



CRISIS CENTER
of
Central New Hampshire

Domestic Violence 101

+ Domestic Violence



A pattern of coercive and controlling behavior that a person uses to gain power and control over their partner. It may include: physical violence, sexual violence, stalking, verbal, emotional, mental/psychological, and economic abuse.

Related Terms:
Intimate Partner Violence
Dating Violence
Relationship Violence
Family Violence



Power and Control Wheel



- Power and Control Wheel was developed from the experience of battered women who had been abused by their male partners. It has been translated into over 40 languages and has resonated with the experience of battered women world-wide.

Types of Abuse

It doesn't have to be Physical to be Abuse. Identifying other types of abuse
+ is key to effective intervention.



+ Types of Abuse



Abuse can take many different forms, including:

Physical
Sexual
Verbal
Emotional
Economic



Who are we talking about?

*Anyone can be abused, anyone
can be an abuser*

- ❖ Religious affiliation
- ❖ Race
- ❖ Ethnicity
- ❖ Social status
- ❖ Educational background
- ❖ Geographic location
- ❖ Wealth
- ❖ Poverty
- ❖ Middle class
- ❖ Sexual orientation
- ❖ Gender identity
- ❖ Age



Why Abuse Happens

- Abuse occurs for many reasons:

- It is learned as normal behavior
- Many men and women still believe in traditional, rigid, hierarchical gender roles.
- Attitudes that objectify and devalue women are common
- Abusers learn to minimize, deny, and blame others for their actions
- Abusers do what they do because they can

+ Abuse is **NOT** a result of:

- Anger/Stress
- Substance abuse – alcohol, drugs
- Behavior of the victim
- Problems in the relationship
- Inevitable result of childhood trauma

+ Possible Responses of Victims



- Staying in the relationship
- Changing the behavior to try to stop the abuse
- Self-harming or risky behavior
- Responding with violence
- Ending the relationship, leaving the abuser

+ Why Victims May Stay



- fear of the abuser, threats
- love
- thinking he'll change
- threats of suicide
- religious, cultural and personal beliefs
- self-blame & blaming the abuse on outside factors
- believing that violence is normal
- low self-esteem
- isolation
- fear of the unknown, change
- embarrassment and shame
- believing no one can help/lack of awareness of resources
- denial
- peer pressure to stay
- not wanting to be single

So... how does this play into
workplace violence??



What's going on in the Workplace

- 25% of workplace problems such as lower productivity, turnover and excessive use of medical benefits are due to family violence.
- A study found that **74 %** of employed battered women were harassed by their partner while they were at work.
- The annual cost of lost productivity due to domestic violence is estimated as **\$727.8 million**, with over **7.9** million paid workdays lost each year.

+ How can we support someone involved in an abusive relationship?

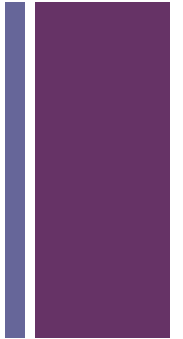
Become an Active Witness: SEE IT and SAY IT

- Plan it
- Tell what you see
- Express Concern
- Show support
- Offer referrals to resources

+ Supporting a victim/survivor

- **Listen to and believe** her/him
- Assess lethality
- Assess resources
- Brainstorm for problem solving alternatives
- Action Plan – including a **safety plan**
- Reward for strength, courage, taking action/calling today
- **Stick with them**

+ Workplace Safety



- Knowledge of daily schedule
- Require identification
- Security
- Utilize the buddy system
- Parking

+ How Do I Know If an Employee is Abusive?

- The existence of domestic violence may be undetected or “invisible” due to the abuser’s exemplary job performance or ability to “act the role” while at work.
- Some abusers may appear to be charming, socially responsible, and an “ideal” husband or father to the outside world. Such characteristics may overshadow possible warning signs of abuse

+ Dealing with Aggression



- Be aware of changes
- Use your own communication skills
- Remain calm
- Avoid entering the aggressor's personal space
- Beware of your own body language.
- Be assertive but avoid meeting aggression with aggression.
- Use exit strategies

If all else fails...your aim is to get away!

Remember, the earlier you spot a potential problem arising the more choices you have to avoid it.



Personal Safety for Your Employees and You



- Changing regular habits.
- Plan out your travels.
- Keeping a watchful eye.
- Be prepared
- Protect your information

+ Legal Protection

- **Equity Order**- Provided by Superior Court
 - This order can be issued to a business and is meant to protect from continued harassment
 - Contempt Motion Driven
 - Will require Attorney Assistance
 - Court fee of \$165 plus cost of service
- **No Trespassing Order**- Can be initiated by the business or with police assistance.
 - Meant to keep unwanted persons from property
 - Punishable by arrest
 - No Attorney Assistance required

+ Policy wise... what can we do

- It is crucial that domestic abuse be seen as a serious, recognizable, and preventable problem like thousands of other workplace health and safety issues that affect a business and its bottom line.
- Fully and thoroughly addressing domestic violence as a workplace issue is a process involving the participation of employers, employees, and community advocates.



