

DOMESTIC VIOLENCE

Intersections with Workforce Policy
and Customer Base

The Texas Council on Family Violence

- **Mission** – The Texas Council on Family Violence promotes safe and healthy relationships by supporting service providers, facilitating strategic prevention efforts, and creating opportunities for freedom from domestic violence.
- Focus on Policy, Prevention, and Supporting Service Providers



Domestic Violence

...a pattern of abusive behavior in any relationship that is used by one partner to gain or maintain power and control over another intimate partner.

Domestic violence can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person.

This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure, or wound someone.

Economic Abuse

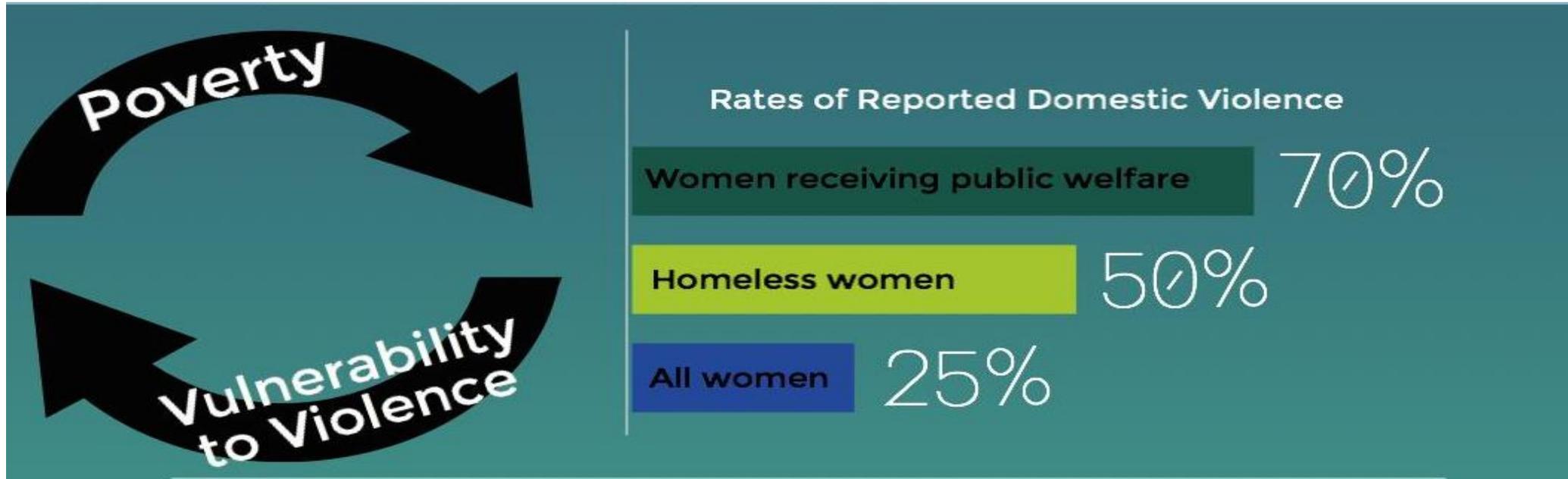
Is defined as making or attempting to make an individual financially dependent by maintaining total control over financial resources, withholding one's access to money, or forbidding one's attendance at school or employment.

Safe-Safety-----Safer.

- *"...requires more than the absence of physical violence. A victim who is no longer hit by a partner but has no way to feed her children or pay the rent is not safe....Victims are safe when there is no violence, their basic human needs are met, and they experience social and emotional well-being."*

• *-Jill Davies and Eleanor Lyons*

Reciprocal Relationship of Abuse and Economic Hardship



Women living in poverty experience violence at twice the rate of those who do not.

