

State Domestic Violence Coordinating Council
Membership: Colorado State Departments/Agencies
Contact Info: DVP 303-866-3150 and Cheryl Davis (303) 239-4456

FOR SUPERVISORS

Are you supervising someone who might be experiencing domestic violence?
Are you supervising someone who might be a perpetrator of domestic violence?
Want to learn more about domestic violence?

Support/Consultation for Supervisors

Department Risk Management or HR. Every department has a risk management entity.
<http://www.colorado.gov/cs/Satellite/DPA-DHR/DHR/1228910669275> or search DPA

Colorado State Employees Assistance Program (CSEAP) provides support and consultation for supervisors. CSEAP: 1-800-821-8154 or <http://www.colorado.gov/cseap>

National Resources

National Domestic Violence Hotline: 1-800-799-SAFE or <http://www.thehotline.org>
National Network to End Domestic Violence (NNEDV): <http://www.nnedv.org>
National Coalition Against Domestic Violence (NCADV): <http://www.ncadv.org>

Colorado State Government Resources

Executive Order – Universal Policy:

The State of Colorado has a *Universal Policy Pursuant to Executive Order D 023 09 Establishing a Policy to Address Workplace Violence, Including Domestic Violence Affecting the Workplace*. The policy will define domestic violence and identify duties and responsibilities of Colorado agencies. You are encouraged to explore your department's policies and procedures. The Executive Order can be found here:
<http://www.colorado.gov/cs/Satellite/DPA-DHR/DHR/1232982639587>

Relevant Statutes:

Colorado Revised Statute 24-34-402.7 permits an employee to request or take up to three working days of leave from work in any twelve-month period, with or without pay, if the employee is the victim of domestic violence, stalking, sexual assault, or any other crime related to domestic violence.

Victim Leave Affidavit (State Personnel) can be found here:

<http://www.colorado.gov/cs/Satellite?blobcol=urldata&blobheader=application/pdf&blobkey=id&blobtable=MungoBlobs&blobwhere=1234499445591&ssbinary=true>

Colorado Revised Statute 18-6-803.6 requires an arrest of the suspect when the officer determines that there is probable cause to believe that a crime or offense involving domestic violence has occurred.

PLEASE NOTE: IF YOU ARE A MANDATORY REPORTER PLEASE ADVISE ANY STAFF WHO MAY BE TALKING TO YOU OF YOUR REPORTING REQUIREMENTS



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FOR STATE EMPLOYEES WHO MAY BE EXPERIENCING DOMESTIC VIOLENCE

Are you experiencing domestic violence?
Are you wondering if what you are experiencing is violence or abuse?

Whether you are female or male, LGBTQ or speak a language other than English,
there are resources for you.

(Please note: Computer use can be monitored and is impossible to completely clear. If you are afraid your internet and/or computer usage might be monitored, please use a safer computer, call your local hotline, and/or call the

National Domestic Violence Hotline at 1-800-799-SAFE(7233) or TTY1-800-787-3224)

Websites

National Network to End Domestic Violence (NNEDV): <http://nnedv.org> (“Get Help” tab)

National Coalition Against Domestic Violence (NCADV): <http://ncadv.org> (“Protect Yourself” tab)

Support for employees

Colorado State Employees Assistance Program (CSEAP) 1-800-821-8154. Confidential short term counseling available at no charge, no referral is needed.

Resources

Address Confidentiality Program (ACP):

The Colorado Address Confidentiality Program (ACP) provides survivors of domestic violence, sexual offenses or stalking/harassment with a means to prevent abusers and potential abusers from locating them through public records. The goal of the ACP is to help survivors stay safe by protecting their location. <http://www.acp.colorado.gov> or <http://www.colorado.gov/cs/Satellite/DPA-DCS/PA/1251596738896>

Colorado Coalition Against Domestic Violence (CCADV): <http://ccadv.org> **State Domestic Violence Program**

To find a local domestic violence program search here <http://colorado.gov.dhs.dvp>
(entere zip code or county)



