



State Domestic Violence Toolkit

October 1, 2014



www.colorado.gov/c-seap

The State Domestic Violence Coordinating Council created this toolkit and is comprised of multiple state agencies that work collaboratively to identify and address the issues of prevention, intervention, and treatment of domestic violence, through awareness, education, state standards, rules and other efforts.

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/pacific/dhr/riskmanagement>

Colorado State Employees Assistance Program (CSEAP) provides support and consultation for supervisors. Contact CSEAP at: 1-800-821-8154 or www.colorado.gov/c-seap

National Resources

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

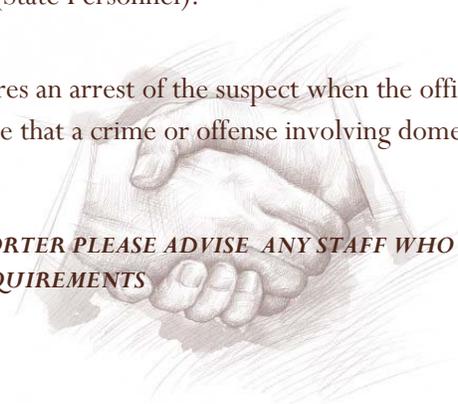
Relevant Statutes:

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.

Click on the link for the [Victim Leave Affidavit](#) (State Personnel).

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



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

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): www.nnedv.org (“Get Help” tab)

National Coalition Against Domestic Violence (NCADV): www.ncadv.org (“Protect Yourself” tab)

Support for employees

Colorado State Employees Assistance Program (CSEAP) 1-800-821-8154 or www.colorado.gov/c-seap
Confidential short term counseling available at no charge, no referral is needed.

Resources

Address Confidentiality Program (ACP):

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. Visit www.colorado.gov/acp for more information.

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

State Domestic Violence Program (DVP): www.colorado.gov/cdhs/dvp

To find a local domestic violence program search here www.colorado.gov/apps/cdhs/dva/
(enter zip code or county in the space provided)

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



State Policies

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 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.

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.

Click on the link for the [**Victim Leave Affidavit \(State Personnel\)**](#)

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

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.

There are resources that can help.

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:

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.

Resources

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

State Domestic Violence Program (DVP): www.colorado.gov/cdhs/dvp

To find a local domestic violence program search here www.colorado.gov/apps/cdhs/dva/
(enter zip code or county in the space provided)

Support for Employees

Colorado State Employees Assistance Program (CSEAP): 1-800-821-8154 or

www.colorado.gov/c-seap. Confidential counseling is available at no charge, no referral needed.



GENERAL RESOURCES

State

Colorado Organization for Victim Assistance (COVA)

www.Coloradocrimevictims.org

Colorado Coalition Against Domestic Violence (CCADV)

www.ccadv.org

Colorado State Employee Assistance Program (CSEAP)

www.colorado.gov/c-seap

Colorado Address Confidentiality Program (ACP)

www.colorado.gov/acp

Colorado Department of Human Services Domestic Violence Program (DVP)

www.colorado.gov/cdhs/dvp

National

Domestic Violence Electronic Clearing House: www.mincava.umn.edu

National Network to End Domestic Violence (NNEDV): www.nnedv.org

National Coalition Against Domestic Violence (NCADV): www.ncadv.org

National Resource Center on Domestic Violence (NRCDV): www.nrcdv.org

Specific Services

Colorado Antiviolence Program (CAVP) LGBTQ: www.cavp.org

Asian Pacific Development Center (APDC): www.apdc.org

Deaf Overcoming Violence through Empowerment (DOVE): www.deafdove.org

Domestic Violence Initiative (DVI): www.dviforwomen.org Victims with disabilities

Servicios de la Raza: www.serviciosdelaraza.org

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

State of Colorado Employee Resources

[Employee Handbook](#)

[Personnel Rules](#)

[Technical Guide for Developing Policies in Workplace](#)