

# Balancing Domestic Abuse Issues and W-2 Participation - Virtual Classroom

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## **Purpose**

Participants will recognize the signs and impact of domestic abuse and develop strategies for working with victims and survivors.

## **Objectives:**

Upon completion of this course, you will be able to:

- Identify the eight tactics of the power and control wheel when presented with situations or scenarios.
  - Listen for ways Power and Control tactics affect victims and survivors through their stories.
  - Evaluate how case management actions impact W-2 participants who are victims and survivors of domestic abuse.
  - Plan for W-2 participant safety during ongoing case management processes and services.
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### W-2 Contact Information

Questions regarding this training material should be directed via your local agency process to the Partner Training Team,

Email: [PTTTrainingSupp@wisconsin.gov](mailto:PTTTrainingSupp@wisconsin.gov)

A contact person is available to answer e-mailed questions related to this training material, assist you in completing any activity that you are having difficulty with, and/or provide explanation of anything else about this training material.

Questions regarding W-2 production cases and systems should be directed via your local agency process to the BWF Work Programs Help Desk at:

Email: [bwfworkprogramshd@wisconsin.gov](mailto:bwfworkprogramshd@wisconsin.gov)

Telephone: (608) 422-7900.

W-2 Policy questions should be directed to your Regional Office staff.

DCF is an equal opportunity employer and service provider. If you have a disability and need information in an alternate format, or need it translated to another language, please contact (608) 535-3665 or the Wisconsin Relay Service (WRS) – 711.

For civil rights questions call (608) 422-6889 or the Wisconsin Relay Service (WRS) – 711.

# Defining Domestic Abuse

## Domestic Abuse Definition

### Administrative Rule Department of Children and Families 101.15 (3)(a)

Domestic abuse. (a) Domestic abuse definition. For the purposes of this section, “domestic abuse” means any of the following acts that affect the individual and are engaged in by a spouse or former spouse, an adult with whom the individual has or had a dating relationship, an adult with whom the person has a child in common, an adult or minor family member, or an adult or minor with whom the person resides or formerly resided:

1. Physical acts that result in pain, illness, or injury.
2. Sexual abuse or sexual assault.
3. Threats of, or attempts at, physical or sexual abuse.
4. Emotional or mental abuse.
5. Verbal abuse.
6. Deprivation or destruction of physical or economic resources.
7. Neglect or deprivation of medical care.
8. Forced isolation.
9. Stalking or harassment.



## Severity Perspective: Physical Behaviors

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Not Very  
Severe

Extremely  
Severe



Twist or Squeeze Fingers

Trip

Pull Hair

Throw Out of the Door

Strangle

Tickle

Throw an Object at (Ex) Partner

Press on Pressure Point on Neck

Restrain

Push Partner's Face into Food

**Notes:**

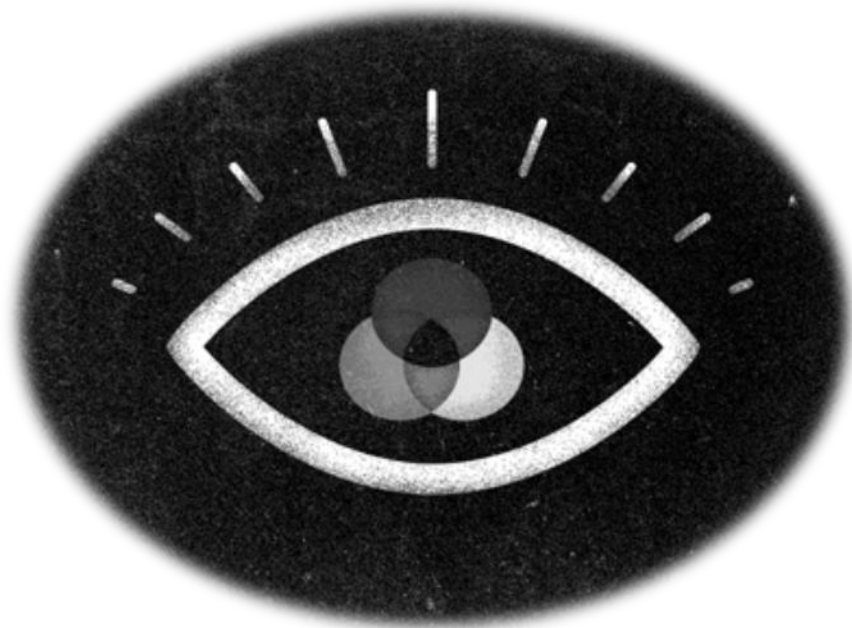
## What Shapes Our Perceptions?

