



# DOMESTIC/SEXUAL VIOLENCE

and **THE WORKPLACE**

AN EMPLOYEE TOOLKIT





## DOMESTIC/SEXUAL VIOLENCE AND THE WORKPLACE: AN EMPLOYEE TOOLKIT

Sexual assault, stalking, sexual harassment, domestic violence and sex trafficking are crimes of physical and emotional violation. This violence impacts a large portion of people in the Omaha community, making it difficult for them to go to work, feel safe and live their lives. This guide provides employees across the Omaha metro with resources on what domestic/sexual violence looks like. If you have experienced any of these forms of violence, this guide provides you with resources and suggestions for staying safe in the workplace. This document is not intended to be an all-encompassing resource, but an overview to guide you.

This document was a collaboration of the Women's Fund of Omaha and the Human Resource Association of the Midlands (HRAM).

As a trusted expert in our community the Women's Fund of Omaha identifies the most critical issues affecting women and girls in order to raise awareness and drive change. We work collaboratively to ensure that together we are creating a community where women are free from violence-including sex trafficking, domestic violence and sexual assault.

The mission of HRAM, the largest affiliated chapters of the Society for Human Resource Management in the country, is to serve and advance the greater Omaha human resource community through professional development and networking opportunities. Building human resource professionals, one member at a time.

HRAM's vision is to elevate human resource's role as a valued strategic partner, through the values of: Integrity, Relationships, Education, Affordability and Advocacy. One of HRAM's core goals is to provide education to help create diverse and safe work environments for all employees.



A special thank you to Kim Carpenter for her contribution to the research and writing of this document and to Ingrid Hofeldt for the editing and organizing of this document. Thank you to Survivors Rising and individual survivors who shared their experiences so that others may learn from them. Photos used throughout this report are NOT photos of the survivors represented within this report. Instead, the photos used are stock images (professional, licensed photos) and are meant to represent the diversity of individuals who experience these forms of violence.

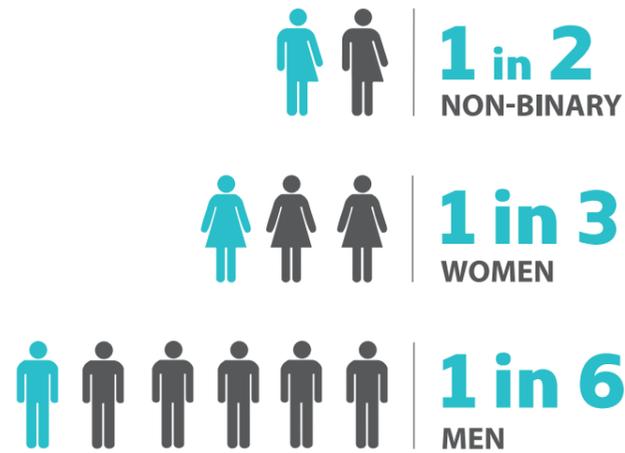
A more in-depth Human Resources Toolkit can be found at [www.OmahaWomensFund.org](http://www.OmahaWomensFund.org) and [www.HRAM.org](http://www.HRAM.org).

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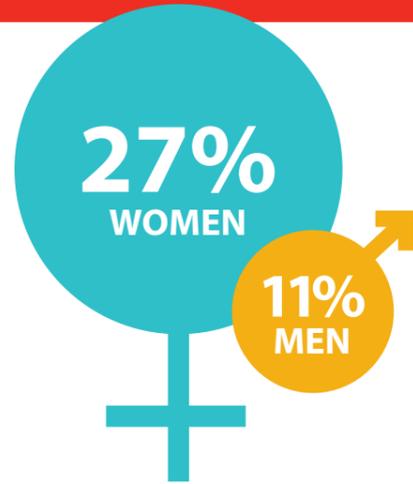


[www.OmahaWomensFund.org](http://www.OmahaWomensFund.org)

# Local *and* National Facts *on* Violence



Experience some form of **SEXUAL VIOLENCE** during their lifetimes<sup>1</sup>



More than **27% OF WOMEN** and **11% OF MEN** experience sexual violence, physical violence, and/or stalking by an **INTIMATE PARTNER** in their lifetimes

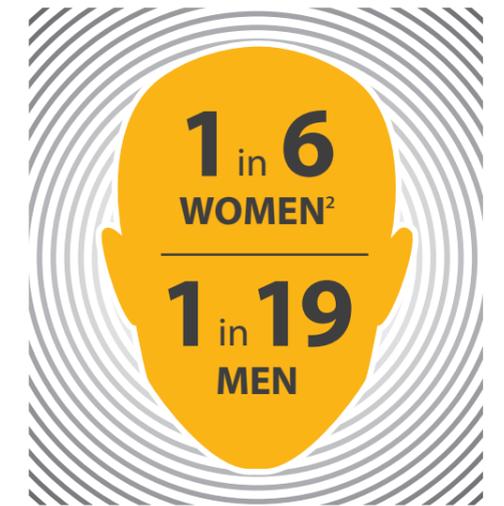
## Impact of Violence on Victims/Survivors

