



SAFEHOUSE

D E N V E R

Resources for HR Professionals to Support Survivors of Domestic Violence



Thank you for supporting survivors!

As a Human Resources professional, you are in a unique position to recognize possible signs of someone experiencing domestic violence. More importantly, with this packet, we hope that you'll be better equipped to offer them support and resources. **Your help could save lives. Thank you.**



Why now?


- Domestic violence affects **1 in 3 women** and **1 in 4 men** at some point during their lifetime.
- Colorado employers are now required to **provide paid sick leave for employees experiencing domestic violence or seeking treatment for such** (SB 20-205).
- Domestic violence costs **\$8.3billion** each year in health and lost productivity.
- The Department of Labor reports that survivors of domestic violence lose **nearly 8 million days of paid work** per year.

Enclosed You Will...


- Learn how you can **spot red flags** and **offer support** for employees who may be experiencing domestic violence.
- Find **resources to distribute** and share with employees so that they can support each other, and seek help as needed.
- Discover other resources to **ensure that your employees know you care.**

Possible "Red Flags"


Although not comprehensive, these workplace-specific factors could be warning signs that an employee is experiencing domestic violence.




An unusual number of phone calls or uninvited/unexpected visits from a current or ex-partner




Emotional distress, tearfulness and depression; sensitivity about home life or references to difficulties at home




Self-confidence is lower than it previously has been, or the person seems unusually hard on themselves




Injuries attributed to falls, being clumsy, or accidents




Uncharacteristic absenteeism and lateness, or marked changes in job performance



An employee's partner or ex-partner impedes the employee from doing their job



An employee often expresses worry that their partner will be jealous or suspicious



Inappropriate dress for the weather (i.e. long sleeves or turtleneck), heavy makeup or sunglasses

“

SafeHouse Denver's Director of Counseling Services, Abby Hansen, believes, "Just as offices have safety plans and evacuation routes for tornadoes, it is important to be prepared when it comes to domestic violence in the workplace."



SAFEHOUSE
D E N V E R

How to help...

Creating a safe work environment is important for all employees, but taking extra steps for those experiencing domestic violence can truly mean the difference between life and death.



- First and foremost, it is important to **speak privately with the employee and allow them to guide the response.** The employee may feel uncomfortable with intervention or may feel embarrassed. If they choose not to seek help, that is their right.
- If the employee does choose to disclose that they are experiencing domestic violence, **an employer can offer to help block the perpetrator's access to the survivor** by increasing security, asking the receptionist to not put their calls through, and/or encouraging employees to use the “buddy system” when walking in parking lots.
- Assure the employee that you **believe them** and that their **confidentiality** will be honored.
- When appropriate, offer resources like SafeHouse Denver’s 24-Hour Crisis and Information Line:

303-318-9989

Be the Resource


Sharing your concerns without judgement is a key part to supporting an employee who discloses that they are experiencing domestic violence.

Here are some key phrases that you might consider using.



"I'm concerned for you."

"I worry about your safety."



"Does it bother you when they do that?"

"I think that would bother me."

"You shouldn't have to be afraid of your partner."

"Have you thought about a safety plan?"



"You deserve to be treated well."

When in doubt, SafeHouse Denver's Crisis and Information Line is a resource for survivors, as well as those supporting them.

Call to speak with an Advocate about your unique situation and how you can best support your employee. **303-318-9989**

"We bring our whole selves to work. If a colleague is experiencing some sort of violence at home, including emotional distress, that matters to the workplace. You have the opportunity to get them connected to services they might need."

Additional Resources

You are not in this alone.

In addition to SafeHouse Denver, here are some specific resources you may find helpful.

- **Workplaces Respond**
 - www.workplacesrespond.org
 - Workplace-specific domestic violence resources, policy templates, technical assistance and more.
- **Love is Respect**
 - www.LovelsRespect.org
 - Teen-specific resources
- **Violence Free Colorado**
 - www.ViolenceFreeColorado.org
 - State-wide resources, advocacy, and information
- **National Network to End Domestic Violence**
 - www.NNEDV.org
 - National resource for advocacy and statistics
- **Stalking Prevention and Resource Center (SPARC)**
 - www.StalkingAwareness.org
 - Information and resources specific to stalking



To schedule a domestic violence education/training session, or for more resources, please contact:

Shannon Boltz
Chief Development Officer
303-302-6116 or
sboltz@safehouse-denver.org





***The following pages
are resources for you
to print and display/
use as you see fit!***

If you'd like to customize something for your specific needs or with your company logo, or for additional resources such as brochures, please contact:

Shannon Boltz
Chief Development Officer
303-302-6116 or
sboltz@safehouse-denver.org



LOVE DOESN'T HAVE TO HURT.

