

IMPROVING PERSONAL SAFETY: EFFECTS OF INTIMATE PARTNER VIOLENCE

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Thank you all for joining us today for Improving Personal Safety: Effects of Intimate Partner Violence. I'd like to now introduce our presenter, Jane Gurganious. Jane Gurganious is a licensed clinical social worker in the state of Maryland and an employee assistance specialist. She has thirty years of clinical experience counseling individuals, groups, and families in a variety of settings. Jane has extensive experience in crisis intervention services, grief, eldercare, and trauma and currently serves Federal Occupational Health Employee Assistance Program as a consultant. And with that, I'll turn it over to Jane to begin the presentation.

Thank you, Tammy. Welcome, everyone. During this lovely, beautiful day. I hope you have had a chance to step outside and catch a few rays. If you are here today, I believe there is a reason. So I would like to invite you to get connected to your wife. Why this presentation today. Why here. Why now? And in addition to that, I would like to mention that we are talking about a rather heavy topic, intimate partner violence. In some aspects of this presentation to be triggering to those present. So if you begin to feel to upset or overwhelmed, by any part of the content, I would like you to invite you to disconnect.

Jane, it looks like you are on mute.

Sorry, there we go.

All right so if you need help you can call EAP at the one 800 number right there on your screen. All right. Intimate heart and are violence is our topic today. It is formally known as domestic violence. And it is now known as IPV. It is a complex cluster of aggressive and abusive behaviors that can impact anyone in a relationship. IPV typically involves an unequal power dynamic. In which one partner tries to assert control over the other. The effects of IPV are not limited to the immediate victim. Those effects can actually be filtered down to subsequent generations, if no intervention and treatment occur. So today we are going to be talking about IPV and go and review definitions . Some myths and facts. You might be surprised, some of the things that are myths that we have been led to believe. We are going to discuss the different types of IPV . Current statistics, risk factors, and affects, and strategies for supporting and assisting the victim. I would like to start today's webinar by telling you a story about intimate partner violence from the perspective of a fictional victim from the Netflix series, made. Some of you may have watched this series already on Netflix. What is interesting about it is not the series is actually based on a true story. There was a book written about it. And it is important for us to remember that while we are following the content of the story, this particular one does not represent all IPV experiences. In fact, IPV stories , stories of abuse and victimization, are as unique as the

individuals. Our protagonist is a woman named Alex. She is in her early 20s, and she lives with her partner, Sean, and their two-year-old daughter Maddie. Alex stayed home to care for Maddie while Sean worked to financially support them. Over time, Sean began to drink heavily. He would lose control, yell, throw things in the house when he got drunk. Now fortunately, Sean never heard Maddie but he did physically throw Alex up against the wall. Alex decided one night she had had enough and escaped with Maddie while Sean was passed out from his latest alcohol binge. While driving way to escape, Maddie decided to throw her doll out of the open car window, for reasons unknown to Alice. Of course, Maddie began to cry, and she was inconsolable. Desperate, Alex pulled to the side of the road, put on her hazards, and quickly ran behind her parked car to retrieve the doll. As Alex turned to get back to her car, she watched in horror as another vehicle rammed into hers with Maddie inside. Luckily Maddie was unharmed, but Alex's car was badly damaged. In that moment, Alex discovered what it was like to feel victimized, alone, and powerless to help herself. For some of us, this story might seem a bit extreme, even a little difficult to believe. But for others, it might sound terribly familiar. The rest of us, we might be wondering why didn't she leave before now? Why did it have to get to this? Many of us are already aware that leaving an abusive relationship can be extremely overwhelming, and require interventions on the personal, community, as well as the societal level. Many many victims lack access to these support. Before we can discuss how to help and IPV victim. Let's first clarify what it actually is. So the CDC in its effort to study IPV and understand all of its dimensions decided to come up with the universal definition. These universal definitions were intended to improve research, as well as general understanding of IPV in society. So intimate partner violence is defined as a pattern. I want you to hang onto that word pattern. Pattern of abusive behavior in any intimate relationship. This can be by a current or a former partner. Which can include but isn't limited to, physical violence, sexual violence, stalking, psychological aggression, including coercive control. The power and control that is exerted by one partner over the other. This is a benchmark of abuse. It comes in the form of verbal, emotional, physical, sexual, and even economic abuse. Those items listed at the bottom of the screen, they are the tools of abusers to maintain power and control. All right. We know what IPV is but what exactly is an intimate partner? Why would we need to define this. Believe it or not, this matters when you are trying to help someone who is getting out of a relationship or if you feel it is time to call in law enforcement, we need to have our definitions clear. An intimate partner is a person with whom you have a close personal relationship that relationship needs to be characterized by emotional connectedness, regular contact, ongoing physical contact, and sometimes sexual behavior. Identity as a couple, and a familiarity and knowledge about each other's lives. Now the relationship doesn't have to include all of these dimensions but will likely include at least one, if not several. Common examples of an intimate partner are domestic partners, dating partners and ongoing sexual partners. Now the CDC, went a step beyond and made it a point to define a special situation. If a particular couple shares a child together, like Sean and Maddie, right? And they were in a relationship at one time, but now no longer are, by definition they fit into the category of former intimate partners. This is important when you consider many times when a victim leaves their perpetrator, leave their abuser, they instantly become former partners. And that former partner can come back and act violently towards them. So it sounds a bit pedantic but it is important to be very clear who is what and where and why and how. There can be a lot of confusion. Not only defining who the players are in an

