

**City of Los Angeles  
Domestic Violence Policy  
Resource Manual**



Prepared by the  
Domestic Violence Task Force  
Workplace Training Committee

**City of Los Angeles  
Resource Manual  
Domestic Violence Policy**

Prepared by the  
Domestic Violence Task Force  
Workplace Training Committee

**Table of Contents**

Mayor's Letter  
Highlights of the Workplace Domestic Violence Policy  
The Facts about Domestic Violence  
What is Domestic Violence?  
Workplace Indicators of Possible Domestic Violence  
Who are the Victims?  
Who are the Abusers?  
You Can't Believe Everything you Hear  
How to Talk to Someone Who is Being Abused  
What Law Enforcement Will Do  
If the Victim Calls a Shelter or Hot Line  
Domestic Violence Resource Team (DVRT)

Appendix

I. Restraining Orders  
II. Policy in Support of Employee Victims of Domestic Violence  
III. Protocols

**Letter from Former Los Angeles Mayor James K. Hahn to Heads of All  
Departments Regarding the City of Los Angeles Domestic Violence Workplace  
Policy Training**

Nov. 21, 2003

I developed the first workplace domestic violence policy for the City of Los Angeles when I served as City Attorney. Working with representatives from LAPD, the Commission on Status of Women, employee unions and local battered women's shelters, we created significant employment resources for the better protection of our employees.

As Mayor, I am committed to fully implement all aspects of the workplace domestic violence policy as quickly as possible to ensure that the City, as an employer, is providing the best environment possible for all of its employees.

It is critical to the successful implementation of this policy that the protocols are followed and applied without hesitation. The safety and well being of all City employees must not be compromised through any reluctance of the City to do its best.

It is critical to the successful implementation of this policy that the protocols are followed and applied without hesitation. The safety and well being of all City employees must not be compromised through any reluctance of the City to do its best.

I urge all departments to fully embrace all aspects of this policy and train all employees and supervisors in the protocols to ensure that, should the need arise, everyone knows how to provide effective assistance and resources for employees experiencing domestic violence.

**Letter from Former City Attorney Rockard Delgadillo to All Los Angeles City Employees Regarding Domestic Violence Policy**

August 28, 2003

To All Los Angeles City Employees:

As the City's legal council, I urge every City employee to become familiar with all aspects of the City's Policy in Support of Employee-Victims of domestic violence and abuse to ensure the safety and support of all employees. In my tenure as City Attorney, I have committed significant resources for the full implementation of the policy through the Labor Relations Division and in the design of this training program for all City employees.

We want to assure employees who are victims of domestic violence that the City is committed to providing assistance during a difficult time in their lives. The potential danger of domestic violence in the workplace cannot be underestimated.

I believe that, from this training, managers, supervisors and co-workers will learn the benefits of the Policy and its protocols, so that the City can offer effective assistance and information when a City employee needs help.

We cannot afford to lose the talents and contributions of a single City employee to domestic violence. We need everyone.

Sincerely,  
Rockard Delgadillo  
City Attorney

## 24-Hour Emergency Domestic Violence Services and Other Resources

**Domestic Violence hotlines for counseling, referrals, and assistance can be reached 24 hours, every day. Callers can remain anonymous.**

<b>Hotline and Resource Numbers 24 Hour Hotlines Listed in Red</b>	
1736 Family Crisis Center <a href="http://www.1736familycrisiscenter.org">www.1736familycrisiscenter.org</a> Spanish, Farsi	<b>24 Hours</b> 213-745-6434 310-370-5902 310-379-3620 562-388-7652 TTY 213-748-2095
African Community Resource Center, Inc. <a href="http://www.africancommunitycenter.org">www.africancommunitycenter.org</a> English, Somali, Swahili, French, Arabic, Kiro, Italian, Luganda, Amharic, Tigrigna, Lingala, Kinyarwanda	<b>24 Hours</b> 1-800-496-2525
American Federation of State, County, & Municipal Employees <a href="http://www.afscme36.org">www.afscme36.org</a> <a href="http://www.afscme3090.org">www.afscme3090.org</a>	213-487-9887
Asian Pacific Women’s Center <a href="http://www.apwcla.org">www.apwcla.org</a> English, Mandarin, Korean, Cantonese, Thai	213-250-2977
California Hispanic Commission English, Spanish	323-722-45229
Center for the Pacific Asian Family <a href="http://www.cpaf.info">www.cpaf.info</a> API Languages	<b>24 Hours</b> 1-800-339-3940
Chicana Service Action Center, Inc. English, Spanish	1-800-548-2722
Children’s Institute Inc. <a href="http://www.childrensinstitute.org">www.childrensinstitute.org</a> English, Spanish and some Korean	213-385-5100
Department on Disability <a href="http://www.lacity.org/dod/">www.lacity.org/dod/</a> English, Spanish, American Sign Language	213-485-6334 TTY: 213-485-6655
Domestic Abuse Center English, Spanish	818-772-0245
Glendale YWCA	818-242-1106

<a href="http://www.glendaleywca.org">www.glendaleywca.org</a> English, Spanish	
Good Shepherd Shelter for Battered Women with Children <a href="http://www.goodshepherdshelter.org">www.goodshepherdshelter.org</a> English, Spanish Vietnamese, Cantonese, Tagalog	323-737-6111
Haven Hills, Inc. <a href="http://www.havenhills.org">www.havenhills.org</a> English	<b>24 Hours</b> 818-887-6589
Jenesse Center, Inc. <a href="http://www.jenesse.org">www.jenesse.org</a> English, Spanish	1-800-479-7328
Jewish Family Service Center <a href="http://www.ifsla.org">www.ifsla.org</a> English, Spanish, Russian, Farsi	818-789-1293
L.A. Gay & Lesbian Center – Stop Partner Abuse/Domestic Violence Program <a href="http://www.laglc.org/domesticviolence">www.laglc.org/domesticviolence</a>	323-860-5806 English, Spanish
Legal Aid Foundation English, Spanish and a broad range of other languages	323-801-7989
Little Tokyo Service Center, CDC <a href="http://www.ltsc.org">www.ltsc.org</a> Japanese, Korean, English	213-473-3035 1-800-645-5341
Los Angeles City Attorney’s Office <a href="http://www.lacity.org/atty">www.lacity.org/atty</a>	213-485-2352
Los Angeles Commission on Assaults Against Women <a href="http://www.laccaw.org">www.laccaw.org</a> English, Spanish and American Sign Language 24 Hour Services	<b>24 Hours</b> 213-626-3393 310-392-8381 626-793-3385
Peace & Joy Care Center Spanish, Farsi, Tagalog	<b>24 Hours</b> 310-898-3117
Project: Peacemakers, Inc. <a href="http://www.projectpeacemakersinc.org">www.projectpeacemakersinc.org</a> English, Spanish, and some American Sign Language	213-291-2525
Prototypes Domestic Violence Programs S.T.A.R. House DV Resource Center <a href="http://www.prototypes.org">www.prototypes.org</a> English, Spanish	323-461-4118
Rainbow Services, LTD. <a href="http://www.rainbowservicesdv.org">www.rainbowservicesdv.org</a>	<b>24 Hours</b> 310-547-9343