MENTAL/EMOTIONAL	PHYSICAL	BEHAVIORAL
<ul style="list-style-type: none"> <li>• Depression, anxiety and PTSD</li> <li>• Fatigue, nightmares</li> <li>• Extreme emotional stress, including anger, fear, sadness, embarrassment</li> <li>• Distrust of themselves and others</li> <li>• Memory loss</li> </ul>	<ul style="list-style-type: none"> <li>• Chronic pain</li> <li>• Digestive problems</li> <li>• Brain injuries</li> <li>• Injuries</li> <li>• STDs/unintended pregnancy</li> </ul>	<ul style="list-style-type: none"> <li>• Tardiness</li> <li>• Self-harm</li> <li>• Substance abuse</li> <li>• Inability to concentrate</li> <li>• Changes in eating or sleeping</li> <li>• Easily startled</li> </ul>

16,240

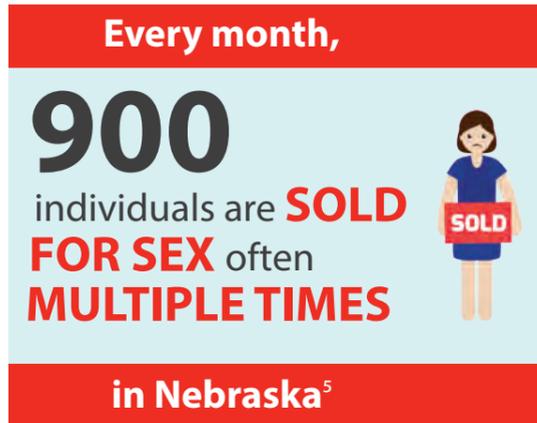
Number of people who received direct services from **DOMESTIC VIOLENCE** & **SEXUAL ASSAULT** programs in Nebraska in 2016

43,979 calls were made to local 24-hour **CRISIS LINES**<sup>6</sup>



Have experienced **STALKING** at some point during their lifetime<sup>3</sup>

**19% OF AMERICAN ADULTS** and **27% OF WOMEN** experience workplace **SEXUAL HARASSMENT** in their lifetimes<sup>4</sup>



### SPECIAL POPULATIONS

Sexual assault, stalking, sexual harassment, domestic violence and sex trafficking affect all populations. However, certain people are at higher risk for experiencing victimization. Women, immigrants, people of color, indigenous people, people with disabilities, youth, youth missing from care, people in poverty, LGBTQ people and trans people are all more likely to experience victimization and face greater barriers to seeking care and support.

# SEXUAL VIOLENCE

"I lived in a world where **I thought that rape would never happen to me.** The guilt, isolation, lack of family support, raised eyebrows, sleeping with the lights on, years of counseling and feelings of not knowing if this guy was around the next corner. I tell other survivors: don't try and go it alone. Don't ignore the feelings inside. They will come back to haunt you."

*-Survivor*





# WHAT IS SEXUAL VIOLENCE?

The term sexual violence refers to sexual contact or behavior that occurs without the explicit consent of the victim. Whether attempted or completed, any of these examples constitute sexual assault.

## EXAMPLE BEHAVIORS

- Non-consensual oral, anal, vaginal or digital penetration of the victim’s body, also known as rape
- Forcing a victim to perform sexual acts, such as oral sex, touching the perpetrator or penetrating the perpetrator’s body
- Unwanted sexual contact, including intentional touching of the victim or making the victim touch the perpetrator, either directly or through the clothing, on the genitalia, anus, groin, breast, inner thigh or buttocks
- Non-contact unwanted sexual experiences, including unwanted sexual incidents that are not physical that occur without the person’s consent. Examples include unwanted exposure to sexual situations, threats of sexual violence to accomplish some other end and unwanted filming or dissemination of sexual photographs of another person

Anyone can commit sexual assault, but most perpetrators are someone known to the victim. Approximately 7 out of 10 sexual assaults are committed by someone known to the victim, like intimate partner sexual violence or acquaintance rape<sup>7</sup>.

## WHAT IS CONSENT?

Consent is when someone freely gives permission, agrees to or says yes to sexual activity with another person or persons. For an activity to be consensual, all people involved must be able to freely consent to the sexual activity. Consent is an ongoing conversation and partners should continually check in with each other throughout sex to make sure that their partner is still consenting. Consenting to one activity does not mean you consent to all activities. Consenting to an activity at an earlier time does not automatically indicate that you consent again. At times, sexual contact may be sexual violence, but the criminal justice system might not recognize it as sexual violence based on criminal statutes.