HELP IS CLOSER THAN YOU MIGHT THINK.

OUR HR OFFICE HAS
RESOURCES FOR YOU.



If you or someone you know is
experiencing domestic violence,
SafeHouse Denver is here to help.
24-Hour Crisis & Information Line:

303-318-9989





SAFEHOUSE

D E N V E R

Relationship Bill of Rights

I have the right to...

- Have my own thoughts and feelings and communicate them
- Have my limits and values respected
- Be heard
- Set physical, emotional and sexual boundaries
- Have friendships outside of my relationship
- Say 'No'
- Get angry
- Ask for a date and refuse a date
- Be safe on a date
- Determine whom I will date
- Control my own destiny
- Be assertive on a date
- Leave a dating situation when I do not feel safe
- Be treated with respect

**24-HOUR CRISIS &
INFORMATION LINE:
303-318-9989**



SAFEHOUSE

D E N V E R

Relationship Bill of Rights

I have the right to...

- Have my own thoughts and feelings and communicate them
- Have my limits and values respected
- Be heard
- Set physical, emotional and sexual boundaries
- Have friendships outside of my relationship
- Say 'No'
- Get angry
- Ask for a date and refuse a date
- Be safe on a date
- Determine whom I will date
- Control my own destiny
- Be assertive on a date
- Leave a dating situation when I do not feel safe
- Be treated with respect

**24-HOUR CRISIS &
INFORMATION LINE:
303-318-9989**



SAFEHOUSE

D E N V E R

Relationship Bill of Rights

I have the right to...

- Have my own thoughts and feelings and communicate them
- Have my limits and values respected
- Be heard
- Set physical, emotional and sexual boundaries
- Have friendships outside of my relationship
- Say 'No'
- Get angry
- Ask for a date and refuse a date
- Be safe on a date
- Determine whom I will date
- Control my own destiny
- Be assertive on a date
- Leave a dating situation when I do not feel safe
- Be treated with respect

**24-HOUR CRISIS &
INFORMATION LINE:
303-318-9989**



SAFEHOUSE

D E N V E R

Relationship Bill of Rights

I have the right to...

- Have my own thoughts and feelings and communicate them
- Have my limits and values respected
- Be heard
- Set physical, emotional and sexual boundaries
- Have friendships outside of my relationship
- Say 'No'
- Get angry
- Ask for a date and refuse a date
- Be safe on a date
- Determine whom I will date
- Control my own destiny
- Be assertive on a date
- Leave a dating situation when I do not feel safe
- Be treated with respect

**24-HOUR CRISIS &
INFORMATION LINE:
303-318-9989**



SAFEHOUSE

D E N V E R

Relationship Bill of Rights

I have the right to...

- Have my own thoughts and feelings and communicate them
- Have my limits and values respected
- Be heard
- Set physical, emotional and sexual boundaries
- Have friendships outside of my relationship
- Say 'No'
- Get angry
- Ask for a date and refuse a date
- Be safe on a date
- Determine whom I will date
- Control my own destiny
- Be assertive on a date
- Leave a dating situation when I do not feel safe
- Be treated with respect

**24-HOUR CRISIS &
INFORMATION LINE:
303-318-9989**



SAFEHOUSE

D E N V E R

Relationship Bill of Rights

I have the right to...

- Have my own thoughts and feelings and communicate them
- Have my limits and values respected
- Be heard
- Set physical, emotional and sexual boundaries
- Have friendships outside of my relationship
- Say 'No'
- Get angry
- Ask for a date and refuse a date
- Be safe on a date
- Determine whom I will date
- Control my own destiny
- Be assertive on a date
- Leave a dating situation when I do not feel safe
- Be treated with respect

**24-HOUR CRISIS &
INFORMATION LINE:
303-318-9989**