

Policy Title:	Workplace Effects of Domestic Violence, Sexual Assault and Stalking			
Policy Number:	DHS-060-032	Version:	2.0	Effective Date: Upon Approval

Signature on File in the office of the Chief Administrative Officer

10/09/08

Approved by: *DHS Chief Administrative Officer*

Date Approved

Overview

Description: This policy assists in addressing domestic violence, sexual assault and stalking and their effects in the workplace. This policy is in addition to other Department policies regarding workplace violence and/or harassment.

Purpose/Rationale: In effort to support the safety and well-being of adults and children who are victims of domestic violence, the Department of Human Services (DHS) will use early intervention and awareness strategies to avoid or minimize the occurrence and effects of domestic violence, sexual assault and stalking in the workplace.

Applicability: All DHS employees

Failure to Comply: Failure to comply with this policy may result in disciplinary action, up to and including dismissal from state service.

Policy

DHS has adopted the following DAS policy for a Workplace Effects of Domestic Violence, Sexual Assault and Stalking.

- HRSD [50.010.04](#) Workplace Effects of Domestic Violence, Sexual Assault and Stalking

Procedures that apply

- None

Forms that apply

- None

References

- [Oregon Coalition Against Domestic and Sexual Violence](#)
- [National Domestic and Sexual Violence hotline](#)
- [Department of Human Services Domestic Violence website](#)
- [Oregon Law Help](#)
- [The Employee Assistance Program \(EAP\)](#)
- [Multnomah County Batterers' Intervention](#)

Definitions

See Administrative Policy Common Terms

- See [Common Terms](#) for all department-wide support services policies

Contacts

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Policy History

- **Version 2.0:**
 - 02/01/2012 Contact information updated
 - 07/08/2010 Contact information is updated
 - 10/09/08 Adoption of DAS Policy
- **Version 1.0:**
 - 06/23/2006 - Issuing office changed from Safety & health to Human resources and subsequently renumbered from DHS-080-009 to DHS-060-032.
 - 06/14/2004 - Initial Release