Consent looks different depending on the individuals’ relationship, previously established boundaries, etc. Because of this complexity, it is impossible to concretely define what consent looks like across all interactions. The chart below includes examples of consent and non-consent; however, this chart is not an all-inclusive list of indicators. Some of these examples might not apply to specific situations.

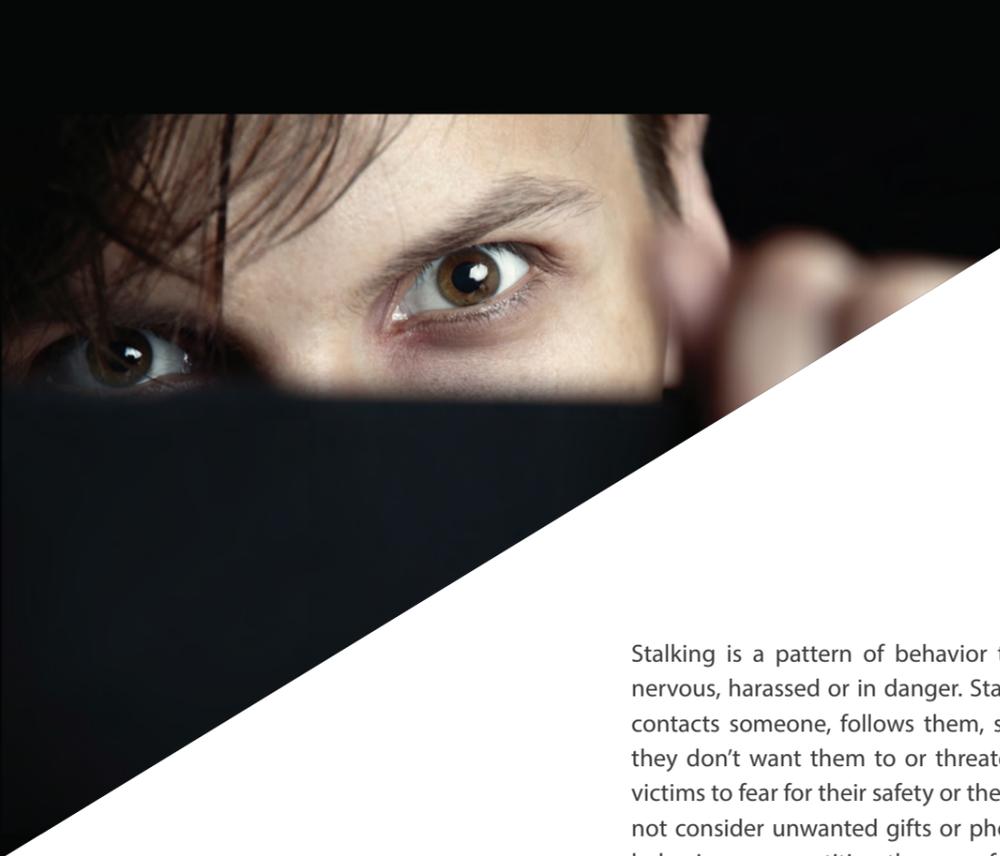
POSSIBLE INDICATORS OF CONSENT	POSSIBLE INDICATORS OF NON-CONSENT
<ul style="list-style-type: none"> <li>• “Yes”</li> <li>• “Let’s try it”</li> <li>• “That feels awesome”</li> <li>• “I’m enjoying this”</li> <li>• “I want to keep doing this”</li> <li>• Head nod or other body language</li> </ul>	<ul style="list-style-type: none"> <li>• “No”</li> <li>• “Maybe later”</li> <li>• “I don’t want to do this”</li> <li>• Silence</li> <li>• Pushing away</li> <li>• Turning head or body away</li> <li>• Physically non-responsive</li> </ul>
POSSIBLE INDICATORS THAT SOMEONE IS NOT ABLE TO CONSENT	
<ul style="list-style-type: none"> <li>• Either they are intoxicated/under the influence of drugs or alcohol</li> <li>• They are incapacitated</li> <li>• There is a power dynamic (i.e. teacher/student, employer/employee)</li> <li>• Their partner threatens them</li> <li>• Their partner coerces them (i.e. threatens to tell lies about or break up with them, uses language like: “Don’t you want to make me happy,” etc.)</li> </ul>	

# STALKING

"I was completely mortified by the rumors [my stalker had spread about me] flying at work and felt really helpless. I felt like the more I denied them, the guiltier I looked. **I didn't know how to stand up for myself and I didn't understand that I was being stalked and harassed, because a lot of behavior looked like things that our culture depicts as 'romantic.'** The flowers, the incessant attention, the refusal to heed my requests to stop—I still believed that these were all "normal" things that men did when they really wanted to win someone over."

