for "lunch and learn" sessions.
- + Include messaging directed to employees on how to support coworkers, family members and friends. Incorporate tips



for how to support a victim, where to call for help, and recognizing signs of escalating danger.

- Provide supportive resources which assist bystanders in processing helpful ways to support someone close to them experiencing or perpetrating violence. This information can be developed in partnership with your local domestic violence program.
- + In collaboration with experts, develop a plan for addressing domestic violence and stalking which makes sense for your company.
 - Plans may include development of a model policy regarding domestic violence in the workplace.
 - You can access model policies at WorkplacesRespond.org.
 - Conduct regular, mandatory domestic violence training for managers, supervisors, HR professionals and Employee Assistance Program personnel.
 - Become a gatekeeper to suicide prevention by providing a QPR workshop to employees.
- + For employers with a diverse workforce, provide culturally relevant domestic violence awareness training to managers, supervisors, and employees.
 - Provide multi-language and other culturally relevant domestic violence brochures in HR offices and in common areas.
- + To comprehensively address the problem, systems responders must assess their unique position to determine how they can impact change. All stakeholders must take immediate steps to address abusers' issues of non-compliance with court orders or new incidents of abuse

Employee Assistance Programs and Benefits

- + Human resources personnel should provide information about how an individual can access an Employee Assistance Program (EAP) or other supportive resources offered by the employer to address issues of domestic violence.
- + Ensure employee health insurance plans include adequate coverage for mental health, medical and substance abuse treatment.
- + Implement personnel policies and leave benefits which show a commitment to employees' well-being and health, such as flexible schedules and time off that allows employees to address mental health and personal needs.
 - Develop policies to help employees who are domestic violence victims safely maintain their employment.
- + Bolster economic supports for domestic violence victims. Increased emphasis on services and strategies supporting long-term economic stability and well-being are imperative to victim safety. This may include increasing wages,



supporting the creation of new jobs for the unemployed and underemployed, and adequately funding programs supporting working parents, including subsidized childcare and transportation.

Employee Safety

- + Collaborate with victims to alter work schedules and/or locations to assist them in keeping their employment as they navigate staying safe.
 - + With the victim's permission, keep a log of stalking and abusive incidents you become aware of. This information may prove helpful to a victim when she is ready to take action against her abuser.
 - o Consider using the Stalking Incident Log available at GeorgiaFatalityReview.com/resources to help with documenting stalking behaviors.
 - + Request extra patrol from law enforcement around the job site if there are concerns a stalker may try to establish contact with the victim there.
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Use the Georgia Domestic Violence Fatality Review Project Annual Report

- + Read and Remember
 - o Read the fatality review reports and remember the stories of those who have lost their lives to domestic violence.
 - o Share victims' names and stories at events that honor domestic violence victims and survivors.
- + Share with Others
 - o Copies of this report and prior reports are available at GeorgiaFatalityReview.com. Email the link to coworkers, advocates, judges, police officers, mental health professionals, substance abuse counselors, attorneys, health care workers, religious leaders, teachers, family, and friends.
 - o Print the sections you think are relevant to others' work and share these sections with them.
 - o Print sections as handouts and use them in community presentations.
- + Discuss with Coworkers
 - o Discuss the report during a staff meeting at your workplace.
 - o Identify which recommendations are most relevant to your agency, and develop specific steps forward



and work toward their implementation.

+ Incorporate into Strategic Planning

- Use the recommendations as a tool for strategic planning.
- If you work in a nonprofit agency, share the fatality review reports with your board of directors.
- Identify other agencies with which you want to collaborate, and discuss specific goals you can work toward together.
- Use fatality review statistics and recommendations in grant proposals.

+ Develop Task Force Initiatives

- As a group, identify areas in which the community is doing well and areas in which improvement is needed.
- Identify two to four recommendations that are priorities for your community and implement them.
- Create a subcommittee for your priority areas and report your progress to the Georgia Commission on Family Violence.

+ Increase Community Awareness

- Create discussion groups in your community to talk about the fatality review reports and recommendations for change. These groups can be interdisciplinary groups of professionals or groups of community members interested in making their communities safer and healthier.
- As a group, identify action steps toward implementing the recommendations in this report.
- Contact the Georgia Commission on Family Violence or the Georgia Coalition Against Domestic Violence for further conversations and presentations.

+ Alert the Media

- Alert the local media about fatality review findings, recommendations, and local work being done to help victims of domestic violence.
- For additional suggestions about working with the media download our Domestic Violence and The Media tip sheet here GeorgiaFatalityReview.com/resources/.

