

# **DHS Domestic Violence Prevention and Intervention Standards**

The following information related to implementation of the “DHS Domestic Violence Prevention and Intervention Standards” comes from local domestic violence plans submitted by each district in the fall of 2006. Strategies may vary by district, branch and discipline.

## **1. Safety Centered Practices**

- **Safe and healthy environments are reflected in the system for prevention and intervention of violence.**
  - *Information in the lobby or other public areas:*
    - *Posters reflecting support for survivors of domestic violence and the inappropriateness of domestic violence*
    - *Brochures, flyers, and other information from the local domestic violence service provider*
    - *Resource lists which include resources to address domestic violence*
    - *Basic safety planning brochures*
  - *Protective service packets include elements of domestic violence intervention*
  - *Private interview rooms, alternate entrances to help victim flee if abuser is present, are available*
  - *Safety screenings upfront and open door policies offer immediate safety options*
  - *Call processes to protect victims and staff are in place*
  - *Emergency placements are available for victims*
  
- **DHS staff and contractors work with individuals who are victims of domestic violence to identify and implement a plan of action to meet individual needs.**
  - *Opportunities for client self-disclosure are made available by:*
    - *Screening processes in place at intake*
    - *Applications with screening questions for domestic violence*
    - *Joint case planning with domestic violence service providers*
    - *Assessment tools/processes in place*
    - *Referrals and collaboration with community partners who help identify the domestic violence survivors needs*
  - *DHS directly provides or contracts for services to meet the needs of domestic violence survivors by:*

- *“Temporary Assistance for Domestic Violence Survivors” program funds*
    - *Eligibility staff go to shelter for intakes*
  - *Child Protective Services*
    - *Family decision meetings without the abuser*
    - *Supervised visitation*
  - *Adult Protective Services*
  - *Senior and People with Disabilities housing funds*
  - *DV support groups/safety planning classes*
  - *In home services*
  - *The “Family Support and Connections” program*
- **Individuals who are or who have been victims of domestic violence have the opportunity to participate in knowledge and skill development that helps them to create safe and healthy environments.**
  - *Clients are provided the opportunity for safety planning with local domestic violence service providers, parenting, mental health counseling, substance abuse treatment, and other services as appropriate in developing individualized case plans.*
- **DHS staff and contractors promote non-violent practices in the workplace.**
  - *Local branches have developed protocols specifically related to domestic violence*
  - *Branches follow DHS workplace violence policies*

## **2. Comprehensive and Responsive Services**

- **DHS policies and procedures support a coordinated and collaborative domestic violence prevention and intervention system of services and supports.**
  - *Procedures are in place to address domestic violence locally.*
  - *Biennial plans on domestic violence intervention are completed by each district*
  - *District staff follow division procedures related to domestic violence intervention including...*
    - *Child Welfare practices in Domestic Violence Cases*
    - *TANF/“Temporary Assistance for Domestic Violence Survivors” policies to address domestic violence*
    - *Adult/Child Protective Service policies and practices*

- **There is a broad range of formal and informal social supports, care and education, health and social services for individuals and children related to domestic violence intervention and prevention.**
  - *Community collaborations exist with housing programs, community action programs, schools, CASA, faith based service providers, adult and children’s mental health, substance abuse treatment providers, hospitals, medical providers, head and healthy start programs, local health departments, tribal programs, child advocacy centers, and relief nurseries*
  
- **Services and supports build upon existing strengths. The system of supports promotes connecting individuals and families to comprehensive services to address domestic violence.**
  - *Districts have established relationships with community providers to better meet the needs of clients.*
    - *Victims are referred to appropriate resources in the community*
    - *Districts partner with local domestic violence service providers, family violence or domestic violence councils, and victim’s assistance programs*
  
- **Batterer accountability is reflected in practice and planning.**
  - *Districts partner with law enforcement, courts, corrections, district attorneys and batterer intervention service providers*
  - *Some communities have established domestic violence/family courts to better address accountability for the abuser.*

### **3. Respect for Diversity**

- **DHS clients/consumers receive culturally appropriate domestic violence services.**
  - *Domestic violence materials are available in multiple languages*
  - *DHS hires staff who are bi-lingual/bi-cultural*
  - *Case carrying staff have training on domestic violence which includes information on additional barriers and challenges for underserved populations*
  - *Interpreter services are available*
  - *DHS staff receive training related to the “Violence Against Women Act” and immigration protections*
  
- **DHS staff and contractors develop participatory, collaborative partnerships with communities (including tribes) and utilize a variety of formal and informal mechanisms to facilitate community and**

**client/consumer involvement in designing, implementing, and planning a culturally competent service delivery system responsive to domestic violence.**

- *Clients are referred to services with bi-lingual, bi-cultural staff*
- *Districts work with tribal programs*
- *Clients are referred to culturally specific domestic violence service providers (where available)*

#### **4. Qualified Staff**

- **Competent DHS staff and contractors are hired and retained based on job criteria and a demonstrated willingness to meet DHS domestic violence prevention and intervention standards.**
  - *Interview questions include ones related domestic violence*
  - *Performance appraisals include discussion related to domestic violence training needs*
- **DHS staff and contractor staff receives basic and ongoing training and opportunities for professional development.**
  - *DHS Staff and contractors receive training on domestic violence*
  - *Discussions related to domestic violence happen during staff meetings*
  - *Domestic violence is included in policy trainings*
  - *Staff have access to DV point people/specialized domestic violence workers*
  - *Some districts have contracted for domestic violence service providers to be out-stationed in DHS branches*
- **Supervision and support are provided to maintain consistent quality service.**
  - *Training is monitored by supervisor or manager*
  - *Feedback is given related to appropriate responses to domestic violence intervention*
  - *Managers staff case with central office as necessary*

#### **5. Effective Partnerships**

- **DHS works in coordination with community partners to develop a shared vision, common goals, and attainable outcomes for all aspects of domestic violence intervention and prevention.**
  - *DHS staff participate on child abuse and elder abuse multi-disciplinary teams, Domestic Violence and Sexual Assault response*

- teams, Family Violence/DV Coordinating Councils, as well as other interagency groups and teams.*
- *DV advocates are included in team decision meetings and family decision meetings as appropriate.*
  - *DHS district contract with local domestic violence service providers to provide various services*
- **DHS staff, contractors and community partners share information and resources.**
    - *Information sharing happens through...*
      - *Cross training*
      - *Electronic sharing of information*
      - *Joint staff meetings*
- **DHS, contractors and community partners share leadership, decision-making and collaborative relationships.**
    - *Local planning questions did not address this issue*
- **DHS and contractors communicate openly, frequently, inclusively and respectfully with partners and clients.**
    - *Confidentiality protections are in place*
    - *Joint “client releases” have been developed*
    - *Grievance procedures are in place for clients/community partners*

## **6. Monitoring and Evaluation**

- **DHS staff and contractors assess needs, resources, and assets to prevent and respond to domestic violence.**
  - *Other than the collaborative processes discussed under “Effective Partnerships” this element was not addressed in the local planning questions.*
- **DHS staff and contractors will use data and review results to refine and improve the domestic violence prevention and intervention system.**
  - *This element was not addressed in the local planning questions. Although, best practices, national and state data, and state prevention plans have been shared at the “Domestic Violence Intervention Team” meetings held quarterly in Salem. These team meetings include representatives from each District who then go back and share the information at local leadership meetings.*