Seeking Peaceful Solutions English	323-753-1314
Sojourn Services for Battered Women <a href="http://www.opcc.net">www.opcc.net</a> English, Spanish	<b>24 Hours</b> 310-264-6644
Southern California Alcohol and Drug Programs English, Spanish	323-780-HELP 562-944-6144
The Village Family Services <a href="http://www.thevillagefs.org">www.thevillagefs.org</a> English, Spanish, Farsi	818-755-8786
Violence Intervention Program -- Community Mental Health Center <a href="http://www.vip-cmhc.org">www.vip-cmhc.org</a> English, Spanish	<b>24 Hours</b> 323-226-6806
W.A.V.E. English, Spanish, Italian, Russian	818-362-7666
Women's & Children's Crisis Shelter Spanish, English	<b>24 Hours</b> 562-945-3939
House of Ruth <a href="http://www.houseofruthinc.org">www.houseofruthinc.org</a> English and Spanish	909-623-4364
Interval House <a href="http://www.intervalhouse.org">www.intervalhouse.org</a> Spanish, Vietnamese, Japanese, Korean, Russian, Khmer, Algerian, Arabic, Belorussian, Bulgarian, Cantonese (Chinese) ,Chiu-Chow (Chinese), Czech, Farsi, French, German, Greek, Gujarati, Hindi, Hmong (Green), Hmong (White), Hungarian, Ilocano, Indonesian, Italian, Lao, Malaysian, Mandarin, Polish, Portuguese, Romanian, Serbian, Slovakian, Tagalog, Taiwanese, Tamil, Thai, Turkish, Ukranian, Urdu	<b>24 Hours</b> 562-596-3370
Neighborhood Legal Services of Los Angeles County <a href="http://www.nls-la.org">www.nls-la.org</a>	800-433-6251
Su Casa – Ending Domestic Violence <a href="http://www.sucasadv.org">www.sucasadv.org</a> English, Spanish	<b>24 Hours</b> 562-402-488 TTY: 562-402-4888 TDD:562-402-4888
YWCA of San Gabriel Valley – Wings Program <a href="http://www.ywcasgv.org">www.ywcasgv.org</a> English, Spanish, Mandarin, Chinese	<b>24 Hours</b> 626-915-5191

## **Highlights of the Workplace Domestic Violence Policy**

- No City employee will be disciplined or terminated simply because s/he has been or is the victim of domestic violence.
- The City must maintain a non-judgmental and supportive environment for the employee.
- City policy does not require the employee to leave the violent or abusive relationship.
- Disciplinary action may be held in abeyance if linked to domestic violence.

## **Facts about Domestic Violence**

- In 2001, there are approximately 60,000 domestic violence calls to law enforcement agencies in Los Angeles County. – *LAPD, 2003*
- Approximately 1.5 million women are raped or physically assaulted by an intimate partner each year in the U.S. – *US Department of Justice, 2000*
- One out of four women becomes a victim of domestic violence in their lifetime. – *Color Lines Magazine, 2002*
- Between 1993-1998, only half of the intimate partner violence against women was reported to police. Women are six times as likely to suffer violence at the hands of a partner than a stranger. – *National Violence Against Women Prevention Research Center*

## **Effects of Domestic Violence on the Workplace**

- 74% of employed battered women are harassed at work by their abusive husband or partner, either in person or over the telephone. This causes 56% of them to be late for work at least five times a month, 28% to leave early at least five days a month, 54% to miss at least three full days of work a month, thus causing 20% to lose their jobs – *“Female Victims of Crime,” Bureau of Justice Statistics, 1991; Schechter & Grey, “A Framework for Understanding and Empowering Battered Women,” 1998.*

## What is Domestic Violence

Domestic Violence is a pattern of behavior that may take many different forms. Some of these behaviors are not criminal, but can still impact the workplace.

### **These are abusive behaviors that may be affecting an employee at work:**

**Isolation:** Making it hard for the employee/victim to accept promotions or work related trips, controlling where the victim goes, insisting on taking the victim to and from work, restricting contact with co-workers during off work hours.

**Harassment:** Calling repeatedly at work, calling co-workers at home, making frequent visits to the workplace, sending inappropriate email to work, following or stalking, embarrassing the victim in public, constantly checking up on the victim, refusing to leave when asked.

**Economic Control:** Taking victim's paycheck, not paying the bills, refusing to give the victim money, not allowing the victim to work, interfering with the victim's ability to maintain a job, refusing to work and support the family.

**Threats and Intimidation:** Threatening to call or come to work; sending threatening emails to employee or co-worker, threatening to harm the victim, the children, family members, co-workers and pets, using physical size to intimidate; shouting; threatening to use weapons and maintaining them in the home.

**Passive-Aggressive Behavior:** Failing to convey work messages, not taking the victim's job seriously, deliberately doing things that will cause trouble (like telling off the boss).

### **These are abusive behaviors that may be occurring away from the workplace:**

**Physical Abuse:** Hitting, slapping, kicking, choking, pushing, punching, beating.

**Verbal Abuse:** Constant criticism, making humiliating remarks, not responding to what the victim is saying, mocking, name calling, yelling swearing, interrupting, controlling the conversation and limiting the victim's input.

**Sexual Violence:** Forcing sex on an unwilling partner even in a marital relationship, demanding sexual acts that the victim does not want to perform, degrading treatment.

**Coercion:** Making the victim feel guilty, pushing the victim in decisions, sulking, manipulating children and other family members, always insisting on being right, making impossible "RULES" and punishing the victim for breaking them.

**Abusing Trust:** Lying, breaking promises, being unfaithful, being overly jealous, not sharing domestic responsibilities.

**Destruction of Property**: Destroying Furniture, punching holes in walls, throwing things, breaking dishes and appliances.

