

## **460 DOMESTIC ABUSE SAFETY POLICY**

### **I. PURPOSE**

The purpose of this policy is to emphasize that the district is opposed to domestic abuse and to empower those who are victims of domestic abuse to speak out and seek help.

### **II. GENERAL STATEMENT OF POLICY**

The district recognizes that domestic violence is a serious problem that can affect the lives of all people, including district employees. The district is committed to providing a workplace in which domestic violence is neither tolerated nor excused. Any physical assault or threat made by a district employee during work hours and/or while on district property, whether to another employee or a member of the public is a serious violation of work rules and will lead to disciplinary action.

### **III. POLICY GUIDELINES**

1. The district empowers those employees who are victims of domestic violence to seek support and assistance. The district will seek to create a workplace that is supportive of those who are victims of domestic violence.
2. Employees who are victims of domestic violence are encouraged to speak to their supervisor or the Director of Human Resources. These staff can assist the employee by providing them referrals to various programs that help victims of domestic violence.
3. If necessary, the district will develop a personal safety plan for employees during their work time in the district, including, but not limited to:
  - Analyzing the security of an employee's work site
  - Helping employees create safeguards to control access to work site; and
  - Cooperating with law enforcement in Orders of Protection
4. Employees who are perpetrators of domestic abuse are also encouraged to contact their supervisor or the Director of Human Resources for referral to an assistance program. Any request for assistance of this type will be handled so as to protect the privacy and legal rights of all parties involved as much as possible. In the event of a conflict of rights, however, priority will be given to the rights and needs of victims of domestic violence. Employees may not face disciplinary action from the district as a result of making such a request for assistance as long

as they are sincere in seeking help with the problem and are not in violation of law or district policy.

5. The district will make every effort to meet employee's requests for assistance with as much sensitivity and respect for privacy of the employee as possible.

#### **IV. RESOURCES**

The following are resources for further information and assistance related to domestic abuse assistance:

- Wings Family Supportive Services (320-763-6638)
- National Domestic Violence Hotline (1-800-799-7233)
- DayOne Crisis Hotline (866-223-1111)
- Someplace Safe (320-762-1995)

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Alexandria Public Schools - No. 206

Alexandria, Minnesota