abusive relationship but also what exactly constitutes abuse. Do you know of a universal definition? I don't. I don't think any of us does. So with that in mind, I would like to review some myths and facts about IPV. So the first myth is that IPV only happens in low income groups. Not so. It happens in all kinds of relationships, regardless of socioeconomic status, race, religion, age, sexual orientation, gender identification, even education levels. No one is immune. No one has zero risk for IPV. Sad to say. IPV is caused , hang on by alcohol and drugs and anger issues. Not so. IPV is a choice that is made by the perpetrator to exert power and control. Perpetrators will use alcoholic and drugs as an excuse to explain away their inappropriate behavior and anger is used to manipulate others and get what they want from their victim. So often you might hear someone say oh, you know, my partner doesn't mean to be the doesn't mean to hit me, they're just drunk, they are a different person when they are drunk. It is not their fault. Not so. Miss: children aren't aware of the violence in their home. Actually they are painfully aware of violence in their home. In spite of adult efforts to hide it from them. They might try very hard to conceal it. But children, they watch us like hawks. And they know what is going on. Now this next one might be surprising. It was to me. Boys who witness violence will grow up to be of users. Actually only 30% of boys who witness violence in the home will grow up to be abusers. 70% do not. Most children, whether male or female, who grew up in a home with IPV will later become advocates or victims of IPV. If my partner is jealous of other people talking to me, they are just trying to protect me. You know, everybody experiences jealousy. But if a partner uses jealousy to justify telling you who you can and cannot talk to or spend time with, they are exerting power and control, and it is the power and control that is abusive. That is the hallmark of an abusive relationship. Power and control. It is not IPV if it doesn't occur at a residence. This is a mess that I think stems from the original label for intimate partner violence. It was called domestic violence. That word domestic implies home, right? Well roughly 60% of IPV does occur in a residence, but the rest can occur anywhere . And one study found that 22% of workplace homicides involved female victims of IPV. Now with our current label, intimate partner violence, we have hung onto that word violence. And when we hear that word or read that word, we typically picture a physically aggressive act. Makes sense, right? But not all intimate partner violence is physical violence, right? There are many different types. And we are going to step through some of them right now. A little word to the wise hear about the upcoming slides. When I was doing research on all of the different aspects of each category of abuse, the lists and the descriptions are overwhelming. They are long, they are highly detailed, there is no way we could ever fit all of the information on one slide. So in terms of our slides we have to parent down. If you're interested in a more exhaustive list of the different characteristics of the various categories, there will be a link in your resource page that you can pull up and you can read through it. I highly recommend that you do that. In addition to that, you can see that even our slides are pretty data rich. I am not going to go through and read each data point. You do have access to that resource. So let's start with the most obvious type, and that is physical abuse. Physical abuse is any behavior that causes or has the intention of causing injury, disability, or death. I'm going to stop there for a second. I was surprised when I read this definition. Prior to doing this research, in my mind I'm thinking, physical abuse, sure. Somebody does something violent physically and leaves an injury. That is how you know it is physical abuse. Guess what? According to new definitions, they don't have to even touch you. The only have to have the intent to do harm for it to qualify as physical abuse. So common examples are things like kicking, biting, choking, slapping. Interesting