**Emotional Withholding**: Not expressing feelings, not giving compliments, not paying attention, not respecting the victim's feelings, rights and opinions.

**Self-Destructive Behavior**: Abusing drugs or alcohol, threatening self-harm or suicide, driving recklessly.

## Workplace Indicators of Possible Domestic Violence

This is not intended to be used as a diagnostic tool but only to provide indicators to be aware of in the workplace

- Reduced productivity
- Chronic tardiness/absenteeism
- Inappropriate or excessive clothing or makeup (long sleeves in warm weather, sunglasses indoors)
- Obsession with time
- Preoccupation/lack of concentration/distractions from work
- Appearing anxious, upset or depressed
- Excessive number of personal phone calls
- Repeated physical injuries
- Chronic health problems
- Self-imposed isolation
- Emotional distress
- Any other changes in normal behavior and work performance

***A widespread mistaken belief:***

***“The victim can always walk away from the relationship.”***

**TRUTH:** Victims usually do not have any place to go where they will be safe. In an ongoing, abusive relationship, the batterer knows the victim’s daily routine, activities, family members, and friends. Sometimes a victim needs to stay with the batterer until a plan can be developed. It takes resources, information, a support network, and the time for detailed planning to ensure that a victim can escape. These are not often available to victims.

## How to talk to someone who is being abused

- Relax and be yourself. Let them know you care.
- Ask direct questions about their situation, gently. Give them time to talk. Respect what they say.
- Don't rush into providing solutions
- Listen – without judging. They may be ashamed, and fear being judged by you.
- Let them know that it's not their fault. Assure them that there's never an excuse for physical violence in a relationship.
- Encourage them to seek medical attention, if appropriate.
- Encourage employee to develop an emergency safety plan, both at work and at home.
- If they remain in the relationship, continue to be supportive while expressing your concern for their safety.

### Phrases that may be helpful:

“I wouldn't want anything to happen to you.”

“I am concerned for your safety and the safety of your children.”

“There are resources in the City and in the community that can help you.”

“Let me know if you want to talk again.”

**Remember, you can offer assistance, but it's not your job to solve their problems for them.**

*A general fallacy:*

*“If the batterer is truly sorry and promises to reform, the abuse is going to stop.”*

**TRUTH:** Remorse and begging for forgiveness are simply manipulation by batterers to control their victims. Batterers rarely stop battering. The batterer makes a conscious decision to batter. It is an ongoing technique used to control the victim through fear.

## The Workplace Safety Plan

The following steps may be taken by an employee-victim and their supervisor to increase safety at work.

1. Obtain a civil order for protection (restraining order) and make sure that it is current and on hand at all times. Include the workplace on the order. A copy should be provided to the police, the employee's supervisor, Human Resources, and other appropriate personnel.
2. Provide a picture of the perpetrator to reception areas and/or Security.
3. Identify an emergency contact person should the employer be unable to contact the employee- victim.
4. Review the safety of the employee's parking arrangements.
5. Have Security escort the employee to and from their car or public transportation.
6. Change and or have unpredictable rotations of the employee's work schedule, work site or work assignment if such a change is possible and would enhance her safety at work.
7. Have the employee's telephone calls screened at work.
8. Install additional security measurers for the work site.
9. Review the safety of the employee's childcare arrangements, whether it is on-site childcare at the company or off-site. If the employee has an order of protection (restraining order), it can usually be extended to the childcare center. The employee should consult with the company's legal and security service for guidance.

***A common myth:***

***Victims have the types of personalities that seek out and encourage abuse."***

**TRUTH:** There are no personality traits that define victims of domestic violence. It is the batterer who is responsible for the behavior, not the victim.

## **Who are the Victims?**

**Most Victims Are Women.** 95% of intimate partner abuse is male violence against women. Teen-age, pregnant and elderly women are especially at risk.

**Children Can be Direct or Indirect Victims.** They may be battered themselves. They may see or be forced to see their parent battered. The batterer may use threats to harm children as a means of controlling the victim. They grow up seeing violence as the acceptable and expected way for people in a relationship to interact with each other.

**Teenagers Experience Dating Violence.** Teenagers are just as vulnerable to relationship violence and it is just as dangerous. They are often lacking in experience, and do not recognize inappropriate behavior. They may not seek help because they distrust adults. They may not disclose problems for fear of disclosing a dating relationship which has been forbidden by adults.

**Domestic Violence Can Also Occur in Gay and Lesbian Relationships.** Gay and lesbian relationships are not immune to the pattern of abusive and coercive behaviors. Victims may not seek help for fear of disclosing the nature of the relationship or public belief that violence does not occur in these relationships.

**Elderly Family Members Can Be Victims.** They may be battered by their spouse, adult children or caretakers. They may be physically unable to defend themselves or escape from the abuse. They may be unable to report the abuse to anyone.

## **Who are the Abusers?**

Abusers typically are characterized as having “short fuses” and “bad tempers.” They deny and minimize that the abuse has occurred. They blame the victim, family, co-worker or outside events for the violent attack. They know what they’re doing and how they want their victims to behave or react. They use violence as a problem solving tool. They are reluctant to admit the extent of the violence. They avoid responsibility for their violent behavior.

**An Abuser May express remorse and beg for forgiveness with seemingly loving gestures** such as with flowers or candy. They may be a hard worker and good provider. They may be charming, witty, attractive and intelligent. They may, at times, be a loving parent. They may feel their violent behavior is motivated by love. They may have a “light switch” personality; going from pleasant to aggressive and back in a flash.

Abuse is Not a “natural” reaction to an outside event. It is not “normal” to behave in a violent manner within a personal relationship. It is not a helpless reaction to being under the control of drugs and alcohol. It is not a normal reaction to stress. It is not a private, family or civil matter.

Abuse is a Learned Behavior. It is learned from seeing violence or abuse used as a successful tactic or control – often in the home in which the abuser grew up. It is reinforced when abusers are not arrested or prosecuted or otherwise held responsible for their acts. It is progressive and will escalate in severity and frequency unless there is appropriate intervention.

