

**ORANGE COUNTY GOVERNMENT DOMESTIC VIOLENCE  
EMPLOYEE AWARENESS AND ASSISTANCE POLICY**

- I. ACKNOWLEDGEMENT:** Orange County Government recognizes the need to promote a work environment that is free from Domestic Violence and is supportive of employees who are victims of domestic abuse. This policy provides employees who are in abusive relationships with the opportunity to obtain needed assistance to protect themselves and to remain productive members of Orange County Government.
- II. PURPOSE OF POLICY:** The purpose of this policy is to address the occurrence of Domestic Violence and its impact in the workplace, to heighten awareness of Domestic Violence in general, to provide information for employees and supervisor/management to better respond to the needs of those victims, and to refer victims to appropriate community and workplace resources.
- III. DEFINITIONS:** For the purpose of this policy, the following terms will be defined as follows:
- A. Domestic Violence:** Actions or a pattern of coercive behavior which can include stalking; harassment; physical or sexual violence or the threat of violence; psychological, economic, and emotional abuse, used against an intimate partner, with the goal of establishing and maintaining power and control over an intimate partner.
  - B. Abuser:** The person who directs his/her coercive and violent acts against a victim.
  - C. Victim:** The person against whom an abuser directs his/her coercive and violent acts.
  - D. Intimate Partner:** Includes persons who are legally married to one another; were formerly married to one another; have a child in common regardless of whether they were ever married or lived together at any time; are unrelated but who have had intimate or continuous social contact with one another and who have access to one another's household; or who have or have had a dating or sexual relationship, including same sex couples.
  - E. Domestic Violence Service Provider:** Agency or a staff member of an agency, that primarily or exclusively provides comprehensive services to victims of Domestic Violence.
  - F. Batterers Intervention Program:** A program that includes, but is not limited to, the operation of educational classes for abusers as part of a coordinated criminal and civil justice and community response.

#### **IV. POLICY:**

##### **A. General Assistance to Victims of Domestic Violence:**

Orange County will provide, upon request, information concerning referrals to any employee who is a victim of Domestic Violence. Such referrals may include but are not limited to: Orange County Employee Assistance Program, Orange County Crime Victim Assistance Program, Fearless! Hudson Valley Inc. (Formerly Safe Homes, Inc.), New York State Office for the Prevention of Domestic Violence.

##### **B. Leave of Absence Accommodation**

Orange County will provide, upon request, an accommodation to an employee who is a victim of Domestic Violence with a leave of absence when an employee must be absent from work to seek medical attention for injuries for themselves or a minor child, obtain services or psychological counseling, participate in safety planning or obtain legal services as a result of domestic violence. The employee must provide the employer with “reasonable advanced notice” of the need for a leave of absence as outlined in New York State Human Rights Law.

##### **C. Acts or Threats of Domestic Violence in the Workplace:**

Orange County will not tolerate Domestic Violence that includes harassment by any employee while in County offices, facilities, worksites, vehicles, or while conducting County business. Any employee who is found to have threatened, harassed or abused a current or former partner at the workplace or from the workplace using any workplace resources such as work time, work vehicles, workplace phones, FAX machines, mail, e-mail, or other means, may be subject to corrective or disciplinary action in accordance with existing collective bargaining unit agreements.

##### **C. Perpetrators of Domestic Violence:**

Employees who are perpetrators of Domestic Violence are also encouraged to seek assistance and contact their supervisor, EAP office, an anger management program or a batterer’s intervention program.

##### **D. Education, Information and Training:**

Orange County will make available and post in locations of high visibility, such as bulletin boards, break/restrooms a list of resources for victims and perpetrators of Domestic Violence, including, but not limited to: Orange County Employee Assistance Program (EAP), Orange County Crime Victim Assistance Program, Fearless! Hudson Valley Inc. (Formerly Safe Homes, Inc.), New York State Domestic Violence Hotline Numbers (Spanish and English), and Anger Management Course information.

V. **LABOR/MANAGEMENT CLAUSE:**

The provisions of this executive order/policy are not intended to alter any existing collective bargaining unit agreements.

August 13, 2020



Steven M. Neuhaus  
County Executive

## APPENDIX A

### RESOURCES:

#### **Emergency Assistance**

911

#### **Corporate Services Employee Assistance Program**

Catholic Charities

1-800-962-7487

[www.cccsos.org](http://www.cccsos.org)

#### **Orange County Crime Victim Assistance Program**

(845) 291-4015 or (845) 291-4780 (Goshen)

(845) 568-5021 or (845) 568-5030 (Newburgh)

(845) 360-0262 or (845) 360-0260 (Middletown)

#### **Fearless! Hudson Valley Inc.**

(Formerly Orange County Safe Homes, Inc.)

(845) 562-5365

(845) 562-5340 (24 hr. Hotline)

[www.fearlesshv.org](http://www.fearlesshv.org)

#### **Anger Management in Orange County**

Center for Stress Reduction, Goshen (845) 291-0999

RECAP, Newburgh (845) 342-3978

Action Toward Independence, Monticello (845)794-4228

#### **New York State Domestic Violence Hotline**

1-800-942-6906

#### **Telefono de Urgencia Para la Violencia Domestica del Estado de Nueva York**

1-800-942-6908

#### **Orange County Department of Mental Health**

(845) 291-2600

(888) 750-2266 (24 hr. Mobile Mental Health Team)

#### **Orange County Alcohol and Drug Abuse Council**

(845) 294-9000

#### **Orange County Mental Health Association**

1-800-832-1200

(845) 346-4357 (Helpline)

(845) 342-2400 (Office)

#### **Text 4 Teens**

Text 845-391-1000