characteristics are things like preventing you from getting appropriate medical care. Driving recklessly or dangerously with you in the car. I thought that was fascinating. The second type, which is a little bit more difficult to identify as abuse, I think, for the general population is emotional and verbal abuse. And the reason why this is difficult to identify is that these behaviors are not physical. Like using things like threats and insults, constant checking in and monitoring. Humiliation, intimidation, isolation and stocking. So in real life, what does this look like? Yelling and screaming at you. Calling you names. Isolating you from your friends and family. Threatening to take your children away. Blaming you. For their abusive behavior. Sexual abuse. Simply put, sexual abuse is any behavior that coerces or pressures someone to do something sexually they don't want to do. And this ranges from everything from just insulting you in a sexual way to all the way to getting you drugs and alcohol to loosen up your inhibitions so you will be willing to have sex. So this could involve forcing you to have sex, perform sexual acts, hurting you with weapons or objects during sex, involving other people in the act of sex against your will, forcing you to watch or make pornography. Sexual abuse is never the victim's fault, just because someone didn't say no or doesn't resist unwanted sexual advances doesn't mean that they have consented. Physical resistance can sometimes put victims at higher risk for more abuse. And the belief that a lack of resistance equals consent makes it more difficult for survivors to report abuse. Now what exactly is consent? How do we know when someone has given consent? Well according to the CDC, consent is, and I quote, words or overt actions when legally or functionally competent to give informed approval indicating a freely given agreement to have sexual intercourse or sexual contact. Reproductive coercion. This is when one partner strips the other of the ability to control their own reproductive system. Using things like pressure and guilt to have or not have children, lying about or refusing to use methods of birth control. Sabotaging birth control methods. Withholding money to purchase birth control. Now reproductive coercion, obviously this one is very difficult to identify. You can't look at someone and know that they are being coerced reproductively. They would have to share that with you, obviously. But we have recently experienced a rather landmark change by the Supreme Court, and that was the overturning of Roe V Wade. I want to take a quick minute to review that. There are some of us who were very very upset by that decision and when we look at this information about reproductive coercion, it might be easy for us to say to ourselves, well, the Supreme Court or aspects of the government are reproductively coercing women in the country regarding their reproductive systems. This presentation has no intention of communicating that message. By definition, we are talking about intimate partner violence, and that violence occurs between intimate partners. Now everyone is allowed to have their own opinion and draw their own conclusions but it is not the intent of this webinar to imply that any aspect of the Supreme Court or any part of the federal government is exerting any coercive tactics on the reproductive systems of its citizens. Another type is financial abuse. This can involve everything from stealing your money, refusing to provide money for food or rent, basic necessities. Preventing a partner from seeing financial statements of shared accounts. Maxing out your credit card without permission. Preventing a victim from going to work to earn money to pay the bills. We live in a digital age. So of course we're going to have digital abuse. Digital abuse is actually a form of verbal and emotional abuse that utilizes technology for its intended purpose. So things like texting and social media are used for bully, harass, stalk, and intimidate. So what does this look like in real time? Insulting you online, sending unwanted explicit photos. Constantly texting you,

