



presents

Advancing Victims' Rights and Services Among the Private Security Profession

Virtual Seminar

Wednesday, January 10, 2007

12:00 Noon – 1:00 p.m. Eastern

11:00 a.m. – 12:00 Noon Central

10:00 a.m. – 11:00 a.m. Mountain

9:00 a.m. – 10:00 a.m. Pacific

Presented by:

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ADVANCING VICTIMS' RIGHTS AND SERVICES AMONG THE PRIVATE SECURITY PROFESSION

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Violence in the Workplace

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Workplace Violence: Definition

A broad spectrum of behaviors affecting the workplace which generate a concern for personal safety and can result in injury or death

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Workplace Violence: The Statistics

In 6 out of the last 7 years, Fortune 1000 companies cited workplace violence as their #1 security threat

Pinkerton Security Company/ Fortune Magazine 2003

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Workplace Violence: The Statistics

795 workplace assaults and
violent acts in 2004

Bureau of Labor Statistics Census of Fatal Occupational Injuries

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Workplace Violence: Victim Rights

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Workplace Violence: Victim's Rights

Office For Victims of Crime (OVC)

<http://www.ovc.gov/help/cvr.htm>

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Workplace Violence: Victim's Rights

Office for Victims of Crime (OVC)

- Victim Bill of Rights
- Databases of state and federal legislation
- Agencies/organizations advocating for victims' rights
- Sex offender registries
- Victim compensation regulations

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Workplace Violence: Victim's Rights

Victim of Crime Act (VOCA):

- Fund state agencies to reimburse crime victims and offer programs

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Workplace Violence: Victim's Rights

OVC links to victim assistance
& compensation programs,
by state:

*[http://www.ojp.usdoj.gov/ovc/help/voca_links
.htm](http://www.ojp.usdoj.gov/ovc/help/voca_links.htm)*

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Workplace Violence: Victim's Rights

OVC new Web site for crime
victims:

<http://www.crimevictims.gov/>

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Workplace Violence: Victim Resources

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Workplace Violence: Victim's Resources

- Communities Against Violence Network (CAVNET)
- Minnesota Center Against Violence and Abuse (MINCAVA)
- National Center for Victims of Crime
- National Crime Victims Research and Treatment Center

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Workplace Violence: Victim's Resources

- National Crime Victim Bar Association
- National Criminal Justice Reference Service (NCJRS)
- National Organization for Victim Assistance
- Office on Violence Against Women

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Workplace Violence: Victim's Resources

- Office of Justice Programs
- Bureau of Justice Assistance (BJA)
- Bureau of Justice Statistics (BJS)
- National Institute of Justice (NIJ)

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Workplace Violence: Domestic Violence and Stalking

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Domestic Violence: The Statistics

The National Safe Workplace Institute's national survey indicates that **94%** of corporate security directors rank domestic violence as a high security problem at their companies

"Talking Frankly About Domestic Violence," Personnel Journal (1995)

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Domestic Violence: The Statistics

1 out of 3 American women report physical abuse by intimate partner

The Commonwealth Fund, Health Concerns Across a Woman's Lifespan: 1998 Survey of Women's Health (May 1999)

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Domestic Violence: The Statistics

Women of all races are equally
vulnerable

The Commonwealth Fund, Health Concerns Across a
Woman's Lifespan: 1998 Survey of Women's
Health (May 1999)

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Domestic Violence: The Statistics

3 women murdered daily by
intimate partner

Intimate Partner Violence, U.S. DOJ (2000)

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Domestic Violence: The Statistics

The price tag to corporate America is \$3-5 billion per year

- Lost productivity
- Increased healthcare costs
- Absenteeism
- Workplace violence

Bureau of National Affairs, Violence and Stress: The Work/Family Connection (1990)

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Domestic Violence: The Statistics

If a battered woman is employed:

- 74% of the abuse will occur at work (either in person or over the phone)
- 56% will be late for work at least 5 times per month

New York Victim Service Agency, Report on the Costs of Domestic Violence (1987)

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Domestic Violence: The Statistics

If a battered woman is employed:

- 28% will leave early at least 5 times per month
- 54% miss at least 3 full days of work per month

New York Victim Service Agency, Report on the Costs of Domestic Violence (1987)

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Domestic Violence: The Statistics

The National Safe Workplace Institute's national survey found:

- 1 out of 3 American women report physical abuse by an intimate partner
- 71% of HR & security personnel surveyed had an incident of domestic violence occurring on company property

Corporate Sector Response to Domestic Violence, Harvard Univ. School of Public Health (1997)

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Domestic Violence: The Statistics

With 1 out of every 3 American women reporting physical abuse by an intimate partner, it seems certain that any mid-to-large sized company has employees struggling with domestic violence