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The messages we receive from our \_\_\_\_\_,  
\_\_\_\_\_, and \_\_\_\_\_.

Our own \_\_\_\_\_ and those of the people closest to us.

The \_\_\_\_\_ in which an incident occurs.



# Power and Control Wheel





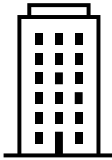


DOMESTIC ABUSE INTERVENTION PROGRAMS

202 East Superior Street  
Duluth, Minnesota 55802  
218-722-2781  
[www.theduluthmodel.org](http://www.theduluthmodel.org)

# Comings and Goings Activity

**Instructions:** Use the map below to help determine if you want to stay or move throughout the activity. Be sure to check off the boxes when you are instructed to use money or assistance.

<p><b>Home</b></p>  <p>You, Spouse, Children, Cat <i>(Free)</i></p>	
<p style="text-align: center;"><b>Relative's Home</b></p>  <p style="text-align: center;">You, Children, Cat <i>(1 assistance)</i></p>	<p style="text-align: center;"><b>Hotel</b></p>  <p style="text-align: center;">You, Children, Sneak in the Cat <i>(2 money)</i></p>
<p style="text-align: center;"><b>DV Shelter</b></p>  <p style="text-align: center;">You, Children, NO CAT <i>(1 assistance)</i></p>	<p style="text-align: center;"><b>Apartment</b></p>  <p style="text-align: center;">You, Children, Cat (extra money) <i>(3 money or 4 money with cat and 1 assistance)</i></p>
<p style="text-align: center;"><b>Money Available</b></p> <div style="display: flex; justify-content: space-around; align-items: center;"> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </div>	<p style="text-align: center;"><b>Assistance Available</b></p> <div style="display: flex; justify-content: space-around; align-items: center;"> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </div>

1. What power and control tactics did you hear the spouse use?
2. What were some decisions you made about your situation during this activity?
3. How did you feel while making decisions about your situation during this activity?
4. What did you notice about the decisions made by others?
5. How did it feel to watch others make choices you did not agree with?

### **Activity Takeaways**

Based on what you just experienced, what might be some reasons victims stay with, or go back to, their abusers?

What other obstacles might victims face when trying to leave an abusive situation?

In what ways can the W-2 program help with some of these obstacles?

*“Leaving an abusive relationship is not easy. On average, it takes a victim **seven** times to leave before staying away for good.”*  
(Robinson, 2013)

## Notes on Domestic Abuse Agency Services

## Severity Perspective: Economic Behaviors

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Not Very  
Severe

Extremely  
Severe



### Behaviors:

Causing (Ex) Partner to be Late for Work

Refusing to Help with Child Care

Filing a Retaliatory Restraining Order

Stalking or Harassing (Ex) Partner at Work or School

Evicting (Ex) Partner from House/Apartment

File False Accusations Against Partner in Order to have them Summoned to Court

Forging (Ex) Partner's Signature on Checks or Financial Documents

Stealing (Ex) Partner's W-2 Checks

Refusing to Pay Support

Accumulating Debt and then Declaring Bankruptcy

### Notes:

# **Economic Abuse**

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**Employment and Workplace**