*-Survivor*





## WHAT IS STALKING?

Stalking is a pattern of behavior that makes victim/survivors feel afraid, nervous, harassed or in danger. Stalking occurs when someone repeatedly contacts someone, follows them, sends them things, talks to them when they don't want them to or threatens them. Stalking behavior may cause victims to fear for their safety or the safety of family members. People might not consider unwanted gifts or phone calls stalking; however, when these behaviors are repetitive, they may feel threatening to a person.

Stalking can be difficult to recognize and investigate. When people think of a stalker, they usually imagine a stranger following every move they make. However, stalking victims typically know their offenders. In many cases, victims are being stalked by their domestic abuser, trafficker, rapist or someone harassing them at work. Stalking may indicate that one of these situations is escalating and becoming more dangerous. Stalking commonly occurs at work as offenders can easily predict when the victim will be there. Also, victims have difficulty leaving, avoiding or hiding at their workplace. Therefore, the workplace may feel like a vulnerable location for the victim/survivor.

Victims/survivors of stalking may deny or initially minimize the stalking behaviors. Victims/survivors may feel responsible for the stalking, avoid talking about it or feel embarrassed by being a target of stalking. Stalking may also sometimes be seen as flattery by others. Stalking however, can be incredibly dangerous, can escalate and may indicate a potentially lethal situation so should not be minimized or misconstrued.

### EXAMPLE BEHAVIORS

GENERAL	WORKPLACE
<ul style="list-style-type: none"> <li>• Waiting at places the victim/survivor goes</li> <li>• Tracking the victim through the internet</li> <li>• Repeated unwanted contact</li> <li>• Unwanted gifts or flowers</li> <li>• Damaging the victim/survivor's property</li> <li>• Spreading rumors/making false complaints about the victim</li> <li>• Threats of violence to self</li> </ul>	<ul style="list-style-type: none"> <li>• Driving through the parking lot looking for the victim/survivor's car</li> <li>• Watching the victim/survivor enter and leave the workplace each day</li> <li>• Monitoring the victim/survivor's workstation</li> <li>• Taking things from the victim/survivor's belongings</li> <li>• Making false complaints about the victim</li> <li>• Attempting to gain access to confidential personnel files</li> </ul>

# SEXUAL HARASSMENT

“Sexual harassment was not even on my mind. **I did not want to rock the boat because I needed the job.** I was ready to accept and do whatever job I could get.”

-Survivor





## WHAT IS SEXUAL HARASSMENT?

Sexual harassment covers a variety of behaviors that create an environment that is intimidating, hostile or offensive. Sexual harassment can be perpetrated by anyone but can be especially harmful when it occurs by a person in authority over the victim.

In the workplace, the Nebraska Equal Opportunity Commission defines sexual harassment as 'unwelcome conduct based on race, color, religion, sex (including pregnancy), national origin, marital status, age (40 or older), and/or disability.' The harassment must be unwelcome and severe enough that it's hostile and abusive or that the harassment is a condition of the victim's employment or promotion.

It is also harassment if a victim is retaliated against for filing a discrimination charge, participating in an investigation, opposing a practice made unlawful by one of the discrimination laws, or refusing to do something that is unlawful.

Other factors included but not required are:

- The frequency of the unwelcome discriminatory conduct
- The severity of the conduct
- Whether the conduct was physically threatening or humiliating
- Whether the conduct unreasonably interfered with work performance
- The effect on the employee's psychological well-being
- Whether the harasser was a superior within the organization

Anyone can commit sexual harassment in the workplace: supervisors, co-workers, customers, contractors or anyone else the victim interacts with on the job. While legally behavior needs to fit certain criteria to qualify as sexual harassment, all sexual behavior that makes another person feel uncomfortable is sexual harassment and can be harmful.

## EXAMPLE BEHAVIORS

### VERBAL

- Using demeaning or inappropriate terms or epithets
- Using crude language
- Discussing sexual activities
- Telling jokes concerning sex, disability or other protected classes
- Commenting on physical attributes
- Displaying sexually suggestive or racially insensitive pictures

### PHYSICAL

- Unnecessary touching
- Using indecent gestures
- Sabotaging the victim's work
- Engaging in other hostile conduct

**QUID PRO QUO HARASSMENT** occurs if someone is being harassed by a supervisor or person in a position of authority over the victim. Quid pro quo harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to such conduct is a term or condition of an employee's employment, or when submission to or rejection by an employee is used as the basis for employment decisions affecting that employee.

### EXAMPLES

- Supervisor who fires or denies promotion to a subordinate for refusing to be sexually cooperative
- Supervisor offers preferential treatment/promotion if subordinate sexually cooperates<sup>8</sup>

# DOMESTIC VIOLENCE

“Workplace responses to my violent relationship has varied. I worked for a state agency. **Eventually I did share my experience with a female administrator. She was amazing.**

Unfortunately, the same employer included my number and personal information in their contact book, despite my requests not to.”

-Survivor





## WHAT IS DOMESTIC VIOLENCE?

Domestic violence, also known as intimate partner violence, is a pattern of behavior in any relationship that is used to gain or maintain power and control over an intimate partner.