## **Power and Control: Physical VIOLENCE Sexual**

### ***Using Coercion and Threats***

- Making and/or carrying out threats to do something to hurt her
- Threatening to leave her, to commit suicide, to report her to welfare
- Making her drop charges
- Making her do illegal things

### ***Using Intimidation***

- Making her afraid by using looks, actions, gestures
- Smashing things
- Destroying her property
- Abusing pets
- Displaying weapons

### ***Using Emotional Abuse***

- Putting her down
- Making her feel bad about herself
- Calling her names
- Making her think she's crazy
- Playing mind games
- Humiliating her
- Making her feel guilty

### ***Using Isolation***

- Controlling what she does, who she sees and talks to, what she reads, where she goes
- Limiting her outside involvement
- Using jealousy to justify actions

### ***Minimizing, Denying and Blaming***

- Making light of the abuse and not taking her concerns about it seriously
- Saying the abuse didn't happen
- Shifting responsibility for abusive behavior
- Saying she caused it

### ***Using Children***

- Making her feel guilty about the children
- Using the children to relay messages
- Using visitation to harass her
- Threatening to take the children away

***Using Male Privilege***

- Treating her like a servant
- Making all the big decisions
- Acting like the “master of the castle”
- Being the one to define men’s and women’s roles

***Using Economic Abuse***

- Preventing her from getting or keeping a job
- Making her ask for money
- Giving her an allowance
- Taking her money
- Not letting her know about or having access to family income

## What Law Enforcement Can Do

Not all abusive behavior is criminal. However, if law enforcement is called to a location, they will interview all persons involved in order to determine if a crime has been committed.

The penal code defines several classes of crime related domestic violence. Law enforcement's job is to enforce these codes.

Battery involves contact between the two parties. If battery produces visible injuries, it is considered more serious. The police will probably take photographs of the injuries and arrest the person who they believed caused them. If both parties have visible injuries, the officers will attempt to determine which one was the dominant aggressor and arrest that person.

Often, victims of domestic violence call the police because they just want their batterer to stop being violent. They don't realize that there are certain mandatory actions which law enforcement must take when they respond to a domestic violence call.

Other crimes include threats, stalking, vandalism, violation of restraining order, child endangerment, injury to telephone lines, and of course, murder.

Once an arrest has been made, the police officers will write a report and it will be assigned to a detective. The detective will investigate further, and then submit it to the prosecutor who will determine what charges will be filed. The same process happens when a crime is reported, but no arrest is made (usually because the defendant has fled the scene.)

Crimes are classified as either misdemeanors or felonies. Misdemeanors are punishable by a fine, county jail time, or both. Sometimes, offenders are subject to probation and counseling. Felonies are typically punishable by incarceration or state prison.

*A false impression:*

*“Domestic Violence only happens in poor families.”*

**TRUTH:** Domestic violence impacts all levels of society. There is no evidence that suggests that any income level, occupation, social class or culture is immune from domestic violence.

## If the Victim Calls a Hotline

The victim should be able to talk to a counselor/advocate about their concerns about the violence in the relationship. It may just be a sympathetic ear in a time of emotional need. It may also help the victim focus and prioritize.

A victim seeking shelter can usually obtain information from a hotline, including the phone numbers of shelters that have space available, and the approximate location of where they might be sent (generally away from the area where they have been living). They can also learn about the details of shelter programs and procedures.

Other information available might include what programs are available to the victim after emergency shelter, such as transitional housing, educational opportunities and job training.

Victims not seeking shelter may be able to find out about other services available, such as safety planning, support groups, individual counseling, children's programs, legal services for custody and/or divorce issues, court accompaniment for restraining orders and/or criminal hearings, welfare assistance or other financial aide.

*A frequent misunderstanding:*

*“If the violent episodes don't happen very often, it's not that serious.”*

**TRUTH:** One violent episode is enough to instill fear. The threat of an additional occurrence has a terrorizing, controlling effect.

## **Domestic Violence Resource Team (DVRT)**

The Domestic Violence Resource Team (DVRT) is Chaired by the Commission on the Status of Women and consists of representatives from the City Attorney's Office, Personnel Department, Employee Assistance Program, employee unions and others as necessary.

DVRT will:

1. Provide information and referrals for assistance as appropriate to victims of domestic violence, fax filing for domestic violence restraining orders.
2. Provide Domestic Violence Workplace Policy implementation assistance for departments.
3. Provide technical assistance to supervisors and other employees.
4. Coordinate Citywide activities and act as resource for domestic violence issues.
5. Be convened at the request of an employee or supervisor when the possibility of a nexus exists between domestic violence and poor work performance and/or disciplinary action, and will review the employee's claim by means which may include but not be limited to interviews, relevant documents, including court records, employee personnel files, personal interviews with the employee, co-workers and witnesses identified by employees.
6. Collect and maintain data base of incidents.
7. Report to the Mayor and City Council on an annual basis.

Requests for assistance should be made to the  
**Commission on the Status of Women at 213-978-0300.**

## **Restraining Orders**

### **Overview**

There are several types of restraining orders which may be obtained to address domestic violence situations. Violation of any of these orders is a criminal offense. While obtaining a restraining order where possible is advisable to obtain the assistance of law enforcement personnel when available, obtaining a restraining order, in and of itself, does not guarantee the safety of the victim.

### **Emergency Protective Order (EPO)**

This is an “instant” restraining order, which may be requested by law enforcement when they have been called to a location for domestic violence. The officer requesting such an order must fill out a form, and then call for approval by the appropriate judge or commissioner. If approved, the order is generally given for five court days to allow the victim to go to a civil court and apply for a Temporary Restraining Order (See Below). The EPO does need to be “served,” i.e. “proof of service” declaring that the document was served. If possible, the police officers that are at the location will serve the EPO. If the batterer has run away, it becomes more difficult. Usually, the copies of the EPO are left with the victim, with instructions to call the police if the batterer reappears.

### **Temporary Restraining Order (TRO)**

A victim can go to many courthouses and apply for a temporary restraining order. The victim must be ready to make a declaration of the reasons why the order is being requested, i.e. the batterer’s history of violent behavior toward the victim. There are clinics in some courthouses that can help the victim with the paperwork, and there is never any filing fee for a domestic violence restraining order. When granted, the temporary restraining order is generally good a period not to exceed 15 days, until the permanent restraining order hearing (OSC hearing) listed on the order. However, this order has to be served, just like the EPO above. The L.A. Sheriffs will serve the restraining orders. If there are children in common between the victim and batterer, they will be mandated to go to conciliation court to attempt to work out a mutually agreeable arrangement for custody and visitation for the children. This will have to take place prior to the hearing date. The victim may request that the two parties meet separately with the hearing officer in conciliation court. Any decision, or lack of decision, will be reported back to the judge or commissioner presiding over the OSC hearing.