Domestic Violence is Linked to a Range of Negative Economic Outcomes, Including:



- **Decreased safety options**
- **Increased risk of future violence**

Network of Services in Texas

- Adults and Children Sheltered: 23,311
- Adults and Children receiving nonresidential services (i.e., counseling, legal advocacy, etc.): 61,119
- Hotline calls answered: 185,373



Online Safety

Computer use can be monitored and is impossible to completely clear. If you are afraid your internet and/or computer usage might be monitored, please use a safer computer, and/or call the National Domestic Violence Hotline at 1-800-799-SAFE(7233) or TTY 1-800-787-3224.

[Home](#)[Membership](#)[Our Work](#)[Training](#)[Resources](#)[Support Our Work](#)[Contact](#)[Login to TCFV](#) |[Facebook](#)[Prevention](#)[Policy](#)[CEO](#)[Instagram](#) | [Contact Us](#) | [Donate](#)

Serving Texas Families Online Service Directory

The family violence service providers listed in this directory include TCFV family violence program members and Health and Human Services funded programs.

^ What is a Family Violence Service Provider?

In Texas, there are over 100 family violence service providers. These providers are locally operated, community-based nonprofit organizations that offer quality victim-centered services to survivors of family violence and their children. Texas family violence service providers may offer a variety of critical services such as 24-hour emergency shelter, nonresidential services or advocacy. Services offered vary by community. To learn more about your local provider, please contact them directly.

^ What is an HHSC-Funded Center?

^ What is a BIPP?

Use the advanced search to find programs by county, city, or services.

[Download PDF version.](#)

Advanced Search

- [24-Hour Emergency Shelter](#) (133)
- [BIPPs](#) (27)
- [HHSC Funded](#) (138)
- [HHSC Special Project](#) (43)
- [Nonresidential Center](#) (13)

Workforce Centers

- Part of the community, serving the community
- Offer critical work supports such as child care services
- Facilitate the work related program requirements for TANF and SNAP
- Develop policy, practice, and recommend exemptions, good cause, and sanctions
- Provide important training and job readiness services

Child Care Services

1 of 3

- CCS requires a parent to sign and comply with a Personal Responsibility Agreement (PRA) which includes a requirement of opening a child support case with the Office of the Attorney General (OAG) and cooperating with the OAG in establishing or enforcing a child support order.

(TAC RULE §809.76)

- CCS also requires that the applicant provide documentation of any informal arrangements of support that has not been issued through the court or OAG.

Child Care Services

2 of 3

- Applicants / recipients are not required to comply with this requirement if there is a history of family violence with the non-custodial parent, if the child is born as a result of rape or incest, or if cooperating in obtaining a child support order will harm the child or the custodial parent.

(TAC RULE §809.77)

Child Care Services

3 of 3

**Each Board determines
policy and process relating
to this exemption**



Get Child Support Safely

Get Smart
Know the child support process

Get Safe
Protect yourself and your children

Get Support
Financial and medical support for your children

[Home](#)

[About](#)

[What is Family Violence?](#)

[Get Help](#)

[En Español](#)

Applying for
child support
through the
Office of the
Attorney
General
(OAG)

Child Support
Requirements
of TANF, Adult
Medicaid and
other
Government
Assistance
Programs

Receiving
child support
services
because
the other parent
has applied for
child support

Preparing for
court and the
court process

Following
or modifying
a child
support order



Applying for or receiving
TANF or Adult Medicaid.

Applying for childcare services (CSS).

Receiving/applying for federally subsidized
housing assistance (i.e. Section 8 or public
housing).

Applying for Child Care Services (CCS)

- Child Care Services (CCS) requires you to demonstrate proof to the Board's Child Care Contractor that you are opening, or have opened a case with the OAG and you are cooperating with the OAG in establishing or enforcing a child support order. CCS also requires that you provide documentation of any informal arrangements of support that has not been issued through the court or

Temporary Assistance for Needy Families (TANF) Choices Program

- Personal Responsibility Agreement
- Requires parent to:
 - Participate in the Choices program (unless exempt)

TANF: Good Cause from Work

- TAC RULE §811.16 Good Cause for Choices Participants
- The Texas Workforce Commission must grant the waiver from work activities.
- In Texas, this waiver cannot exceed one year and is reevaluated every month.
- Recipients in need should inform their caseworker at the local workforce office.