**Finances and Credit**

**Child Support**

**Public Assistance**

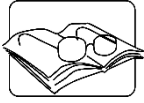
**Housing**

**Child Care**

**Education and Training**

**Legal Issues**

# Good Cause for Non-Cooperation with Child Support



W-2 Manual 15 Child Support

PTT Learning Center: Child Support Concepts for W-2 Workers

## Child Support Cooperation and Good Cause

The *Child Support Cooperation and Good Cause (5600)* flyer must be provided to W-2 applicants and participants:

- When they \_\_\_\_\_ for W-2;
- When a \_\_\_\_\_ is added to the W-2 Group;
- When a \_\_\_\_\_ leaves the W-2 Group;
- At a \_\_\_\_\_ / \_\_\_\_\_ for continued benefits; and
- If a participant \_\_\_\_\_ to his or her W-2 worker that the participant is experiencing circumstances that may meet the good cause criteria.

Individuals can complete a *Request for Privacy Protection (11376)* form with the Child Support Agency (CSA). This prohibits the unauthorized disclosure of information relating to:



- Paternity or support proceedings;
- Address, phone number, employer, or location information of one person to another person against whom a protective order has been entered; and
- When the CSA has reason to believe release of any location information may result in physical or emotional harm to a party.

# Child Support Policy Review Scavenger Hunt

**Instructions:** Use the Child Support Cooperation and Good Cause (5600) and Good Cause Claim (2019-E) documents, on the next five pages, to answer the following questions.

1. What might W-2 participants have to provide regarding the **parent** of any child in the W-2 group?
2. What might W-2 participants have to **attend** in order to cooperate with Child Support?
3. What does cooperating with Child Support help W-2 participants and their children **receive**?
4. Cooperating could result in what **type(s) of harm** to W-2 participants or their child(ren)?
5. Cooperation could make it **difficult** for W-2 participants to do what?
6. Name four types of **information** that can support a good cause claim to prove good cause.
7. W-2 participants have \_\_\_ calendar days to **provide supporting information**, and W-2 agencies have \_\_\_ calendar days to **decide** if there is good cause.
8. Who will **not be contacted** during the good cause claim decision process?
9. When can good cause be **requested or submitted**?



Wisconsin Department of  
Children and Families

## Child Support Cooperation & Good Cause

To receive Wisconsin Works (W-2), Wisconsin Shares, Caretaker Supplement (CTS), BadgerCare Plus (BC+), or Medicaid, you are required by law to cooperate with the W-2, county or Child Support Agencies (Wis Stats. s. 49.145(2)(f)1; 49.463, 49.775; 42 CFR § 433.147) The eligibility of children and pregnant women for Medicaid is not affected if you do not cooperate.

Any parent in a W-2 or Wisconsin Shares household must cooperate to receive W-2 services or Wisconsin Shares child care subsidies. If you need help understanding this form, you may request help from your local W-2, county or tribal human/social services, or Child Support Agency.

**Your safety is our priority. If you are worried for your safety, please tell your case worker and we can assist you. For immediate assistance, contact End Domestic Abuse WI: 608-255-0539**

### Your cooperation is important; it may help you and your children:

- Find the absent parent.
- Formally establish the identity of the absent parent.
- Establish rights to the absent parent's social security, veterans' benefits, pension, and inheritance.
- Receive child support and/or medical support payments to improve financial security.

### Cooperating with child support may mean any of the following:

1. Provide the name of a parent of any child on your application for assistance, and information to help find that parent.
2. Help get money or property owed to you or your child(ren).
3. Attend required court hearings and agency appointments, including possible genetic testing. If you have safety concerns about attending hearings or appointments, please tell your case worker and they can help you.
4. Report court ordered child support paid directly to you by the absent parent to your worker or Child Support Agency.
5. Provide information to help the State pursue a third party who may be liable to pay for medical care and services.

### What is Good Cause?

Good Cause means you have good reason for not cooperating with child support, such as safety concerns. If you want to claim Good Cause, tell your worker and you will receive a form. Let your worker know if you need help with the form.