## **Permanent Restraining Order**

At the OSC hearing, both parties will have the opportunity to speak on their own behalf. The judge or commissioner hearing the case will make a final decision regarding the permanent order. Such orders are usually granted for a three-year period. If both parties are in court, no service is required. If the batterer fails to appear, service will have to be made and a proof of service filled out before the restraining order is in effect. If, at the end of the three-year period, the victim still feels a need, she/he can apply for an extension of the original restraining order.

## **Criminal Protective Order**

This order is issued by a judge or commissioner who is assigned to the criminal case against the batterer. These are regularly issued in cases of domestic violence, and these orders supersede the civil restraining orders described above (TRO and permanent restraining orders). They usually are in effect for two years from the date of issuance. However, it is often appropriate to get a civil order right away to have the greatest assurance of protection. If the batterer bails out, the victim will be unprotected until the arraignment.

## **Corporate Restraining Order**

A Corporate Restraining Order (CRO) may be obtained only by an employer, such as the City of Los Angeles. The CRO works much the same as outlined in the temporary restraining order and permanent restraining order descriptions above, except that the CRO is obtained by the employer on behalf of its employees. If a CRO is obtained by the employer, it will cover the involved employees even when they are away from the workplace and can also be extended to cover the employee's family. In order to obtain a CRO, actual violence or a credible threat of violence must have been carried out of the workplace or be reasonably construed to be carried out at the workplace. A "credible threat of violence" is a knowing and willful statement of course of conduct that would place a reasonable person in fear of his or her safety. After a temporary restraining order is obtained, and a successful hearing held, the court will issue a CRO for three years. CROs on behalf of City employees, when appropriate, are obtained by the Labor Relations Division of the Los Angeles City Attorney's Office.

*City of Los Angeles*  
**POLICY IN SUPPORT OF EMPLOYEE VICTIMS OF  
DOMESTIC VIOLENCE AND ABUSE**

---

Statement of Policy

The City of Los Angeles, as employer, recognizes the need to promote a work environment that is supportive of victims of domestic violence and sensitive to the effects of domestic abuse. Therefore, it is the policy of the City to offer assistance and a supportive environment to its employees experiencing domestic violence or abuse by providing 1) an understanding and supportive workplace environment; 2) referrals to appropriate community and workplace resources; and 3) an alternative to discipline when work performance is affected as a result of the battering relationship.

It is the purpose of this policy to ensure that employees who are in battering relationships will have the opportunity to obtain appropriate assistance so that they may remain productive members of the City's workforce. While this policy cannot address the abusive actions of its employees who may perpetrate domestic violence and abuse with no connection to the workplace, the City recognizes the harm resulting from such abuse upon its employees, City's resources and the well-being of the City and all of its residents.

For the purpose of this policy, "domestic violence" is defined as:

"Intentionally or recklessly causing or attempting to cause psychological, emotional, financial and/or physical injury, including but not necessarily limited to sexual assault, threatening, harassing, stalking or making annoying phone calls by a person who is in any of the following relationships with the employee:

- Spouse or former spouse
- Cohabitant or former cohabitant
- A person with whom the victim is having or has had a dating or engagement relationship
- A person with whom the victim has had a child

A "victim" for the purpose of this policy, is an employee who is experiencing domestic violence/abuse.

This policy will accomplish its objectives only with the full support of management and employees at all levels throughout the City. Accordingly, each department is directed to distribute the City's policy on domestic violence and abuse to all employees and supervisors and to adopt and distribute the protocols for implementing this policy, when the protocols are developed.

Additionally, the City has established the Domestic Violence Resource Team (DVRT) to assist with the implementation of City policy and protocols, as well as departmental procedures; to advise and consult with management and employees on all inquiries regarding domestic violence; and to assist management and employees with alternatives to disciplinary actions, on a case by case basis. The members of the DVRT will include, but not necessarily be limited to, a representative from the Commission on the Status of Women, Office of the City Attorney, Personnel Department, the employee unions and one of the Employee Assistance Program providers. The representatives from the Commission on the Status of Women will serve as Team Coordinator and will be responsible for convening and coordinating the activities of the team.

### **Workplace Support and Safety for Employees Who are the Victims of Domestic Violence.**

When a supervisor becomes aware that employee is in an abusive relationship and subjected to harassment, threats or violence by a person earlier described as perpetrator, the supervisor will offer the employee/victim information on the Domestic Violence Resource Team and other available resources for appropriate assistance. The other resources may include, but will not necessarily be limited to, the City Attorney's Domestic Violence Unit victim advocates; the appropriate Employee Assistance Program; battered women's shelters; legal assistance agencies which can assist the employee in obtaining a domestic violence restraining order; and the employee's union, if the employee is represented.

Additionally, when a supervisor becomes aware of an employee's domestic violence or abuse situation, s/he will review the facts of the employee's situation with the department personnel officer who will then, if appropriate, consult with the City Attorney's Domestic Violence and Employee Relations Unit. If it is determined that the facts meet the level of proof required for the issuance of a restraining order under the Workplace Violence Act, and that the issuance of a restraining order would improve the safety of the employee victim and of other employees in the workplace, an attorney will be assigned to seek a restraining order in the name of the City of Los Angeles.

### **Confidentiality**

The circumstances of the domestic violence or abuse and any referrals under this policy, whether or not they arise in the disciplinary process, shall remain confidential to the extent permitted by law. Recognizing the difficulty for a victim of domestic violence to leave a violent relationship, supervisors will make all efforts to maintain a nonjudgmental and supportive environment for the employee which is not dependent on the employee's leaving the violent or abusive relationship.

In order to provide assistance to an employee experiencing domestic violence or abuse, and in effort to provide a safe work environment for that employee and all employees, the City will, whenever possible, give positive consideration to the employee's request for transfer to another worksite and/or approval of time off, including

medical or personal leave or use of vacation time. To accommodate an employee who is seeking the protection of the law, the City will make all efforts to ensure the employee will be allowed time off to attend court proceedings to obtain domestic violence restraining orders and on other domestic violence-related matters.

Further, a procedures to protect a victim/employee's home and work addresses and phone numbers from being released to anyone without the authorization of the employee will be developed as part of the policy implementation protocols.

## **Alternatives to Discipline**

It is the intention of this Policy to provide alternatives to disciplinary procedures when it is determined that there is a nexus between domestic violence or abuse and the cause for proposed discipline. To that end, an employee/victim may request the assistance of the Domestic Violence Resource Team, by contacting the team Coordinator at the Commission on the Status of Women, at any time during disciplinary proceedings.