TANF: Good Cause from Work

HRC §31.0322 also requires TWC to:

- Provide referrals to family violence programs.
- Maintain the confidentiality of information regarding the identity and location of a victim of family violence.

Supplemental Nutrition Assistance Program (SNAP)

- Family violence is a basis for Good Cause from Employment and Training (E & T) requirements.
- SNAP participants must Good Cause from local workforce center.

Sanctions

Texas Human Resource Code HRC §31.0322 requires that attempts be made to determine if family violence was the reason for an individual's failure to comply with work activities prior to sanctioning the individual.

EMPLOYMENT

PROTECTIONS

Crime Victim Leave 1 of 3

Texas has no explicit job protected leave for survivors of family violence.

Crime Victim Leave 2 of 3

TX CCP Article 56.02(a)(10)

Crime Victim Rights

...the right to have the attorney for the state notify the employer of the victim, if requested, of the necessity of the victim's cooperation and testimony in a proceeding that may necessitate the absence of the victim from work for good cause...

Crime Victim Leave 3 of 3

- **TX Labor Code Section 52.051**

PENALIZING EMPLOYEE FOR COMPLIANCE WITH SUBPOENA

(a) An employer may not discharge, discipline, or penalize in any manner an employee because the employee complies with a valid subpoena to appear in a civil, criminal, legislative, or administrative proceeding.

Unemployment Insurance 1 of 2

- Survivors who must leave their job to protect themselves from family violence or stalking, or sexual assault against themselves or an immediate family member, are eligible for unemployment compensation if they show:
 - An active or recently issued protective order documenting the occurrence of or potential for family violence or stalking against the employee, or sexual assault against the employee or immediate family member, OR
 - A police record documenting family violence or stalking against the employee, or sexual assault against the employee or immediate family member

Unemployment Insurance 2 of 2

- Survivors who must leave their job to protect themselves from family violence or stalking, or sexual assault against themselves or an immediate family member, are eligible for unemployment compensation if they show:
 - A physician's statement or other medical documentation of family violence against the employee, or sexual assault against the employee or immediate family member, OR
 - Written documentation from a family violence center or rape crisis center describing the family violence or sexual assault.

Economic Options Webpage

- Texas Council on Family Violence (TCFV)

- Our Work
- Economic Options
- Employment

The screenshot shows the Texas Council on Family Violence (TCFV) website. The main heading is "ECONOMIC OPTIONS" with the sub-heading "FAMILY * WELL-BEING * PROSPERITY". Below this, there is a paragraph of text describing economic abuse and the organization's mission. To the right of the text is a vertical list of service categories, each in a green button: "Economic Safety Planning", "Financial Information & Education Consumer Rights", "Income | Employment | Taxes", "Housing", "Benefits | Assistance | Support", and "Building Partnerships". A yellow arrow points to the "Income | Employment | Taxes" button. At the top of the page, there is a navigation menu with links for "Home", "Membership", "Our Work", "Training", "Our Work", and "Contact". A yellow arrow points to the "Our Work" link in the navigation menu. At the bottom of the page, there is a banner for the "CENTER FOR SURVIVOR AGENCY & JUSTICE" with the tagline "A national organization dedicated to enhancing advocacy for survivors of intimate partner violence by cultivating a community".

Workplaces Respond to Domestic and Sexual Violence

The screenshot shows the top navigation bar of the website. On the left is the logo: "WORKPLACES RESPOND TO DOMESTIC & SEXUAL VIOLENCE" in green and red, with "A National Resource Center" below it. To the right is a "GET HELP" button in a red circle. Further right are links for "Home", "Keep Informed", "About Us", and "What's this". A search bar with "Google™ Custom Search" and a "SEARCH" button is present. Below the search bar are social media icons for Facebook ("Join us"), Twitter ("Follow us"), and YouTube ("Watch us"). A yellow horizontal bar contains the main navigation menu: "Learn", "Assess", "Implement", "Evaluate", and "Resources".