DCF-P-5600 (N. 02/2023)



Wisconsin Department of  
Children and Families

## Child Support Cooperation & Good Cause

### You may have good reason for not cooperating:

**Below are situations where Good Cause may be granted:**

1. Your cooperation could result in physical or emotional harm to you or your child.
2. Your cooperation with child support makes it more difficult for you to escape domestic abuse or puts you at risk of further domestic abuse.
3. Your child was born as a result of incest or sexual assault.
4. A petition for the adoption of your child has been filed with a court.
5. You are working with an agency to help you to decide if you will place your child up for adoption.

### Your right to appeal a good cause decision:

If you are receiving W-2 services and do not agree with the agency's good cause claim decision, you can request a Fact Finding Review by writing your worker, or calling the agency, within 45 days of the decision date. A W-2 agency must accept phone requests and document the phone request using the Request for W-2 Fact Finding Review form.

If you are receiving BC+, Medicaid, CTS or Wisconsin Shares, and you do not agree with the decision, you may request a Fair Hearing by writing to the Department of Administration, Division of Hearings and Appeals within 45 days of the decision date.

Send your request to:

Division of Hearings and Appeals  
PO Box 7875  
Madison, WI, 53707-7875

Representation may be available through legal advocacy organizations.

The Department of Children and Families is an equal opportunity employer and service provider. If you have a disability and need to access services, receive information in an alternate format, or need information translated to another language, please call the Bureau of Working Families at (608) 535 - 3665. Individuals who are deaf, hard of hearing, deaf-blind or speech disabled can use the free Wisconsin Relay Service (WRS) - 711 to contact the department.

DCF-P-5600 (N. 02/2023)

### Good Cause Claim

Personal information you provide may be used for secondary purposes [Privacy Law, S. 15.04(1)(m), Wisconsin Statutes.]

This form will be used to decide good cause under Wis Admin Code s. DCF 102.06.

**Your safety is our priority. If you have concerns about your safety or the safety of your children, please let your agency or case worker know.**

The purpose of this form is for you to tell us about your situation and how it prevents you from working with the Child Support Agency.

The Wisconsin Works (W-2), BadgerCare Plus, Medicaid or Child Care agency may decide you have good cause in the following situations:

1. Working with the Child Support Agency could cause physical and/or emotional harm to your child, including child kidnapping;
2. Working with the Child Support Agency could cause physical and/or emotional harm to you, including domestic abuse;
3. Working with the Child Support Agency would make it harder for you to escape domestic abuse or risk further domestic abuse;
4. A petition for the adoption of your child has been filed with a court;
5. You are working with an agency that is helping you decide whether to place your child up for adoption;
6. Your child was born as a result of incest or sexual assault.

### SUPPORTING INFORMATION

If you would like to claim good cause for one of the reasons listed above, you will have to provide the agency with information that supports your claim within 20 days from the date you return this form to them. The agency can give you more time if it is hard to get this information.

The following are examples of items you can use to support your claim:

1. A signed statement from someone who knows of the events, including but not limited to, a friend, neighbor, clergy, social worker, or medical professional;
2. A written statement from a public or private agency confirming that they are helping you decide whether to place your child up for adoption;
3. Court or other records which show that a petition for adoption of the child has been filed;
4. Medical records or written statements from a mental health professional about the emotional health history, current emotional health status, or expected health outcome of the parent or child;
5. Court, medical, criminal, child protective services, social services, psychological, or law enforcement records which indicate that the other parent might inflict physical or emotional harm on you or your child;
6. Birth certificates, medical, or law enforcement records which show that the child was conceived as the result of incest or sexual assault;
7. Any other information that supports your claim.

If the information you give to the agency is not enough to decide if you have good cause, The Wisconsin Works (W-2), BadgerCare Plus, Medicaid or Child Care agency will tell you what other information you need to give them and can help you get the information if needed.