When a tenured employee who is subject to discipline, including counseling for work performance or attendance deficiencies, or for any other reason, confides that s/he is a victim of domestic violence and provides some form of supporting documentation, such as a police report, medical report, or declaration of a witness or victim, the employee's supervisor will meet with the employee to determine whether there is a nexus between the problem conduct and the domestic violence or abuse. Upon request of the employee, the Domestic Violence Resource Team will be consulted for assistance with alternatives to discipline.

In keeping with the purpose of this Policy, it is strongly recommended that disciplinary actions be held in abeyance whenever a nexus is shown. During the period of abeyance, efforts will be made to provide the employee with work assignments to accommodate the effects of the domestic violence. The matter will be periodically reviewed and a determination shall be made of whether there has been an improvement in the work performance, attendance or other problem which came to the attention of the supervisor.

If the problem conduct has satisfactorily improved all disciplinary memoranda will be removed from the employee's personnel file. If, within the period of abeyance, the employee demonstrates a lack of improvement or deterioration in her/his work performance, attendance or other problem area, the supervisor will meet with the employee, a representative from the department's personnel division and the employee union's representative, if the employee is represented, before the City undertakes the disciplinary action.

The period during which any discipline is to be held in abeyance for a probationary employee must end at least a month before the employee's probationary period is completed to give the employee's supervisor sufficient time to evaluate the employee and make a recommendation regarding tenure.

## **Domestic Violence and Abuse Training Programs for Managers, Supervisors and Employees**

The City of Los Angeles, in conjunction with experts in the field of domestic violence, will undertake the training programs for supervisors and support staff throughout the City. The purpose of the training will be to educate the supervisors and managers on the nature and effects of domestic violence, the impact of domestic violence on employees in the workplace, strategies for successful interventions, procedures for requesting restraining orders and resources for referral to appropriate domestic violence agencies. The supervisors and managers will also be trained on implementing the procedures under this policy and protocols to effectively manage employees who are victims of domestic violence and abuse. A similar program for non-supervisory employees will also be given to all line employees in the City. Such training will be developed by City employees in conjunction with domestic violence experts and/or participating City unions.

## **Domestic Violence and Abuse and Workplace Safety**

The City of Los Angeles, with the assistance of experts in the field of domestic violence and abuse, will undertake a review of all current security procedures to ensure inclusion in those procedures of specific safety considerations and responses appropriate for victims of domestic violence and abuse and their workplace. The employee unions will be asked to participate in this review.

The City will also require that all security personnel assigned throughout the City's departments receive training about the nature and effects of domestic violence and about procedures for responding to harassing phone calls, annoying and threatening conduct, and unauthorized entry by potentially violent or harassing perpetrators in any of the City's departments and/or facilities. The security officers will also receive training in the recognition and enforcement of domestic violence and civil harassment restraining orders.

Report from General Manager to Los Angeles City Council  
January 16, 2001

Subject: Domestic Violence protocols implementing the City's policy in support of  
employee victims of domestic violence

Recommendations: That the City Council adopt the attached Domestic Violence  
Protocols for implementation of the Policy in Support of Employee Victims of Domestic  
Violence and Abuse.

Discussion:

On May 1, 1998, the City Council adopted the Policy in Support of Employee Victims  
Domestic Violence and Abuse. On June 26, 1998, the adopted policy was disseminated to  
the Heads of all City departments, Bureaus and Commissions with the request that it be  
distributed to all departments, Bureaus and Commissions on the request that it be  
distributed to all departmental personnel within 30 days of receipt. Departments were  
advised of the Domestic Violence Resource Team and its role and responsibility in  
providing assistance to the employee-victim, as well as consultation to department  
managers and supervisors.

At the time the policy was adopted, the Policy Development Work Group was continuing  
its work on the development of protocols to assist operating department management  
with the effective implementation of the policy. The proposed protocols, which were  
jointly developed by representatives from the Personnel Department's City Attorney's  
Office, the Commission on the Status of Women, the City's Domestic Violence Task  
Force and the City's Employee Assistance Program provider, are not complete. On  
November 17, 2000, notice was sent to all bargaining units that the proposed protocols  
would be submitted to the council for adoption; and on November 27, 2000, the  
Personnel Committee approved the proposed protocols pending review by the bargaining  
units. Only one bargaining unit responded with comments, and the Personnel Department  
has integrated the necessary changes and the final protocols are attached.

Training program development for supervisory employees on the policy, protocols and  
effectively handling domestic violence situations is currently underway. The City  
Attorney's Office will pilot the training once the protocols are adopted and program  
development is complete. After the training has been previewed and modified, if  
necessary, plans will be made for Citywide participation in training on this matter.

**Domestic Violence Protocols  
for Implementation of the Policy in Support of  
Employee Victims of Domestic Violence and Abuse**

**I. Statement of Purpose**

**II. Management and Supervisory Response**

- A. Known or Suspected Domestic Violence
  1. Meet with the Employee
  2. Review with Department Personnel Officer (DPO)
  3. Offer Accommodation for Employee-Victims
  
- B. Domestic Violence which Affects Work Performance
  1. Conference upon Disclosure
  2. Disputed Cases
  3. Holding Disciplinary Actions in Abeyance
  4. Action after Period of Abeyance
- C. Threats or Incidents Occurring at the Workplace
  1. Documentation
  2. Review with Department Personnel Officer (DPO)
  3. Critical Incidents
  4. Emergency Procedures

**III. Employees**

- A. Employee Victims of Domestic Violence
- B. Employee's Conduct

**IV. The Domestic Violence Resource Team**

**V. Confidentiality**

# **Domestic Violence Protocols for Implementation of the Policy in Support of Employee Victims of Domestic Violence and Abuse**

## **I. Statement of Purpose**

The City of Los Angeles, as an employer, has an interest in providing a supportive work environment to victims of domestic violence. The purpose of this protocol is to provide uniform steps of action and alternatives to discipline for all departments throughout the City to maintain the greatest opportunity for safe working conditions for victims of domestic violence and their co-workers. These protocols are intended to supplement existing City and departmental policies and procedures.

