

A Briefing on Domestic Violence Intervention Across DHS

Departmental Goal:

People are Safe

What's New:

- ***SB 928 - Employment Discrimination Protection for Survivors:** This bill prohibits employers from discriminating against victims of domestic violence, sexual assault, or stalking. Employers may not refuse to hire an otherwise qualified individual because that person is a victim, and may not discharge, demote, suspend, or in any manner discriminate or retaliate against a individual because that person is a victim. In addition, employers must grant an employee who is a victim's request for a reasonable safety accommodation, unless the accommodation would impose an undue hardship on the employer. Employers may request certification from the employee verifying that the employee is a victim before granting a safety accommodation request. The bill applies to all employers, regardless of size, and protects all employees, regardless of how long they have been employed. Takes effect January 1, 2010.

- * **Governor's Executive Order and DAS Policy:** Members of the DHS DV Council have worked in collaboration with Human Resources and DAS to support the implementation of the new "**Workplace Effects of Domestic Violence, Sexual Assault and Stalking**" policy. A guideline for DHS staff on implementation of the policy is currently being developed. Contact: Linda Adams (503) 945-7007 for HR policy
 - o **Training** on the new policy is required for all State managers, supervisors and human resource staff. The training is being presented in two parts. Part one is about implementation of the policy, part two is on the dynamics of domestic violence, sexual assault and stalking and should be accessed through your local domestic violence service provider. Managers can sign up for the training through *iLearnOregon* at <https://ilearn.oregon.gov>. Contact for questions on iLearnOregon: Jeff Vidal at (503) 378-6329.

On-going:

- The **DHS Domestic Violence Council:** The 15 member council, with representatives from DHS and community partners, advises the Director on domestic violence related policies, practices and training for the department. Contacts: Rhonda Culley (541) 523-3648 x230 & Verona Turner (503) 945-6103

- **DHS Quality Assurance Standards for Domestic Violence Prevention and Intervention** were adopted in June of 2005, the standards have been released and on-going implementation strategies are being developed by the DHS DV Council. Contact: Carol Krager (503) 945-5931.

- Each District has a ***domestic violence point person*** for Self-sufficiency and Child Welfare. Contacts: Carol Krager (503) 945-5931 or Cheryl O'Neill (503) 945-6686.
- The ***Oregon Violence Against Women (VAW) Prevention Plan*** was released by DHS Health Services in May 2006. Key goals are listed on the plan and include Promoting healthy non-violent relationships and increasing the community capacity to prevent VAW. Contact: Lisa Millet (971) 673-1059.
- ***Recommendations to Prevent Sexual Violence in Oregon: A Plan of Action*** was developed in 2006. This 5 year plan of action hopes to support sexual violence prevention including promoting healthy and safe attitudes and beliefs about sexuality. Contact: Julie McFarlane (971) 673-0365
- The DHS Office of Mental Health and Addiction Services developed a ***Trauma Policy*** in Feb. 2006. This policy is now being carried forward in an effort to develop trauma informed and trauma sensitive services that address the needs of survivors of psychological trauma. Contacts: Pat Davis (503) 945-7813 and D'Leah Cruz (503) 945-5840

-September 2009