If you don't have documentation to support your claim, the agency may still be able to decide if you have good cause after reviewing your claim. The agency may decide to further research any good cause claim, and they may need your help in the review process.

**The safety of you and your child(ren) is our priority. The agency will not contact the other parent under any circumstances until a decision about your good cause claim has been made.**

#### **DECISION**

The W-2, county or tribal human/social services agency **will decide within 45 days** if you have good cause based on the information you provided and will contact you with their decision immediately.

W-2 services, Caretaker Supplement, Wisconsin Shares Child Care, BadgerCare Plus or Medicaid cannot be denied, delayed, reduced, or stopped while good cause is being decided.

If the agency decides you have "good cause" for not cooperating, they will tell the Child Support Agency of the decision and direct them to:

1. Take no further action to decide paternity, collect child support, or collect medical support from third parties who may be legally responsible for medical support; or
2. Attempt to decide paternity, collect child support, or collect medical support from third parties who may be legally responsible for medical support without your cooperation, **ONLY** if this can be done without risk to you or your child(ren).

If the agency decides you do not have "good cause" for not cooperating with child support, you have 10 days from the day the agency tells you its decision to:

- withdraw your good cause claim and begin cooperating with child support;
- withdraw your program application or ask that your case be closed;
- request a review of the agency's decision.

#### **NEXT STEPS**

1. Return this form to the agency in person, by mail, or uploaded into ACCESS for a decision to be made on good cause.
2. Then, gather the information to prove good cause. You have 20 days, from the date you return this form, to give this information to the W-2, county, or tribal human/social services agency.

**I certify that my good cause claim is based on fact, to the best of my knowledge.**

I understand that giving false information will cause this claim to be denied. I hereby claim "good cause" for the following reasons:

[Redacted]

**PRINT NAME** – Participant  
[Redacted]

<b>SIGNATURE</b> – Participant (or Telephonic Signature Interaction ID for W-2 only) [Redacted]	<b>Date Signed</b> [Redacted]
--	----------------------------------