## **II. Management and Supervisory Response**

Management's full support is required to accomplish the objectives of the City's domestic violence policy. The response by the supervisor or manager is determined by the danger of threat level of the incident and its relationship to the workplace. Therefore, the purpose of the supervisor's actions, as a management representative and the person having the most direct contact with the affected employee, should be to:

- Provide a supportive work environment for the employee-victim:
- Advise the employee of the City's domestic violence policy and of available resources, including the Employee Assistance Program (EAP)
- Obtain sufficient information to attempt to provide protection for the employee-victim, other employees, and the workplace and
- Ensure all employees receive training in the area of domestic violence and abuse

To that end, the supervisor should be familiar with the following:

- City's Policy in Support of Employee Victims of Domestic Violence and Abuse and these protocols
- City's Workplace Violence Policy and Operational Guidelines
- Policy No. 33 of the Policies of the Personnel Department governing discipline, where applicable
- Responsibilities of the Domestic Violence Resource Team (DVRT) and
- Reporting responsibilities and emergency procedures

### **A. Known or Suspected Domestic Violence**

If a supervisor becomes aware that an employee is in a domestic violence situation, the supervisor will provide an opportunity for the employee to voluntarily discuss the situation in private consultation, and offer available resources for appropriate assistance.

### **1. Meet with the Employee**

The purpose of the meeting is not to pry into the employee's private life but to offer support for the employee. To that end, the supervisor shall:

- Ensure that the meeting is held discreetly and in a private location. At the employee's option, an employee's union representative may be present.
- Inform the employee of the City's Domestic Violence Workplace Policy

Unless the employee offers additional information, the supervisor should discreetly state his or her suspicions and offer referrals to agencies recommended by the City of Los Angeles, including the DVRT and the EAP, and terminate the meeting.

If the domestic violence is confirmed, the supervisor shall determine if the domestic violence has encroached into the workplace. If the domestic violence has encroached on the workplace, the supervisor shall follow the procedures outlined in Section "B" and/or "C" below.

### **2. Review With Department Personnel Officer (DPO)**

Following the meeting with the employee, the supervisor shall, if appropriate, review the information with the DPO to determine if further action should be taken

### **3. Offer Accommodation for Employee-Victims**

The Supervisor shall make every effort to accommodate the employee's request for assistance, if any, including requests for:

- Transfer or reassignment
- Security escort
- Time off to relocate or take a leave of absence
- A change in work assignment to accommodate the effects of domestic violence
- Used accrued vacation, sick or overtime benefits

In addition, the supervisor is advised that California law requires that supervisors allow employees time off to attend court proceedings related to domestic violence, including obtaining domestic violence restraining orders and appearing as a witness in civil and criminal cases. Any accommodation provided for the employee-victim shall be documented.

## 2. Disputed Cases

If the supervisor disputes either the existence of the employee's domestic violence situation or the link between the domestic violence and the work performance problem, the supervisor shall inform the employee of her/his right to request that the City's DVRT be consulted.

## 3. Holding Disciplinary Actions in Abeyance

If the cases in which a nexus is shown between the work performance problem and the employee's domestic violence situation, ***it is strongly recommended that the department hold discipline in abeyance to determine if the employee's problem behavior will continue.***

Some form of supporting documentation must be provided by the employee-victim before disciplinary action may be held in abeyance.

- The employee may be required to sign a declaration describing the nexus between the domestic violence and the work performance problem.
- The employee may be asked to provide restraining orders or copies of police reports if the employee asserts such documents verify the domestic violence situation.
- The employee may provide medical reports or doctor's verification documenting the domestic violence situation.
- The employee may provide any other form of documentation which s/he believes may support the nexus between domestic violence and the workplace performance problem.

Any one form of supporting documentation may be sufficient. Any such documents provided by the employee will be maintained separate from the employee's personnel file.

When it is determined that the disciplinary action will be held in abeyance, the supervisor will develop, in consultation with the DPO, a written plan to reevaluate the performance within a stated period of time and inform the employee and the employee's union representative, if the employee is being represented in this disciplinary action.

- The period of abeyance should not exceed six months.
- The employee's circumstances should be reviewed, minimally, every three months for tenured employees, and every month for probationary employees.
- For probationary employees, the period of abeyance must end at least one month prior to completion of probation to allow supervisors sufficient time to evaluate the employee's performance and make recommendations regarding the tenure. Under no circumstances will holding disciplinary action in abeyance serve to extend a probationary period.

For sworn members of the LAPD/LAFD the statute of limitations outlined in the City Charter shall be taken into consideration in holding discipline in abeyance.

#### **4. Action after Period of Abeyance**

**If the employee's performance improves** to an acceptable level during the period of abeyance, it is strongly recommended that any discipline originally contemplated be dismissed. All related disciplinary memoranda, if any, will be removed from the employee's personnel files and maintained in a separate, sealed file.

**Should the employee's performance deteriorate or fail to improve** during the period of abeyance, the supervisor will meet with the employee, the employee's representative, if any, and a department personnel representative to determine a course of action that may result in discipline up to and including termination. When an employee's performance deteriorates or fails to improve during the period of abeyance, it is recommended that disciplinary action held in abeyance be reinstated.

#### **C. Threats or Incidents Occurring at the Workplace**

The supervisor shall immediately report all workplace incidents of domestic violence to the Department's Personnel Section or a member of the department's threat assessment team, if any. Such incidents include, but are not limited to, threats made to employees at the workplace; violations of restraining orders; and/or actual physical assaults or property damage. The supervisor or the Personnel Section shall, if appropriate, report the workplace incident to the LAPD or other law enforcement agency.

## **1. Documentation**

If it is determined that a domestic violence incident involving an employee-victim has occurred in the workplace, the supervisor shall document the situation in a separate file, which shall not be part of the employee's personnel file, and will be maintained in a different location. The documentation should include the date of any reported incident and the date it was reported, the involved parties, a description of the incident, employee request for accommodation, if any, and the department's response to the request, as well as any action taken as a result of the reported situation.

## **2. Review With Department Personnel Officer (DPO)**

After meeting with the employee, the supervisor shall review the information with the DPO. If appropriate, the DPO shall consult with the City Attorney's Domestic Violence Unit to determine if there is a credible threat of violence requiring law enforcement intervention. Further, if appropriate, the DPO shall consult with the City Attorney's Labor Relations Unit (formerly the Employee Relations Unit) to determine whether a corporate restraining order can be obtained to protect the employee and co-workers, and whether the City or department threat assessment team should be contacted.

---

<sup>3</sup>Department management may modify or reduce the originally proposed discipline if the facts or conditions warrant.

<sup>4</sup>In accordance with Department of Public Works protocol, supervisors in the Department of Public Works shall immediately report all workplace violence incidents to the Department Workplace Violence Prevention Coordinator.