It is not always easy to determine in the early stages of a relationship if one person will become abusive. Domestic violence usually intensifies over time. Abusers may often seem charming, caring and kind initially, but gradually become more aggressive and controlling as the relationship continues. Domestic violence can vary in frequency and severity from one episode that might or might not have lasting impact to severe episodes over a number of years.

There are four main types of domestic violence. They include: emotional abuse, sexual violence, stalking and physical violence by a current or former intimate partner (e.g. spouse, boyfriend/girlfriend, dating partner or ongoing sexual partner).

**PHYSICAL VIOLENCE** also includes coercing other people to commit any of the above acts. Physical violence is the intentional use of physical force. Physical violence includes, but is not limited to, pushing; grabbing; biting; shaking; hair pulling; hitting; burning; use of a weapon; driving recklessly; restraining or preventing someone from leaving; or using size or strength against another person.

**SEXUAL VIOLENCE** is any attempted or completed sexual contact or activity that is not consensual. Acts are not consensual if the victim does not give absolute consent or if the victim is not able to consent.  
*- More information about sexual violence can be found in the 'Sexual Violence' section of this document.*

**STALKING** is a pattern of repeated, unwanted attention and contact that causes fear or concern for one's own safety or the safety of someone else (e.g., family member or friend).  
*- More information about stalking can be found in the 'Stalking' section of this document.*

**EMOTIONAL ABUSE** is communication that intends to harm another person mentally, or to exert control over another person. Emotional abuse can include psychological aggression (e.g., name-calling, humiliating); coercive control (e.g., limiting access to transportation, money, friends and family); excessive monitoring of whereabouts; threats of physical or sexual violence; control of reproductive or sexual health (e.g., refusal to use birth control, coerced pregnancy termination); exploitation of victim's vulnerability (e.g., immigration status, disability); or presenting false information to the victim/survivor with the intent of making them doubt their own memory or perception<sup>9</sup>.

### EXAMPLE BEHAVIORS

ABUSER	VICTIM/SURVIVOR
<ul style="list-style-type: none"> <li>Exhibits jealousy, obsession, extreme anger and possessiveness</li> <li>Demands compliance from the victim/survivor in everything they say and do</li> <li>Uses children to have power over the victim/survivor</li> <li>Constantly restricts money</li> <li>Restricts the victim/survivor from seeing family/friends</li> <li>Restricts partner from specific activities (church, clubs, work, school)</li> </ul>	<ul style="list-style-type: none"> <li>Is anxious and afraid of their partner</li> <li>Experiences jealousy, obsession and possessiveness from their partner</li> <li>Is disrespected, belittled or humiliated by their partner</li> <li>Is required to check in to report where they are at or what they are doing</li> <li>Is subjected to frequent phone calls</li> <li>Is not allowed to have a debit or credit card</li> </ul>

# TRAFFICKING

“He threatened to send nude photos he had of me to my boss and he made sure to show me that he had my boss’s personal information. **I became so frightened of losing my job and having everyone see me in that manner.** I finally decided to go to my boss before my trafficker did. I sat down in front of my boss and explained the threatening situation: my trafficker was an ex and that he would not leave me alone. I was feeling shame for the nude photos and the thought of opening up and saying I had been forced to do these acts was too much for me to handle.”

-Survivor





## WHAT IS TRAFFICKING?

### SEX TRAFFICKING

Sex trafficking is a form of commercial sexual exploitation and occurs when someone facilitates a sex act for money (or for something else of value) and does so either using force, fraud or coercion or involving a minor (under 18 years old). This can also include sexually explicit performances or the production of pornography.

- **FORCE:** Force refers to any form of dominance. Traffickers use force both to recruit their victims and to maintain control over them. Traffickers may use tactics like rape, physical abuse, food and sleep deprivation, or drugs to control and create dependency.
- **FRAUD:** Traffickers may lure victims with the promise of love, safety, a good job, high pay, a better life or exchange food, shelter, travel, protection or safety to compel or create dependency of their victim.
- **COERCION:** Traffickers use many tactics such as threats, lies, blackmail, intimidation, humiliation, and debt bondage to coerce victims into sex trafficking. These tactics instill fear and psychological trauma in victims creating a sense of obligation for victims.

### HOW ARE INDIVIDUALS INTRODUCED TO SEX TRAFFICKING?

There are varied circumstances in which sex trafficking occurs. Victims/survivors may be:

- Romantically involved with their trafficker
- Enticed with a promise of employment, education, economic security, a loving relationship or safety
- Sold for sex by a family member
- Missing from care (runaway) or homeless youth in need of safety or basic necessities

### SEX BUYER

The purchasing of sex contributes to the commercial sexual exploitation and sex trafficking of individuals. If you are a sex buyer and you purchase a trafficking victim, you are committing violence against the victim. This is true regardless of whether you knew the individual you bought was trafficked.