making you feel like you have got to be at your phone when you four hours a day. Stealing your phone and your passwords and going to your phone to see where you have been and what your comings and goings are. Checking up on you. The last one is the one that is the most interesting to me, using social media and smart home technology to track your activities and communications. So all of those wonderful conveniences, Alexa with the ring doorbell and whatever the Google home, all of those things that enable us to track who is at the front door, how many times the front door opens and closes. Those same devices can be used to track us. In the wrong hands, of course. Stocking. This is pretty self-evident this is when someone watches or follows to harass you and make you feel afraid and unsafe in real time this can involve showing up uninvited, calling and hanging up repeatedly, manipulating others to investigate your life. Hiring a private investigator to find out your daily patterns. So all of these examples of IPV can be summarized by the power and control wheel. Some of you in the audience might have seen that it was created by the domestic abuse intervention project in Duluth, Minnesota. It has been around for quite a while. You will find a link to that on the copy on the resources stout, so you can download that from there. Now so far we have learned about a lot of facts and definitions related to IPV. I would like to turn our attention to recent data on prevalence, frequency, and vulnerable populations. Now in 2015 , the CDC reported that one in four women and one in 10 men experienced contact sexual violence. Physical violence, and or stocking by an intimate partner, and reported it. During their lifetime. So that is a pretty alarming statistic. But those numbers actually stay pretty stable, believe it or not, until COVID arrived. After COVID hit, researchers started to see roughly an 8% increase in reported incidents. Remember these are reported incidents. And reports would go into police stations, shelters, hospitals, things like that. It does not include unreported. All right. These are early numbers only, and it is, you know, researchers suspect that the number is quite higher, sadly. They hypothesize that the reason for this uptick was increased male unemployment, stress connected to childcare and homeschooling. Increased financial insecurity. Some people saw their whole financial situation completely obliterated during the COVID pandemic. A history of poor coping strategies , which set the stage for an increase in alcohol and drug abuse, and then of course there was the isolation because we were on lockdown, preventing others from spotting symptoms of IPV and offering a hand and getting the victim some help. Now we know that IPV crosses all societal boundaries. I'm probably going to say that 1 million times today. But in fact, from a statistical standpoint, the majority of IPV victims are women, particularly poor, younger, less empowered women. And also women whose partners have other co-wives, and those who live in rural areas, that made me sit up and take notice. In my mind I'm thinking what is wrong with the country? I like the country well, think about it. It is very isolated in the country. If you're going to perpetrate an act of violence, what better place than someplace remote. That kind of makes sense. There are other populations who are also very vulnerable like minorities, members of the LGBTQIA+ community. And Latin communities. So let's take a look at some of those stats. In the African-American community, roughly 33% of women and 25% of men have been victims of IPV. In the Latin community, 34% of all members of that community have been a victim of IPV, 8.3% in the past 12 months alone. 44% of lesbian women experienced IPV, 61% of bisexual women have been stocked, battered or during their lifetime. 54% of transgendered have been in a abusive relationship, and 29% of black transgendered individuals have been coercively controlled in a relationship. Pretty startling statistics. Now we have a poll. I would like you to guess, which type