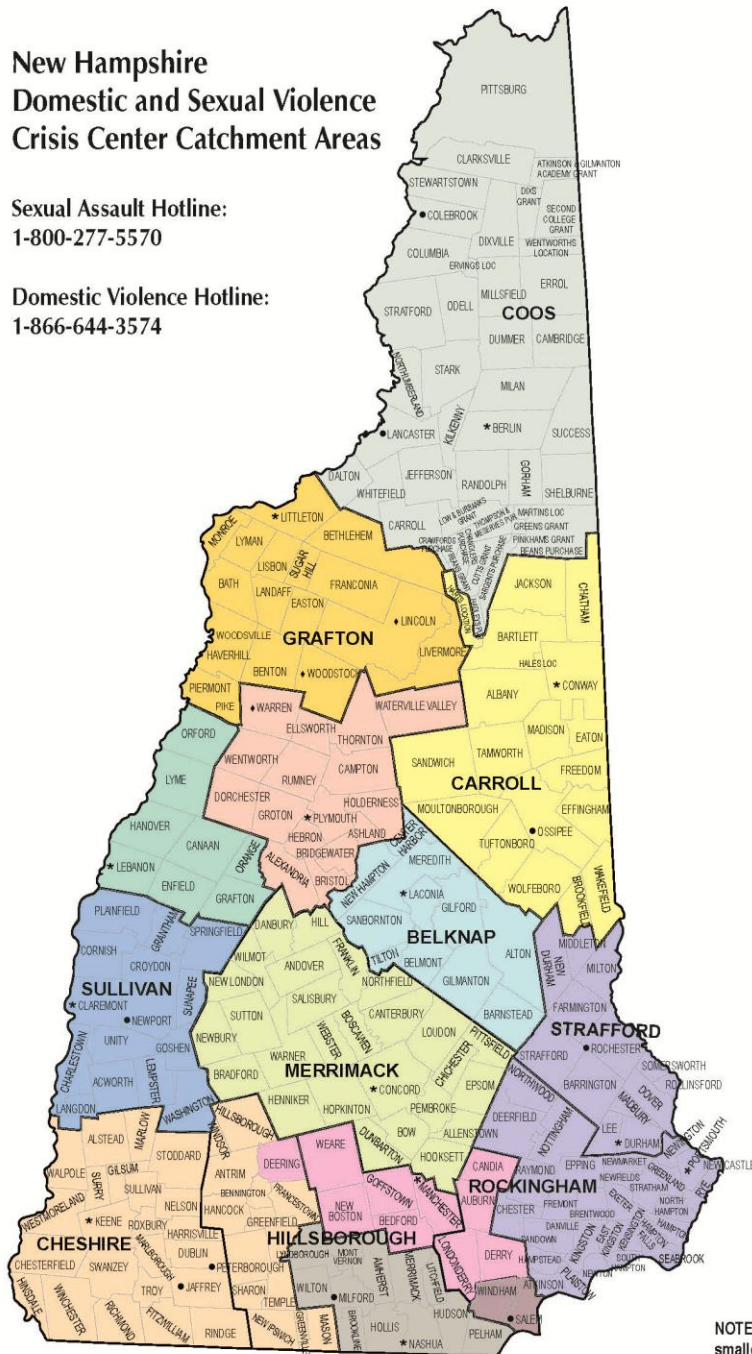
Policy cont.

- <http://www.workplacesrespond.org/>

New Hampshire Domestic and Sexual Violence Crisis Center Catchment Areas

Sexual Assault Hotline:
1-800-277-5570

Domestic Violence Hotline:
1-866-644-3574



- RESPONSE
- SUPPORT CENTER
- STARTING POINT
- VOICES
- WISE
- NEW BEGINNINGS
- TURNING POINTS
- RDVCC
- A SAFE PLACE
- SASS
- SHARPP SHARPP serves the students, faculty and staff of the University of New Hampshire
- YWCA
- BRIDGES
- MCVF
- Windham & Salem:
Calls for Sexual Assault – covered by Bridges;
Calls for Domestic Violence – covered by A Safe Place

◆ VOICES AGAINST VIOLENCE and THE SUPPORT CENTER both provide services to victims in Lincoln, Woodstock and Warren.

* MAIN OFFICE
• SATELLITE OFFICE

One of 14 member programs of the New Hampshire Coalition Against Domestic and Sexual Violence.

Coalition Member Programs

NOTE: Due to space restrictions, some smaller towns are not shown on this map



Questions ?



Contact us



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