New Workplace Toolkit

Employers and unions play an important role in connecting victims to assistance and addressing the workplace impact of violence. Use the free resources in this NEW toolkit so that your workplace can make a difference. [Learn More >](#)

Create a Policy



Use our tool to create a policy for your organization that follows best practices.

[Create a Policy](#)

Take a Quiz



How much do you know about violence and its effects on the workplace? Take one of our quizzes and find out.

[Take a Quiz](#)

Use the Toolkit



You can make a difference! Use these resources to help keep everyone in the workplace safe and productive.

[Use the Toolkit](#)

Information on:

- Workplace Violence
- Guns and the Workplace
- Protection Orders
- Union Responses

I would like to...

- ▶ Interact with a virtual employee
- ▶ Create a workplace policy
- ▶ Learn about the cost of sexual violence
- ▶ Identify security concerns

<http://www.workplacesrespond.org/>

Corporate Alliance to End Partner Violence

The screenshot shows the homepage of the Corporate Alliance to End Partner Violence (CAEPV). At the top left is the organization's logo, and at the top right is the text "INTERNET SAFETY | EXIT". A navigation bar contains links for "LEARN ABOUT US", "GET INFORMATION", "TAKE ACTION", "HOME", "CONTACT US", and "SEARCH". The main banner features a woman's portrait and the headline "PARTNER VIOLENCE IS NOT JUST A DOMESTIC MATTER...." followed by a paragraph describing the organization's mission. Below the banner are three columns: "LEARN ABOUT US" with a list of links, "GET INFORMATION" with a list of links, and "TAKE ACTION" with a list of links. A "Member Center" section on the left includes a password field and a "Log-In" button. Below that is a "Meet some of our members" section featuring the American Express logo. A "Search" section is also present. At the bottom, there is a "Donate" button, a copyright notice, and logos for Visa, Mastercard, American Express, and Bank of America. The Verizon Foundation logo is also visible.

Corporate Alliance to End Partner Violence

INTERNET SAFETY | EXIT

LEARN ABOUT US | GET INFORMATION | TAKE ACTION | HOME | CONTACT US | SEARCH

PARTNER VIOLENCE IS NOT JUST A DOMESTIC MATTER....

The Corporate Alliance to End Partner Violence is a national nonprofit organization dedicated to reducing the costs and consequences of partner violence at work - and eliminating it altogether. From policies and programs to legal issues and legislation, CAEPV is a credible source for information, materials and advice.

Member Center

Enter Member Center Password

Forgot Your Password?

Meet some of our members

LEARN ABOUT US

- Our Purpose
- Membership Benefits
- Programs & Initiatives
- News / Press Releases
- Our Director
- Our Members
- Our Board & Advisors

GET INFORMATION

- Facts & Stats
- Articles & Advice
- Best Practices
- Links
- Books
- Purchase Materials
- Upcoming Events
- CAEPV Blog

TAKE ACTION

- Become A Member
- Start a Workplace Program
- S2 - Safer, Smarter Workplace
- CAEPV on Facebook
- Donate Now
- Get Help in a Crisis

WHAT'S HAPPENING

- [CAEPV Releases Newest Policy Template on Perpetrators and Domestic Violence, Sexual Assault, Dating Violence, and Stalking in the Workplace](#)
- [CAEPV says NO MORE to domestic violence and sexual assault](#)
- [Want to know how to address domestic violence as a workplace issue? View the CAEPV HopeLine® from Verizon Webinar Series here!](#)
- [CAEPV honors Prudential Financial Inc. as our Member of the Month!](#)
- [Central Illinois says "NO MORE" during October](#)

Search

Search the CAEPV Website

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Website Update Provided by [Verizon](#)

<http://www.caepv.org/>

Career Empowerment Curriculum



Get the financial resources you need to break free

*Financial
Empowerment
Curriculum*

*Online
Financial
Curriculum*

*Financial
Empowerment
Webinars*

*Career
Empowerment
Curriculum*

Research shows that lacking financial knowledge and resources are the main factors that keep victims in relationships with their abusers. The Allstate Foundation Domestic Violence Program provides survivors with the financial knowledge, skills and resources they need to get safe, stay safe and thrive.