of intimate partner violence is most prevalent in the LGBTQIA+ community? Can you guess? All right, just one moment, let me get that Paul pulled up. Okay. All right, you got about 21 seconds to complete the poll. Thank you for everyone who has already participated in this. So would it be sexual violence, threats and intimidation, verbal harassment, physical violence, digital abuse, or stalking? Which is most prevalent in the LGBTQIA+ community? Okay. Let me go ahead and share these results. Okay. Okay. So a large portion of you guessed threats and intimidation. The answer is, I feel like I am on family feud, physical violence. According to the national coalition against the mystic violence found in 2018 that 20% of the LGBTQIA+ community have experienced physical violence, 16% have experienced threats and intimidation. 15% have been verbally harassed, and 4% have suffered sexual violence. So let's return to our story. When we last left Alex, she had just watched in horror as her car was hit by another driver of the car was badly damaged and had to be towed. This was her only means of escape and also method of supporting herself and her daughter . It's gone. Fortunately her biological father came to pick her up and invited she and Betty to stay at his home. As soon as the invitation flew out of his mouth, he qualified it by saying well, you can't stay long. Maybe one night because, you know, I have my family. You see after Alex's parents divorced, there was very little room for her. She felt very abandoned and embarrassed and wanted to save face so she lied. Telling her father she had to safe place to stay. That night Alex and Maddie slept in a local ferry terminal. Clearly, IPV was having a significant impact on Alex's life as well as Maddie's. So let's review some effects of this victimization on the receivers. Much of the conversation about IPV does center on female victims. But it is very important that we understand that women are not alone. Men and nonspecific genders are also victims. We need to be diligent about including them in a conversation and education. Overall, we know that physical IPV is connected with poor health, depression, chronic diseases, mental illness, job loss, homelessness and injury. Men and women have some unique differences. Men, when they are victims, tend to have minor physical injuries but impaired overall physical health. They tend to struggle with anxiety and uncontrolled emotional outbursts and increased optical and suspense used. Women tend to suffer with coronary heart disease, chronic neck and back pain, unstable employment, STDs, unwanted pregnancies, and gynecological issues. What about children? A child exposed to IPV is at greater risk for other types of maltreatment. Roughly 60 to 75% with abused women also have children who are abused. And those children are more likely to have problems parenting and mistreating their own children. The effects on children can last the rest of their lives and can become a part of the intergenerational cycle of violence. Some of those effects are listed here. Psychological and emotional behavioral issues. Mood disorders. Substance use. Academic problems. Physical, sexual harm and even death. Going back to our story, it is hard to know just how the abuse suffered by Alex will affect Maddie in her future. She might have no memory of any of the abuse, apart from stories that get told to her when she becomes old enough to understand. But I have no doubt that the retelling of those events will shape her self-concept, her view of her mother and father. You know, and maybe of her community, world at large. Now where is Alex at this point in her journey? She slept at the ferry terminal and when she woke, she decided to go to a shelter where a social worker gave her a contact for a housecleaning job . Which was great, but then Alex realized oh, I need childcare and I can't afford it. So she reached out to her mother who agreed to watch Maddie and Alex implored her not to call Shawn, not to call her boyfriend, her ex. Please please please. And her mother, of course, promised well, the job took a little bit

longer than Alex expected and Alex's mother became very impatient and guess what she did? You guessed it. She called Sean. Not only did she do that, she dropped Maddie off at Sean's house. When Alex discovered this, she quickly zoomed over to Sean's house, scooped up Maddie, and returned to the shelter to get more support. There are many barriers that prevent victims from getting the support that they need to leave abusive partners. Alex was kind of unique in the story. She actually got reached out for help relatively quickly. It is normal for those of us who want to help a victim to wonder why did they stay? But the only way for us to understand the reason a victim stays is to consider the context in which they live the type of abuse that they have endured, and the lengths of time they have endured it. Truthfully, we don't need to know why someone has stayed in an abusive relationship in order to help them. Not only that, sometimes asking that question can inflict additional harm to a victim because of the shame that victim carried with them about being victimized now there are some general accepted reasons that victims stay in their abusive relationships. I am just going to touch on them very briefly here. The first is fear. It is the backbone of abuse, exerting power and control over a victim. How do you do that? That is psychological warfare. Can be physical, too. But predominantly it is psychological warfare. Threats of harm, threat of harming your pets, your children, taking them away from you, calling your boss and making some outlandish claim. Many victims are very financially dependent on their perpetrators and can't strike out on their own. That is a well-known barrier. But then isolation. Look, if you are isolated from the outside world, slowly, over time, it gets harder and harder to remember that there is a world outside of your life, and that there is something better out there to reach for. So it has an ongoing effect on its victims. And finally, personal and religious beliefs. Some of us have a very strong core of ethics. When I make a promise, I make a promise. I am not going to go back on that. Or maybe a religious belief about maintaining a promise or the sanctity of marriage. Makes it very difficult for someone to leave. Now these issues, onto personal and religious beliefs. These beliefs are part of that victim's identity. And to, for them to consider leaving, going against a core value, it is not only hard, it can create an identity crisis for them, and a crisis of faith. Remember, that our identity and our faith is often part of what gives us juice to get through each day. So it is a very, very serious and scary thing. Now if you had been Alex's friend, ask yourself this, how would you have helped her? What would you have done? The domestic violence hotline gives us some ideas. If you have a friend, or a family member, and they are not a federal employee. So we are talking about nonfederal employees here. The way you can begin to help them is to start by having a conversation with the ultimate goal of empowerment. Start by acknowledging they are in a difficult situation. I would even be careful about using the word abuse, just describe behaviors because that word is actually very pejorative and it can scare a victim away let them know that their victimization isn't their fault listen more than you speak. Be nonjudgmental. Remind yourself you cannot rescue them. You can offer resources and guide them, but you can't rescue. Suggest they reach out to the national domestic violence hotline. Encourage them to continue participating in activities with friends and family to combat that isolation piece. And when they are ready, help them develop a safety plan. We will talk about that in a minute. Now suppose you are dealing with a colleague who is a federal employee like yourself. Can you talk to a fellow colleague? Yes you can. But know this. If you are suspicious that a colleague is being harmed by somebody, chances are something at least is going on. So again, if you want to help them, you are going to start by having a conversation but you are going to be very careful to talk