### LABOR TRAFFICKING

Labor trafficking occurs when an adult or minor is subjected to forced labor/services. Traffickers accomplish this through force, fraud or coercion by inflicting or threatening injury, destroying or controlling personal identification, threatening deportation or financial harm, exploiting functional impairment, and/or creating debt bondage<sup>10</sup>. Traffickers may also lure victims through promises of high-paying jobs or educational opportunities.

Labor trafficking typically occurs in low-wage industries. It occurs in both regulated and unregulated industries and in both hidden and public industries. Labor exploitation and trafficking occur on a continuum. Labor exploitation can range from less than pay promised or withheld pay to illegal deductions, hazardous work environments, or no meal breaks. Labor trafficking can range from demoralization and deprivation to threats or use of violence, intimidation and control<sup>11</sup>.

## EXAMPLE BEHAVIORS

### TRAFFICKING CAN OCCUR IN PLAIN SITE BUT THESE ARE SIGNS TO LOOK FOR:

#### TRAFFICKER

- Food and sleep deprivation
- Control through drugs
- Promises of good jobs, high pay, etc.
- Exchange food, shelter, travel, protection or safety for the victim's dependency
- Promises of love and/or a safe relationship
- Threats
- Lies
- Blackmail
- Intimidation
- Humiliation
- Debt bondage
- Sexual coercion
- Physical abuse
- Psychologically controlling
- Reproductive coercion

#### VICTIM/SURVIVOR

- Disconnected from family, friends and community
- Sudden or dramatic change in behavior
- Disoriented (may not know what city they are in)
- Difficulty focusing, persistent fear, depression and/or anxiety
- Rarely alone, cannot speak for themselves, unable to freely leave
- Physical harm (bruises, scars, untreated illness)
- Expressed fear to leave employer
- Excessive work hours and paid very little
- Not in possession of personal identification, personal money or personal items
- Tattoos that appear possessive (e.g. barcodes)
- May be in possession of excessive amounts of cash, hotel key cards and multiple cell phones

## What To Do if You're Experiencing Any of These Types of Violence

**Below are strategies you can utilize to help stay safe.** Know that even taking the step of seeking out resources takes incredible strength and resilience. Not all these suggestions may be helpful to you depending on your unique situation and the form of violence you're experiencing. Trust your instincts and knowledge of your own situation when deciding whether to take these steps.

- **Remember it's not your fault.** You may be feeling a range of emotions, but whatever you feel, know that what happened wasn't your fault. Don't blame yourself for anything you did or didn't do.
- **Find support.** Dealing with violence or its aftermath can be overwhelming. But you're not alone. It may help to talk to a trusted friend, family member, or counselor.

### SEEK PROTECTIONS IN YOUR WORKPLACE

EMPLOYERS AND CO-WORKERS CAN SUPPORT YOU AS YOU DEAL WITH THE VIOLENCE.

- If you feel safe doing so, **talk to your employer or supervisor** and ask them about what accommodations they can offer you.
- If you have a visible workstation, **ask to move to a non-public or less visible location.**
- Ask an escort to **walk you to and from your transportation** or request a well-lit parking space.
- Reroute your calls to a voicemail system, change your extension or **have your calls screened.**
- **Give a picture of the person victimizing you to security,** your employer or friends at work.
- Make sure your workplace knows **not to list your address or phone number** or give them out.
- Make sure your **location settings are turned off on your social media accounts and phone.** If necessary, switch your phone number, email address, passwords or social media accounts, or block your victimizer from those accounts.
- **If you have a protection order, keep a copy of it at your workplace.**
- Ask someone you trust to **document any abusive/violent behavior** they witness, whether that's bruises on your body or text messages they receive from your victimizer.
- Ask if your employer would allow for **telecommuting or other schedule changes, like fluctuating hours, to accommodate your mental health** or legal needs. Additionally, an erratic work schedule can protect against stalking, harassment and abuse.
- **Ask for support** if your performance suffers because of victimization.

### KNOW YOUR LEGAL OPTIONS

ALL OF THESE TYPES OF VIOLENCE CAN VIOLATE FEDERAL AND STATE LAW.