[View all of The Allstate Foundation's Financial Tools ►](#)



1 in 4 Women

*experience domestic violence during
their lifetime*

Even though domestic violence affects more women

<http://www.clicktoempower.org/>

Thank you

Krista Del Gallo

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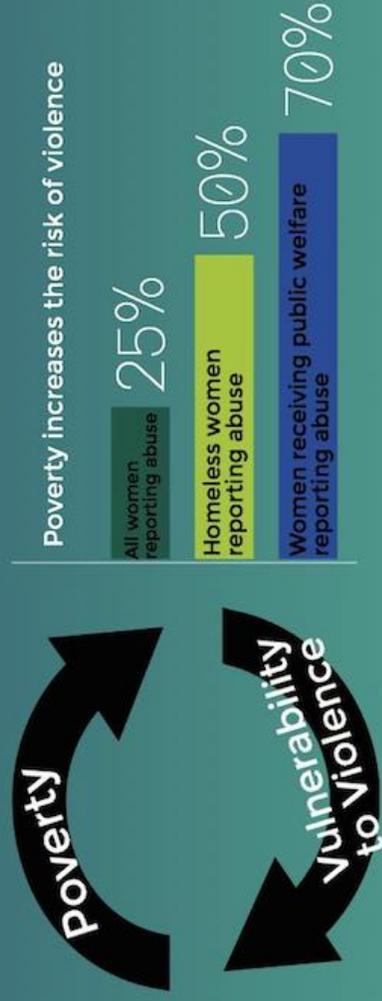


Safety for Survivors Requires Economic Security

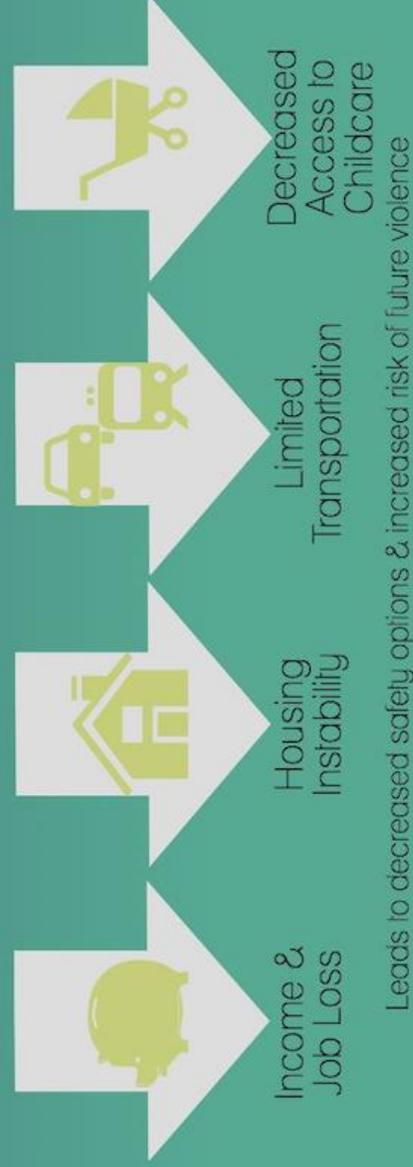
Safety for Survivors Requires Economic Security



The Link Between Poverty & Domestic Violence



Abuse Creates Economic Instability



The Economic Impacts are Long-Term*



There is no safety without economic security

* Shoener, S. & Sussman, E. "Economic Ripple Effect of IPV: Building Partnerships for Systemic Change". The Domestic Violence Report, 2012



CENTER FOR SURVIVOR
AGENCY & JUSTICE

www.csaj.org

CENTER FOR SURVIVOR AGENCY & JUSTICE