



Domestic Violence Resource for State of Colorado Employees

October 1, 2017

[https://www.colorado.gov/pacific/
c-seap/domestic-violence-toolkit](https://www.colorado.gov/pacific/c-seap/domestic-violence-toolkit)

The State Domestic Violence Coordinating Council created this toolkit and is comprised of multiple state agencies that work collaboratively to identify and address the issues of prevention, intervention, and treatment of domestic violence, through awareness, education, state standards, rules and other efforts. Updated from 2014 original.



For Supervisors

...Whose Employees may be Experiencing Domestic Violence

Create a safe work environment

Let employees know that domestic violence is not OK, but it is OK to ask for help.

- Put up workplace posters: <http://tiny.cc/CSEAP>
- Talk about domestic violence and C-SEAP at staff meetings
- Ensure workers complete any available domestic violence training: <http://tiny.cc/CSEAP>
- Participate in Domestic Violence Awareness Month: www.ccadv.org/be-involved/dvawarenessmonth/

Know our State policies

Know the duties and responsibilities of Colorado agencies, and be prepared to respond.

- State of Colorado Universal Policy Pursuant to Executive Order D023 09 Establishing a Policy to Address Workplace Violence, Including Domestic Violence Affecting the Workplace: <http://tiny.cc/CO-Policy>
- State of Colorado Employee Handbook: www.colorado.gov/pacific/dhr/EmployeeHandbook
- State of Colorado Personnel Rules: www.colorado.gov/pacific/spb/rules-0
- Colorado law (C.R.S. 24-34-402.7) allows employees to take up to three days of leave due to domestic violence: <http://tiny.cc/LeaveForm>

Talk with your staff

If you are concerned that a staff person may be experiencing abuse by a partner, or may be abusing a partner, you have an important role in talking with them!

Access support and consultation

- Contact your department HR for department-specific protocol
- State Risk Management Safety Toolbox www.colorado.gov/pacific/dhr/safety-toolbox
- Colorado State Employees Assistance Program (CSEAP) provides support and consultation for supervisors. 1-800-821-8154 or www.colorado.gov/c-seap

Resources

Colorado Coalition Against Domestic Violence (CCADV)

ccadv.org/find-help/

Locate local free and confidential services, including specialized services such as services for people who are LGBTQ, Deaf or Hard of Hearing, or differently abled.

National Domestic Violence Hotline: 1-800-799-SAFE

www.thehotline.org

Stand Up Colorado: Standupcolorado.org

DV Prevention campaign in Colorado

Colorado State Employee Assistance Program (CSEAP)

www.colorado.gov/c-seap

Colorado Address Confidentiality Program (ACP)

www.colorado.gov/acp

Colorado Domestic Violence Offender Management Board (DVOMB)

www.colorado.gov/pacific/dcj/domestic-violence-offender-management

Locate local DVOMB treatment providers for people using abusive behavior.



For State Employees

...Who may be Experiencing Domestic Violence

You are not alone

No one deserves to be mistreated. Unfortunately, people from all backgrounds may experience domestic violence. In fact, domestic violence is so widespread that it is tracked by the Centers for Disease Control as a health epidemic.

There is help available

- ✓ Free and confidential advocates around the state can talk with you about your options, local resources, and help you with safety planning including how to work with your employers.
- ✓ The State of Colorado provides employee assistance (C-SEAP) including counseling & other resources at no cost and without disclosure to your supervisor or co-workers.
- ✓ Your Supervisor may be able to help address the abuse, for example by temporarily altering your work location or hours, or taking measures to increase the security of the physical environment.

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For State Employees

...Who may be a Co-Worker Concerned about a Peer

Talk with your co-worker

If you are concerned that a co-worker may be experiencing abuse by a partner, find a private time and place to let them know you are concerned and that support is available.

✓ Respect their privacy

✓ Avoid being judgmental

✓ Provide referrals to C-SEAP or an advocate (via CCADV)



“I am worried that you may be stressed or unsafe at home. No one deserves to be mistreated.”
“I wanted to give you these referral numbers. There is free and confidential help available.”
“What might be helpful? I’m here if you want to talk.”

Participate in a safe work environment

If you see somebody engaging in abusive behavior, talk with your supervisor.

Speak out against comments that devalue others, reinforce gender roles, or ‘joke’ about violence



Say “That’s not funny - All people deserve respect”
Say “I don’t agree” or “That feels uncomfortable”
Report the behaviors/comments to a supervisor

Be respectful of people all races, ages, genders, cultures, abilities, religions and sexual orientations!

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