- **Consider contacting the police.** They can assist you as you decide whether to pursue legal action.
- **Keep a record of the behavior and any police reports.** Document all behavior with dates, times and information. Physical evidence (e.g. gifts left by a stalker); electronic evidence (e.g. text messages or emails from an assaulter); and evidence from memory (e.g. written recollections of harassing comments)—can all be used if you choose later to pursue legal action.
- **Consider seeking medical care.** If you're concerned about STDs, unintended pregnancy or collection of medical evidence, it can help to talk to a medical professional.
- **Learn about potential repercussions of reporting as a minor or an undocumented person.** If you report violence to your employer, the police or social service agencies as a minor (under 18), those adults may have to report that violence to different authorities or your guardians. Similarly, reporting violence to the authorities as an undocumented person could trigger legal action against you. Utilize the legal resources listed at the end of this document to learn more.
- **File a complaint with the Nebraska Equal Opportunity Commission.** If harassment or stalking in the workplace is not corrected immediately, you can file a formal complaint with the Nebraska Equal Opportunity Commission or the U.S. Equal Employment Opportunity Commission.
- **Consider seeking a protection order.** Different types of no-cost protection orders exist for domestic violence, sexual harassment and sexual assault:
  - ▶ **Domestic Abuse Protection Order:** for people who have been in close relationships (relatives, former/current spouses, people who formerly/currently cohabitate, etc). They are granted because someone either 1) attempted, threatened or caused bodily injury, 2) intimidated the other person by credible threat, or 3) engaged in non-consensual sex.
  - ▶ **Harassment Protection Order:** does not depend upon relationship. Requires a number of telephone or personal contacts that seriously terrify, threaten, or intimidate the victim.
  - ▶ **Sexual Assault Protection Order:** does not depend upon relationship. They are granted because someone subjected or attempted to subject another person to non-consensual sexual contact or penetration.

### SEEK OUT ADDITIONAL RESOURCES

THERE ARE LOCAL AND NATIONAL RESOURCES LISTED AT THE END OF THIS GUIDE. Through those resources, you can connect with professionals trained to help you.

- **Know your rights.** You not only have legal rights, you also have rights within the workplace to a safe work environment. The resources at the end of this document can help you understand more.
- **Safety plan.** Find tools for staying safe while in abusive relationships, before leaving them and after you've left at [www.thehotline.org/help/path-to-safety/](http://www.thehotline.org/help/path-to-safety/) or [www.stoprelationshipabuse.org/help/develop-a-safety-plan/](http://www.stoprelationshipabuse.org/help/develop-a-safety-plan/) for specific advice on how to help keep you, your children and others safe.

# NEBRASKA/OMAHA RESOURCES

## WOMEN'S CENTER FOR ADVANCEMENT (WCA)

402-345-7273 • [www.WCAOmaha.org](http://www.WCAOmaha.org)

**Focus:** Domestic/Sexual Violence, Stalking, Trafficking **Language:** English, Spanish  
**Services:** 24/7 hotline, navigation through systems, counseling, legal aid, financial training, career services, ongoing support

## HEARTLAND FAMILY SERVICE—SAFE HAVEN

800-523-3666 • [www.HeartlandFamilyService.org](http://www.HeartlandFamilyService.org)

**Focus:** Domestic/Sexual Violence, Stalking, Trafficking **Language:** English, Spanish  
**Services:** 24/7 hotline, advocacy, crisis counseling, emergency shelter, therapy, transitional housing, support groups for people of all genders

## CATHOLIC CHARITIES (The Shelter, Omaha | Phoenix House, Council Bluffs)

402-558-5700 (Omaha) • 712-328-0266 (CB) • [www.CCOmaha.org](http://www.CCOmaha.org)

**Focus:** Domestic Violence **Language:** English, Spanish  
**Services:** 24/7 hotline, emergency shelter, support and advocacy

## NEBRASKA COALITION TO END SEXUAL AND DOMESTIC VIOLENCE

402-476-6256 • [www.NebraskaCoalition.org](http://www.NebraskaCoalition.org)

**Focus:** Domestic/Sexual Violence, Stalking, Trafficking **Language:** English, Spanish  
**Services:** Statewide referrals to different local agencies

## NEBRASKA EQUAL OPPORTUNITY COMMISSION

800-382-7820 • [www.NEOC.NE.gov](http://www.NEOC.NE.gov)

**Focus:** Harassment **Language:** English, Spanish  
**Services:** Sexual harassment reports and investigations **Others as Requested**

## OMAHA HUMAN RIGHTS AND RELATIONS DEPARTMENT

402-444-5055 • [www.CityOfOmaha.org/HumanRights](http://www.CityOfOmaha.org/HumanRights)

**Focus:** Domestic/Sexual Violence, Harassment, Stalking, Trafficking **Language:** English, Spanish  
**Services:** Civil and human rights investigations and support services, restorative justice program

# NATIONAL RESOURCES

## NATIONAL DOMESTIC VIOLENCE HOTLINE

1-800-799-7233 • [www.TheHotline.org](http://www.TheHotline.org)

**Services:** Tools and immediate support for survivors of domestic abuse, crisis information services, referral services, and connection to local resources

**Language:** English, Spanish, 170+ Languages

## GLBT NATIONAL DOMESTIC VIOLENCE HOTLINE

1-888-843-4564

**Services:** Offers peer counseling on a variety of GLBT issues, including domestic violence

**Language:** English, Spanish

## NATIONAL SEXUAL ASSAULT HOTLINE

1-800-656-4673 • [www.Rainn.org](http://www.Rainn.org)