to them in a confidential space. Find a conference room. Someplace where your conversation cannot be overheard. Begin by reviewing what you have observed. You know, I noticed the other day that you have been wearing a sweater a lot, it is kind of hot outside and I saw you take off your sweater and there was a really big bruise on your arm. Is someone harming you? Don't ever assume you know who the perpetrator is. Because the truth is, we don't. And again, you're going to listen more than you speak. Reminding ourselves we can't fix them. And then you are going to help them create a safety plan for the workplace. What is that? The office of personnel management mandates that every agency must have a policy in place to deal with any form of potential or actual violence in the workplace, whether it is intimate partner, intruder, whatever. So somewhere, you know, there is a policy with regards to IPV. So you want to, first, it is a good idea to find out what that policy is in your particular agency. It will likely include management, meaning your supervisor. It will include I.T.. It will probably include security and it will also probably include EAP. All right. So you discuss that with the victim and then I believe the best thing to do is for both of you to go and speak to your supervisor together under conditions of strict confidence. This is not something that should be spread around the office or shared without the victim's permission. And then, of course, you can refer them to EAP. At any point, when you're helping them, you can assist them in developing safety plans. If you forget, almost all of the safety plan, don't forget item number one. This is helping them prepare a go back in the event of a crisis. In the event that they are getting attacked physically. So in this go back they can keep in the car, they can keep clothes, medication, important documents, emergency numbers, and cat hat cash. Enough to last three days. A friend or family. Keep the numbers of the DV hotline readily available, and create a code word they can use with their safe person that only that person knows and indicates hey, I need rescue. And have another code word for the children. Where is Alex now? Alex continued to get support from the shelter. She started going to college to fulfill her dream of becoming a writer. At the end of season one, Sean and Alex were still working on custody and coparenting issues. The kindest leave us hanging. Hanging. Not every victim has a happy ending like Alex, victims need assistance not just from shelters but from family and friends and coworkers. They need validation. They need emotional support to get them to even reach out for the resources and protection and treatment they desperately need to help them heal and keep them protected. I like what an actual survivor, her name is Angela, says she puts it this way. She says let's not point victims or just point victims in the right direction. Let's walk with them. You see, Angela is a Louisiana resident. Her domestic partner shot her nine times, paralyzing her from the waist down. After the shooting, her partner blamed her by saying, now look what you made me do. You made me shoot you. Angie was visited by 400 people while hospitalized, and those visits, though supports inspired her to tell her story when she continues to do and support victims to this day. We know that the problem of IPV is very large. It has many dimensions, and sometimes it feels like it is ever-changing peer and leaves us with more questions than answers. But thankfully, when we educate ourselves and our loved ones about IPV, what it looks like, how to find help, we increase the likelihood that IPV can be spotted early and sometimes even prevented. Studies show that victims who escape their perpetrators generally do not do so alone, and attribute their path to safety to positive and supportive friends and family members. But whatever we do to help, we must always do with the safety for ourselves and the victims in mind. It is always, if you aren't sure what to do, you can always start by calling EAP. I want to take a quick second, a very quick second, to go over