**FOR OFFICE USE ONLY** – W-2, County or Tribal Human/Social Services Agency Name  
[Redacted]

<b>SIGNATURE</b> – Agency Representative [Redacted]	<b>Date Signed</b> [Redacted]
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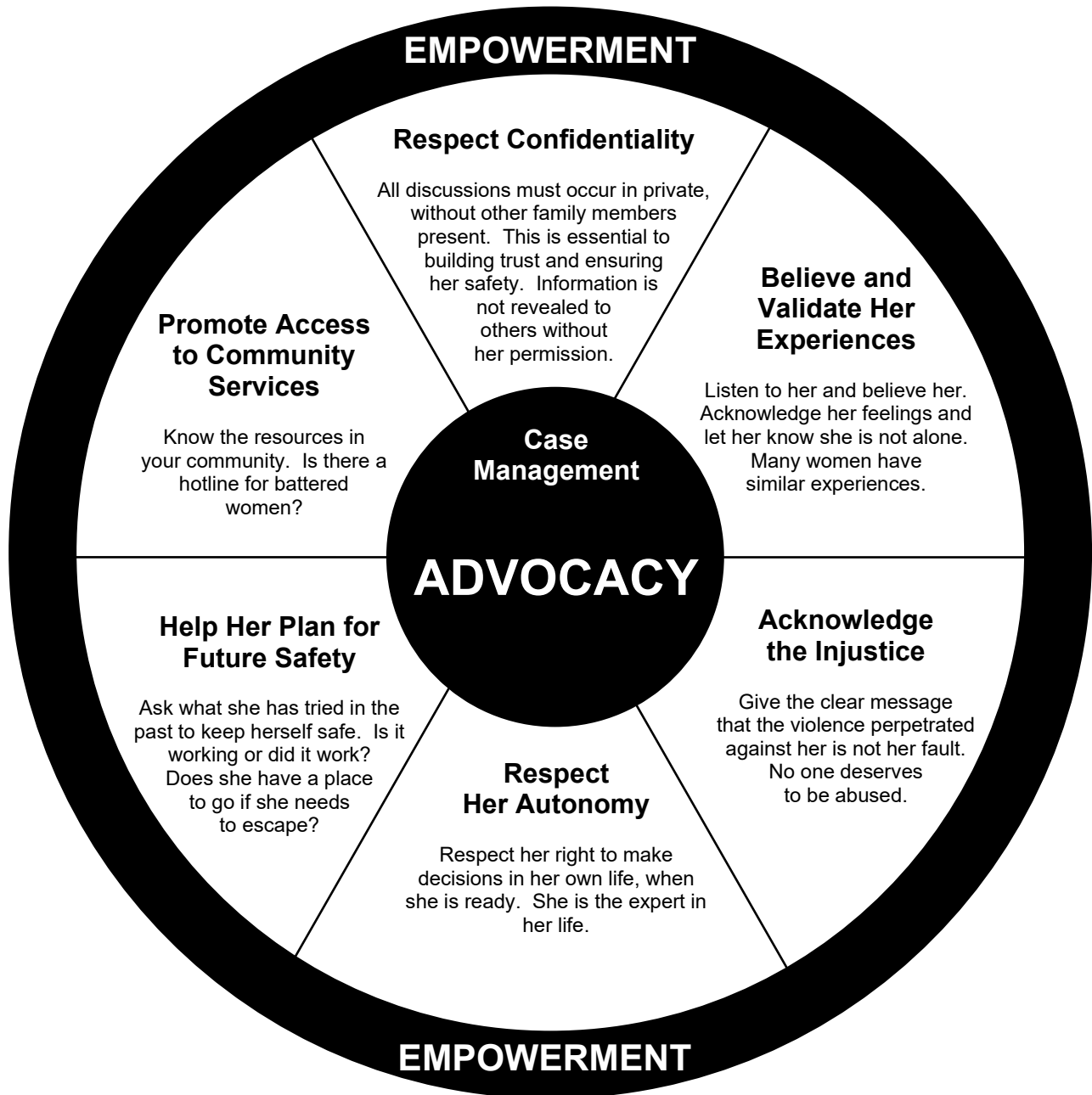
Original: Case Record

Copy: Child Support Agency

Copy: Participant

**RETAIN COMPLETED FORM IN CASE RECORD**

# Case Management Advocacy



**Adapted from**  
"The Medical Empowerment Wheel"\*  
Developed by the Domestic Violence Project  
Kenosha, WI  
\*Based on the "Equality Wheel"  
Developed by Domestic Abuse Intervention Programs  
202 E. Superior St., Duluth, MN 55806 218-722-2781

**Used with permission from:**  
The Domestic Violence Project  
and  
Domestic Abuse Intervention Programs

# **Case Management Advocacy Wheel**

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Give an example of how you might apply these best practices.