### **3. Critical Domestic Violence Incidents**

All incidents determined by the supervisor and/or the DPO to be critical domestic violence incidents shall immediately be reported to the LAPD or other appropriate law enforcement agency, as well as to the LAPD's Threat Management Unit. A critical domestic violence incident is any incident consisting of a threat of, or actual occurrence of domestic violence in the workplace which appears to be likely to result in immediate harm or injury to any City employee (or person on City premises) or which warrants consideration as a possible criminal act.

### **4. Emergency Procedures**

Department management should be knowledgeable of departmental procedures for securing emergency assistance, including but not limited to, access to security personnel. Supervisors should be aware of facility escape routes and departmental emergency procedures, as well as any security systems available. Further, it is strongly recommended that department management, in conjunction with the personnel officer and the City's Threat Assessment Team, develop an assistance plan for the employee-victim and/or employees in the workplace when there is a potential danger or credible threat of violence in the workplace.

## **III. Employees**

### **A. Employee Victims of Domestic Violence**

Employees who are victims of domestic violence are encouraged to utilize appropriate resources, including the Employee Assistance Program, domestic violence service centers, battered women's shelters, and other appropriate community resources.

Employees are encouraged to obtain domestic violence restraining orders and report incidents to LAPD or other appropriate law enforcement agencies. Employees who obtain restraining orders are also strongly encouraged to provide copies of the restraining orders and photos of the alleged perpetrator to:

- Their supervisor
- The department personnel section
- Security personnel and
- The Domestic Violence Resource Team

### **B. Employees' Conduct**

It is management's expectation that employees obey all City policies and departmental rules, be productive and contribute to the protection and safety of the workplace. As it relates to the City's domestic violence policy, employees are strongly encouraged to notify their department management

of credible threats of violence to themselves and/or to the workplace as soon as possible so that the necessary security measures can be implemented for the protection of the employee-victim, co-workers and the work location. Every notification to management by employees-victims affected by battering relationships will provide them with the greatest level of assistance.

#### **IV. The Domestic Violence Resource Team**

The City has established the Domestic Violence Resource Team to assist with the implementation of City policy and protocols, as well as departmental procedures; to advise and consult with management and employees on all inquiries regarding domestic violence; and to assist management and employees with the alternatives to disciplinary actions, on a case-by-case basis. The members of the DVRT will include, but not necessarily be limited to, a representative from the Commission on the Status of Women, the Office of the City Attorney, the Personnel Department, the employee-victim's union, if represented, and one of the Employee Assistance Program providers. The representative from the Commission on the Status of Women will serve as Team Coordinator and will be responsible for convening and coordinating the activities of the team.

The goals of the City's domestic violence policy at the DVRT are to:

- Provide uniform procedures for all departments throughout the city
- Provide resources and referrals for employee-victims of domestic violence
- Maintain safe working conditions for employee-victims of domestic violence and their co-workers

The DVRT must be notified by the supervisor or DPO when requested by an employee. To contact the team, call the Commission on the Status of Women at 213-978-0300.

The team will be convened at the request of an employee or department management representative when the possibility of a connection exists between domestic violence or abuse and proposed disciplinary action. The DVRT will:

- Meet with the employee and representative from the employee's bargaining unit, if represented
- Notify the department that DVRT has been convened and provide the opportunity for the department to supply any additional information or documentation, as needed
- Determine whether a nexus exists between the alleged domestic violence and the poor work performance and/or disciplinary action
- If a nexus is established, make recommendation(s) to the department in writing, in a timely manner
- Inform the employee-victim and/or her/his representative, if represented, of any recommendation or decision made

## **V. Confidentiality**

Absolute confidentiality cannot be promised or guaranteed. The employee-victim should be informed that the information provided shall be held in confidence only to the extent allowed by law and that the need for confidentiality must be balanced against any threats that may be posed by an alleged perpetrator to the safety of the employee-victim and others.

Department management should also take precautions to protect employee-victim's work and home addresses and phone numbers from being released:

- An employee-victim's work and home addresses and phone numbers shall not be released, to the extent permitted by law, unless the employee-victim has given prior consent.
- Any such requests for which prior consent has not been given shall be referred to the employee-victim's supervisor or to a department management representative. The employee-victim's supervisor or a department management representative shall then determine whether or not the information should be released and/or obtain the consent from the employee-victim.

**Action Chart for Supervisors and Managers  
Implementing the Policy in support of Employee Victims  
of Domestic Violence and Abuse**

Event Level	Action	Documentation	Information to Employee
<b>A. Suspicion or knowledge of domestic violence situation</b>	Private Consultation  Review with DPO  Offer Accomodation	None	Refer to support agencies
<b>B. Effect on work performance</b>	Hold conference to determine nexus.  If appropriate, hold discipline in abeyance.  Create abeyance plan with periodic reviews.  Refer to DVRT if requested by employee.	Document conference and abeyance plan.  If performance improves, remove disciplinary memoranda from personnel file.	Inform employee of their right to consult with DVRT.  Refer to support agencies.
<b>C. Incident or threat at workplace</b>	Notify DPO.  If appropriate, notify LAPD or other law enforcement agencies.  For critical domestic violence incidents, call 911 and building security.	Document in a separate file, including action taken and accommodation if any.	Keep employee informed of all actions being taken.

Police Emergency/Rescue Ambulance	911
<b>Employee should fill in appropriate contact numbers</b>	
Supervisor/Manager	
<b>City Resources</b>	
L.A. City Attorney’s Domestic Violence Advocate Unit	213-485-6533
Commission on Status of Women Domestic Violence Resource Team (DVRT)	213-485-6533
<b>County Resources</b>	
L.A County Domestic Violence Council	212-738-3192
L.A. County District Attorney Family Violence Unit	213-974-7454
L.A. County Domestic Violence Unit	213-738 -2615
<b>Websites</b>	
Family Violence Prevention Fund	<a href="http://endabuse.org/">http://endabuse.org/</a>
Department of Justice – Violence Against Women’s Office	<a href="http://www.usdoj.gov/ovw/">http://www.usdoj.gov/ovw/</a>
Safe Horizon Domestic Violence	<a href="http://www.safehorizon.org/">http://www.safehorizon.org/</a>
SAFE (Stop Abuse for Everyone)	<a href="http://www.safe4all.org">http://www.safe4all.org</a>
Support Network for Battered Women	<a href="http://www.snbw.org">http://www.snbw.org</a>
List of Shelters in California	enter <a href="http://dir.yahoo.com">http://dir.yahoo.com</a> as the address. Then click on Society and Culture. Then click on Crime. Then on Types of Crime. Then on Domestic Violence, then on U.S. States Then California Then Complete List.