



RAISING FAMILIES. ERASING VIOLENCE.

A community response to domestic crime.

Domestic crime remains a persistent and devastating social ill in our community.

In Memphis 56 percent of all violent crime is domestic violence-related. It takes place in homes across Memphis and Shelby County every day.

You can help if you suspect that someone you know is living in an abusive relationship.

Your support of someone who is being abused can make a critical difference. If she feels supported and encouraged, she may feel stronger and more able to make decisions. If she feels judged or criticized, she could be afraid to tell anyone else about the abuse again.

HOW EMPLOYERS CAN RESPOND

Domestic violence injuries cost Tennessee employers at least \$10 million a year in paid work time, according to a study by the Tennessee Economic Council on Women.* This does not include time off for court testimony, obtaining an order of protection or receiving attention from medical and/or legal professionals.

Nationally, almost 1 in 4 full-time employed adults has been a victim of domestic violence – and 3 of 4 domestic violence perpetrators have used workplace resources to check up on, pressure or threaten.

What can employers do?

- **KNOW** the signs of domestic abuse – go to erasedomesticcrime.com, click Signs of Abuse.
- **EDUCATE** all staff regarding domestic violence and information on who to call to get the help they need. Use seminars, web sites and publications to provide employees with information and resources before they need them! Use resources at erasedomesticcrime.com.
- **ENCOURAGE** any abused employee to think about a safety plan: to set aside some money and copies of important papers for her and children and a change of clothes, hidden or in care of a friend if she decides to go to a shelter. Plan how to exit the house the next time the abuser is violent. Plan what to do about the children if they are at school, asleep, etc. Safety planning is a process that is ongoing.
- **PROVIDE** comprehensive health care coverage.
- **DEVELOP** company-wide policies and security protocols to maintain safety on-site, no matter the size of your company, using state law and good human resources practices to assist you. Install security equipment such as “panic buttons.”
- **ENFORCE** all policies regardless of the employee’s gender, years of experience or seniority.
- **CREATE** a safe environment that promotes productivity.
- **PRACTICE** what you preach.
- **CONTACT** erasedomesticcrime.com for volunteer opportunities, information and ways you and your business can help erase domestic crime!

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Why employers should address domestic crime:

1. It is a security and liability concern.

- Employers who fail to protect their employees at work are liable – awards average \$300,000 to \$1.2 million.
- 94% of corporate security directors rank domestic violence as a problem.

2. It is a performance and productivity concern.

- 37% of abused women had problems with being late to work, getting a promotion or keeping a job.
- The Centers for Disease Control estimates that 7.9 million paid workdays are lost to domestic violence each year at a cost \$727.8 million.

3. It is a management issue.

- In a 2002 study of senior executives, 91% said domestic violence impacts the private and working lives of employees.
- 56% of them were aware of employees who were domestic violence victims.

4. Employers can make a difference.

- Open discussion in the workplace can save lives.
- Business, corporations, government agencies and domestic violence advocacy groups work together to address prevention and service needs successfully. Be part of connecting resources and volunteers to erase domestic crime in Memphis and Shelby County!

*2006 report: http://www.tennessee.gov/sos/ecw/domestic_violence_report.pdf

Other sources: Family Violence Prevention Fund – endabuse.org

Toolkit to End Violence Against Women

www.safeatworkcoalition.org

Circle of Inspiration Outreach Program
Inspirational Faith Lutheran Church
Semi-monthly Christian support group; victim advocacy
(901) 359-8516
3595 N. Thomas Street

Cocaine Alcohol Awareness Program
Serves disadvantaged domestic violence victims; 24-hour crisis line
(901) 367-7550
4023 Knight Arnold Road

Community Legal Center
Legal assistance
(901) 543-3395
910 Vance Avenue

Department of Children's Services
Social services, child protection
(901) 578-4371
170 N. Main Street, 4th floor

Exchange Club Family Center
Comprehensive services for victims, perpetrators and children; lethality assessments, custodial evaluations
(901) 276-2200 8:30 a.m. -5:00 p.m.
2180 Union Avenue

Family Safety Center**
Comprehensive services for families who are victims of domestic violence
www.fscmemphis.com
(901) 864-2081
1750 Madison Avenue*

The Healing Word Counseling Center
Counseling and various services
(901) 370-4673
3910 Tchulahoma Road

Memphis Area Legal Services
Comprehensive legal services to domestic violence victims
(901) 523-8822 8:00 a.m.-4:30 p.m.
109 N. Main St., 2nd floor

Memphis Area Women's Council /
Erase Domestic Crime Collaborative
Community awareness and education; system coordination, change and support; prevention
(901) 378-3866
2574 Sam Cooper Blvd.

Memphis Child Advocacy Center
Counseling for child victims of sexual and severe physical abuse; houses Child Protection Investigation Team
(901) 525-2377
1085 Poplar Avenue

Memphis Police Department Domestic Violence Bureau*
Assault investigation, transport to victim services
(901) 636-3741
201 Poplar Avenue

Midsouth Sexual Assault Resource Center*
Services 24/7 to victims of sexual assault and abuse
(901) 272-2020 8:30 am -5:00 pm
2675 Union Extended

Shelby County Citizens Dispute*
Assists victims obtaining orders/warrants
(901) 545-2520 8:00 a.m. -4:30 p.m.
201 Poplar Avenue

Shelby County Crime Victims Center*
Court assistance, counseling, support groups, other services
(901) 545-4357 or (901) 545-5164 8:00 a.m. -4:30 p.m.
600 Adams Avenue

Shelby County District Attorney General's DV Unit
Prosecution of DV cases; victim advocacy and links to services
(901) 545-5900
201 Poplar Avenue

Sophia's House
Shelter; other services for women and children victims
(901) 728-4229 or (901) 722-4700

Victims to Victory Incorporated
Support groups for victims of homicide; court advocacy
(901) 274-6828 9:00 a.m. -5:00 p.m.
1548 Poplar Avenue

YWCA of Greater Memphis
Shelter for abused women, children under 12; counseling, court advocacy, Immigrant Women's Services
24-Hour Hotline (901) 725-4277

*Agencies moving to 1750 Madison fall 2011 - see website for updated info.

**Family Safety Center opening late 2011 with multiple co-located partner agencies.