some very important resources. Okay? This will be in all of the materials that you receive. There are two places that are critical starting points if you are, if you or someone you know is dealing with IPV. The first is EAP for federal workers. And the second is the national domestic abuse violence hotline. Those are great places to start because both are well versed and both are staffed 24 seven with trained counselors. Okay? And they can get you started on the road to safety and recovery. You can access an interactive safety planning guide there at the bottom at the bottom left-hand resource that was directly from the hotline. There are some really wonderful apps out there that, believe it or not, are free. New Light and Be Safe are free apps that can, once you download and you set them up, you can click a button silently and call for 911 assistance. Isn't that great? Then there are other apps that can help with documenting abuse like Red Voice to record memos and phone calls. If you are in a situation where you are thinking I think this behavior I am witnessing or experiencing is kind of wonky but I don't know if it rises to the level of abuse, there is an app for that. Actually there are several. My Plan and Are You Safe? You can put those up and go through some questions and they can help you identify if the behavior rises to the level of IPV or if it is simply inappropriate behavior. I want to thank everybody here for attending. If you have any questions, of course, or any concerns. If you know of someone who needs assistance with this topic, you can reach us at the one 800 number there on the screen, 24 hours a day, seven days a week. You can also access additional information and request counseling via the chat function at SOH for you.com. I'm going to hand this over to the moderators, and I'm wondering if anyone has any questions today. That was a lot of information.

All right, great, thank you so much, Jane. Such an important topic. If you would like more information on this or any other health and wellness topics, as Jane mentioned, please give us a call or visit us online. The EAP is confidential, it is available 24 hours a day, seven days a week to help you work through personal or work-related issues. And before we start the Q&A portion of today's session, I just want to remind everyone that the recording and transcript, a copy of the slides, which includes the certificate of attendance at the end, and a resource handout will be emailed to you within 24 hours following today's session. As well, all of today's content will also be available in about two weeks. And finally, when you exit, you will see a set of surveys where you can let us know about your experience with us today and provide any additional feedback that you may have. We do appreciate you filling out the survey and we do read all the comments and use them to make improvements and adjustments. We do have some times for questions, so if you have, if you would like to ask, please type it in the Q&A panel and send it to all panelists. Jane, it looks like we've got a lot of good questions coming in. The first one states, I have a family member who is in an abusive relationship but refuses to acknowledge the abuse. I want to help but don't know where to begin what do I do? >> Okay. Well, earlier we touched on this a little bit. You are going to start by beginning a conversation. And you can gently express your concerns. But I would do those behaviorally, meaning I am noticing this, I am noticing that, and I have concerns for your safety. You can also go to the domestic violence hotline and print out information and if it is to them to read over. Be available to be present and simply listen, not judgmentally. The more they can talk to you and open up without judgment, the more they are going to trust you, and the greater the probability they will eventually see what you are trying to tell them. Remind them that you are there for them if they need help, and avoid telling them what to do. Remember they have got an abuser that is trying to exert power and control. They

don't need someone else trying to control their choices. Even though you are trying to get them help. They need to exert their own inner power. So if you try to tell them, well, you need to go to a shelter or you need to go to a counselor, they are going to run away from you. They will shut down and they won't hear anything you have to say. So start gently with your observations, listen more than you speak, and be nonjudgmental until they are ready to hear from you. >> Thank you, Jane. Next question is I want to help a friend get out of an abusive relationship but I am scared the abuser will come after me. What do I do?

Okay. Remember that your fear is a good thing. It is prompting you to pay attention and to take safety precautions so the first thing you can do is you can call EAP and talk to a counselor and get some suggestions. You can also connect with legal and see if they have any ideas and suggestions for you, as well. You can call the domestic violence hotline for supports. They will help family and friends who are trying to assist a victim and give you some input. How you maintain your safety from the perpetrator is going to depend on the type of IPV that is occurring. So if the IPV is digital, then you're going to want to walk down all of your social media devices, blocking their number on your cell phone, et cetera. If they are stalking you, you're going to want to document everything you are experiencing, taking photos when they occur, and if they break into your home, you may want to make sure you call the police. If you are concerned about physical violence, install an alarm system on your house if you don't have one already. Don't ever go out alone, and use one of the tracking apps like new light or be safe that we mentioned earlier. And one final point, you can also, believe it or not, get some pepper spray that you can carry with you that contains paint that is visible only under UV light so if someone, and this isn't just for IPV, this is for walking anywhere. If someone tries to attack you and you spray them with it, when they are apprehended, law enforcement can shine a black light over them and if they see the paint under the blacklight, they will know they have the right person. I like that tool. >> Yeah, that's great information. Thanks, Jane. We've got a lot of great questions still coming in. The next one is, I want to train my team how to help, how to keep themselves safe in relationships. How do I help them understand IPV without traumatizing them? >> Well, the first thing you want to do is talk to them but you don't. I would start by asking them, hey, do you know anybody experiencing violent in their dating relationships? Because I can rest assured it is happening and they are probably hearing about it. And use that as a springboard to start the conversation. Take advantage of any programs that might be held locally to educate them or in their school. You can point them to some really great websites for education. There is love-respect.org. breakthecycle.org, and the rape, abuse, and incest national network or rain.org, that is filled with really great information. There is also apps, there is an app for everything, guys, there is TD 411. Love is not abuse, and the one love my plan are all apps that can be downloaded and explored.