**Services:** 24-hour free and confidential phone service (automatically and anonymously links callers to a counselor with the nearest RAINN-associated rape crisis center), instant messaging support, legal definitions

**Language:** English, Spanish, 140+ Languages

## FINDLAW

[www.statelaws.findlaw.com/family-laws/domestic-violence.html](http://www.statelaws.findlaw.com/family-laws/domestic-violence.html)

**Services:** Crisis intervention, medical care, legal aid, employment assistance, substance abuse treatment, childcare.

**Language:** English, Spanish

## LOVE IS RESPECT

[LovelsRespect.org](http://LovelsRespect.org) or text LOVEIS to 22522

**Services:** Online resource for youth and young adults on dating violence, sexual violence and stalking, advocates available 24/7 to respond to questions, provide support via online chat, hotline and texting

**Language:** English, Spanish

## WOMENSLAW.ORG

800-382-7820 • [www.WomensLaw.org/](http://www.WomensLaw.org/)

**Services:** State-specific legal information about domestic violence and sexual assault written in plain language. Assistance for working with lawyers, law enforcement, court forms Email/text guidance and personalized support

**Language:** English, Spanish

## COALITION ON HUMAN TRAFFICKING

[info@NoTrafficking.org](mailto:info@NoTrafficking.org) • [www.NoTrafficking.org](http://www.NoTrafficking.org)

**Services:** Omaha-based organization providing training for businesses on human trafficking  
**Language:** Trainings available in English and Spanish

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## CITATIONS

- <sup>1</sup> "Get Statistics." National Sexual Violence Resource Center, NSVRC, 2018.
- <sup>2</sup> Black, Michele, et. all. "National Intimate Partner and Sexual Violence Survey." Center for Disease Control, CDC, 2010.
- <sup>3</sup> Black, Michele, et. all. "National Intimate Partner and Sexual Violence Survey." Center for Disease Control, CDC, 2010.
- <sup>4</sup> Lee, Hailey. "One-fifth of American Adults have Experienced Sexual Harassment at Work, CNBC Survey Says." CNBC, CNBC LLC: A Division of NBC Universal, 2017.
- <sup>5</sup> "Nebraska's Commercial Sex Market." The Human Trafficking Initiative, 2017. Nebraska's Commercial Sex Market. The Women's Fund of Omaha, 2017.
- <sup>6</sup> "2016 Statewide Report." Nebraska Coalition to End Sexual & Domestic Violence, NCESDV, 2016.
- <sup>7</sup> "Perpetrators of Sexual Violence Often Know the Victim." Rape, Abuse, & Incest National Network, RAINN, 2018.
- <sup>8</sup> United Department of Labor. 2011. Workplace Harassment. <https://www.dol.gov/oasam/programs/crc/2011-workplace-harassment.htm>
- <sup>9</sup> Breiding MJ, Basile KC, Smith SG, Black MC, Mahendra RR. Intimate Partner Violence Surveillance: Uniform Definitions and Recommended Data Elements, Version 2.0. Atlanta (GA): National Center for Injury Prevention and Control, Centers for Disease Control and Prevention; 2015.
- <sup>10</sup> <https://nebraskalegisature.gov/laws/statutes.php?statute=28-830>
- <sup>11</sup> Labor Trafficking: Improving Victim Identification. 2017. Bureau of Justice Assistance and Office for Victims of Crime Human Trafficking Grantee Technical Assistance Webinars.

A special thanks to Futures Without Violence for providing permission to utilize many of their resources as we developed this guide. [www.futureswithoutviolence.org](http://www.futureswithoutviolence.org)

**IT IS STRONGLY RECOMMENDED THAT SUBJECT MATTER EXPERTS BE UTILIZED TO PROVIDE OR ASSIST WITH TRAINING ON ANY OF THE AREAS REPRESENTED IN THIS GUIDE.** This will prevent false and potentially harmful information being provided to victims/survivors who may be working for you. If you would like assistance in bringing training to your workplace please contact:

### WOMEN'S FUND OF OMAHA

[info@OmahaWomensFund.org](mailto:info@OmahaWomensFund.org) • [www.OmahaWomensFund.org](http://www.OmahaWomensFund.org)

**Focus:** Domestic/Sexual Violence, Stalking, Sex Trafficking

### WOMEN'S CENTER FOR ADVANCEMENT (WCA)

[info@wcaomaha.org](mailto:info@wcaomaha.org) • [www.wcaomaha.org](http://www.wcaomaha.org)

**Focus:** Domestic/Sexual Violence, Stalking, Sex Trafficking



For more information on human resource policies please contact the Human Resource Association of the Midlands.

**A more in-depth Human Resources Toolkit can be found at [www.OmahaWomensFund.org](http://www.OmahaWomensFund.org) and [www.HRAM.org](http://www.HRAM.org).**



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