Colorado Judicial Self—Help related to court matters. <http://www.courts.state.co.us/Forms/>

State Policies

The State of Colorado has a *Universal Policy Pursuant to Executive Order D 023 09 Establishing a Policy to Address Workplace Violence, Including Domestic Violence Affecting the Workplace*. The policy defines domestic violence and identifies duties and responsibilities of Colorado agencies. We encourage you to explore what your policies and procedures are for your department. The Executive Order can be found at:

<http://www.colorado.gov/cs/Satellite/DPA-DHR/DHR/1232982639587>

Rights of employees: Colorado Revised Statutes 24-34-402.7 permits an employee to request or take up to three working days of leave from work in any twelve-month period, with or without pay, if the employee is the victim of domestic violence, stalking, sexual assault, or any other crime related to domestic violence.

Victim Leave Affidavit (State Personnel)

<http://www.colorado.gov/cs/Satellite/blobcol=urldata&blobheader=application/pdf&blobkey=id&blobtable=MungoBlobs&blobwhere=1234499445591&ssbinary=true>

FOR CO-WORKERS

Do you have a co-worker who you think might be experiencing violence from a partner? This is your business, domestic violence affects everyone.

Please don't be silent.

Co-Worker Domestic Violence

"How to Help a Co-worker Who is Experiencing Violence" can be found here
<http://www.thehotline.org/2013/04/helping-a-coworker-in-an-abusive-relationship/>

State Policy

Executive Order – Universal Policy:

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The Executive Order can be found here:

<http://www.colorado.gov/cs/Satellite/DPA-DHR/DHR/1232982639587>

Resources

Colorado Coalition Against Domestic Violence (CCADV) www.ccadv.org

Support for Employees

Local community crisis centers (domestic violence programs) can be found by using a zip code or county. Search here <http://colorado.gov/dhs.dvp>

Colorado State Employees Assistance Program (CSEAP) 1-800-821-8154. Confidential counseling is available at no charge, no referral needed.



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GENERAL RESOURCES

Colorado Organization for Victim Assistance (COVA)

<http://www.Coloradocrimevictims.org>

Colorado Coalition Against Domestic Violence (CCADV)

<http://www.ccadv.org>

Colorado State Employee Assistance Program (CSEAP)

<http://www.colorado.gov/cseap>

Colorado Address Confidentiality Program (ACP)

<http://www.colorado.gov/cs/Satellite/DPA-DCS/PA/1251596738896> or <http://acp.colorado.gov>

Colorado Department of Human Services Domestic Violence Program (DVP)

<http://www.colorado.gov/cs/Satellite/CDHS-DVP/DVP/1224067190325>

National

Domestic Violence Electronic Clearing House: <http://www.mincava.umn.edu>

National Network to End Domestic Violence (NNEDV): <http://www.nnedv.org>

National Coalition Against Domestic Violence (NCADV): <http://www.ncadv.org>

National Resource Center on Domestic Violence (NRCDV): <http://www.nrcdv.org>

Specific Services

Colorado Antiviolence Program (CAVP) LGBTQ: <http://www.cavp.org>

Asian Pacific Development Center (APDC): <http://www.apdc.org>

Deaf Overcoming Violence through Empowerment (DOVE): <http://www.deafdove.org>

Domestic Violence Initiative (DVI): <http://www.dviforwomen.org> **Victims with disabilities**

Servicios de la Raza: <http://www.serviciosdelaraza.org>

Colorado Judicial Self Help: <http://www.courts.state.co.us/Forms>

State of Colorado Employee Resources

Employee Handbook:

<http://www.colorado.gov/cs/Satellite/DPA-DHR/DHR/1228910669318>

Personnel Rules:

<http://www.colorado.gov/cs/Satellite/DPA-DHR/DHR/1228910669295>

Technical Guide for Developing Policies in Workplace:

<http://www.colorado.gov/cs/Satellite?blobcol=urldata&blobheader=application%2Fpdf&blobkey=id&blobtable=MungoBlobs&blobwhere=1251632633160&ssbinary=true>