All right, great. Next question is, how do I start abuse prevention with elementary school aged children?

Yeah. This is a tough one, right? So there are a lot of really great picture books for very young children that you can go to your public library and explore them just make sure you read through them first before you sit down and read to your child. Ultimately what you are going to try to

teach and reinforce is that they have a right to safety, and that it is not normal to feel scared in any relationship. If you notice that they are feeling uncomfortable in a relationship, you want to talk to them about that later. You had a look on your face that you were kind of scared. You know that look, when we were, I don't know, when you were about to cross the road for the first time, you looked pretty scared I saw that yesterday when you were talking to our neighbor. Tell me more about that. You can talk to them about their body and what constitutes safe touch. Help them learn to identify their body parts and who is allowed to touch them. There is a plethora of information out there for parents of young children with regards to abuse prevention, and there are even training programs. So I can't, I don't have experience with all of them, certainly, so I can't recommend a particular one. But I strongly encourage you to do a Google search because there is a lot out there.

Tammy?

We've got a lot more questions coming in. Next one is what should we do if we see a customer that we feel is being abused in the workplace? Can or should we provide or have handouts for abuse hotline that are death?

Oh, you certainly can. That would be a wonderful idea. If you want to keep brochures, domestic violence brochures at your desk , put them out for display and keep them there. So people can just help themselves. And they will do that at their own discretion. You can talk to them about following the guidelines of a gentle conversation. You can talk to them about your observations if your relationship is close enough that it would be socially acceptable to do so. Beyond that you would really need to wait for them to start a conversation with you. But I love the idea of keeping brochures visible and handy at your desk. That is wonderful.

All right, great, we've got someone who is wondering, is IPV a more intense form of bullying? >> I think, one could make an argument for that. But bullying is not necessarily between intimate partners. IPV, the power and control is between intimate partners . Whereas bullying can occur between any two people. Whether they know one another or not. So I think that is the chief difference.

Great, thanks, we are going to do one more question someone is asking how do you know or determine intent to cause harm?

Well, sometimes we can determine intent and sometimes it might not be so obvious. Right? So think about it. If someone has an intent to cause harm, what kinds of behaviors do we see on the surface? Well, if someone has a hammer and that hammer is raised and they have this stern look while they are looking at you and they are running towards you poised to strike, well that looks like intent. They haven't harmed you yet but clearly that looks like intent. You know, and I am sure we can come up with many other creative ideas. And behaviors that communicate intent. So what intent is basically referring to is when you can tell when there are symptoms of what someone might be able, or might be thinking or intending to do. Now strictly speaking, we can't

always see intention. That is very true. But at times, we can. And that was included in the definition which I thought was extraordinary.

All right. We have reached the top of the hour. We are going to go ahead and conclude the webinar for today. If we didn't get to your question, or if you have additional concerns, please do call the EAP to speak with one of our consultants who can help with your specific situation. I would like to thank Jane once again for presenting today, what a wonderful presentation. I want to thank you for taking time to be here with us today. And please join us again for our next monthly webinar Account for Your Health: Understanding Federal Insurance Programs, which will take place on October 12th. Have a wonderful rest of your day. [Event concluded]