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Establish A Policy Against Domestic Violence

- Strong message from the employer
- Define domestic violence
- How an employee who is a victim can get assistance

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Establish A Policy Against Domestic Violence

- How the workplace has taken steps to ensure a safe working environment
- Referrals to EAP
- Clearly defined roles of HR, supervisors, and security personnel

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Corporate Responsibility

Managing
People = Managing
Their
Problems

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Create Awareness

Employers must recognize that domestic violence is an important business issue that cannot be ignored

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Raise the Issue at Every Level of the Organization

Policy Against Domestic Violence

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Raise the Issue at Every Level of the Organization

Distribute policy to all employees via

- Employee handbook
- Brochures
- Company-produced video
- Company-wide training

Raise the Issue at Every Level of the Organization

Target front line employees,
supervisors, and security personnel
for training

Training Topics

- Warning signs of domestic violence
- How to approach a domestic violence victim
- How to refer employee to HR

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Know the Signs of Abuse

- Unexplained bruises or explanations incongruent with injuries
- Signs of distraction or difficulty concentrating
- High absenteeism rate

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Know the Signs of Abuse

Repeated upsetting phone calls

- Signs of anxiety or depression
- Fluctuations in the quality of work for no apparent reason

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Know the Signs of Abuse

- Noticeable changes in use of makeup
- Inappropriate clothing
- Disruptive visits from current/former partner

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Know the Signs of Abuse

- Frequent/unexplained use of leave time
- Discomfort when communicating with others
- Sudden/unexplained requests to be moved from public locations

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Know the Signs of Abuse

- Frequent financial problems
- Requests for time off to attend court
- Reluctance to field calls from former partners

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Know the Signs of Abuse

- Sudden changes of address or reluctance to divulge where she is staying
- Reluctance to participate in informal activities outside of work

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Talking About the Abuse

Let the employee know what you
have observed:

*“I’ve noticed the bruises you had last
week and you look upset and worried
today.”*

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Talking About the Abuse

- Express concern that the employee might be abused: *“I thought it was possible that you are being hurt by someone and I am concerned about you.”*
- Make a statement of support: “No one deserves to be hit by someone else.”

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Assess the Situation

- Threat assessments
- Fitness for duty evaluations
- Lethality assessments

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Start the Process of Assessment



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Start the Process of Assessment

#1. What is the status of the relationship?

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Start the Process of Assessment

- How did the abuser react to the termination of the relationship?
- Is there a restraining order?
- Did the abuser resist arrest?

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Start the Process of Assessment

- Was there use of alcohol or drugs?
- Was there a recent acquisition of a hand gun?

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Start the Process of Assessment

- Was there violence in front of the children?
- Was the abuser trying to maintain access?
- Has the abuser experienced a downward turn in life?

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Start the Process of Assessment

- Has there been past physical violence?
- What is the abuser's past relationship history?

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Safety Plans

- Safety at home
- Safety when victim leaves
- Safety after the separation

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Workplace Safety Plans

Assist employees to develop a workplace and personal safety plan to reduce the risk of a violent situation on the job

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Workplace Safety Plans

- Secure entrances
- Collect evidence

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Workplace Safety Plans

Advise an employee dealing with abuse to:

- Obtain an order of protection
- Ensure it is current and on hand at all times

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Workplace Safety Plans

Advise an employee dealing with abuse to:

- Provide a copy of the order and a photo of the abuser to the reception, police, supervisor, HR, Legal Department, and Security

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Workplace Safety Plans

Advise an employee dealing with abuse to:

- Review safety of parking arrangements and have building security escort employee to car

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Workplace Safety Plans

Have calls screened, transfer harassing calls to security, and remove employee's name and number from automated phone directories

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Workplace Safety Plans

- Relocate employee's work space to a secure area
- Rotate work schedule, workplace, and assignments

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Criminal Law

- Have you been working with a civil legal attorney?
- Is there an order of protection?

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Orders of Protection

- Order is between judge and abuser
- Workplace address is included

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Going to Court

- Encourage victim to contact local D.V. organization
- Encourage victim to secure attorney for civil legal issues
- Inform HR of status of case

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Going to Court

- Allow witnesses at work time-off to testify
- Consider incorporating into your policy a provision stating your organization's support and intention to accompany victim to court

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Implementation Checklist

Has my organization established a
Policy Against Domestic Violence?

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**Do It Because It Is The
Right Thing To Do**

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Questions?

*Push *1 on your telephone key pad
to comment or ask your question*

OR

*e-mail your comment/question by clicking on the
“question icon” in the lower right corner of your
screen. Type your question or comment in the
window that appears, and then click “send.”*

*Submitted questions will be answered verbally as
time allows.*

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Thank You

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