## **Respect Confidentiality**

## **Believe and Validate Experiences**

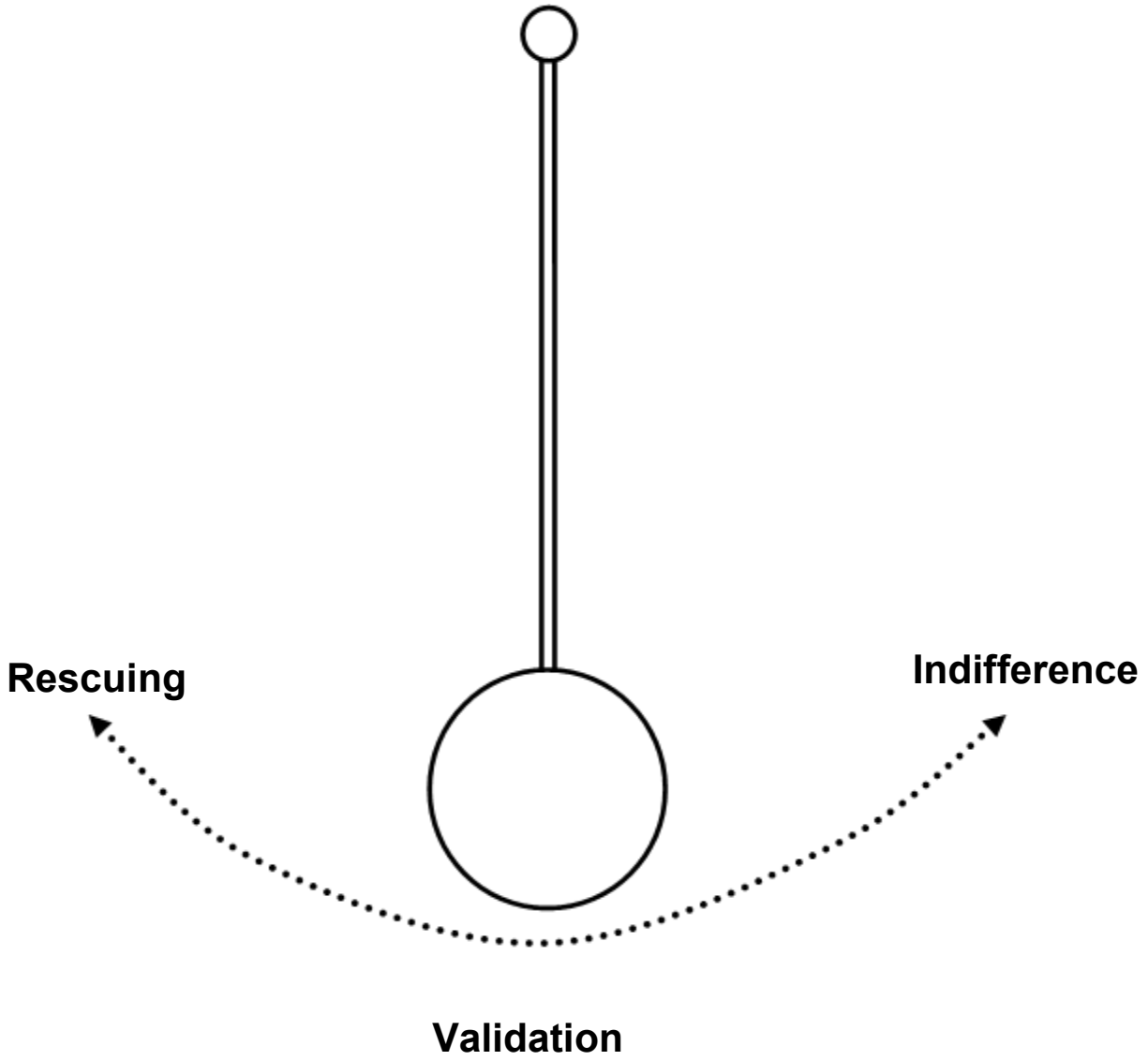
## **Acknowledge the Injustice**

## **Respect Autonomy**

## **Help Plan for Future Safety**

## **Promote Access to Community Resources**

# Validating Responses



## **Response Implications**

***Rescuing***

***Indifference***

***Validation***

# Domestic Abuse Agencies

## Types of Advocates



## Notes on Confidentiality

## Referring W-2 Participants

My Local Domestic Abuse Agency:



## Referral Methods

<b>Referral Methods:</b>	<b>Benefits and Unintended Consequences:</b>
• Posters with tear-offs	▪
• Brochure inside orientation folder	▪
• Brochures on your desk	▪
• Flyers in the lobby	▪
• Business cards	▪
• Calling the domestic abuse agency	▪
• Community resource guide	▪
•	▪
•	▪
•	▪
•	▪
•	▪

## Case Management Advocacy – Key Points

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Be aware that each victim's \_\_\_\_\_ are unique.

Be a source of \_\_\_\_\_, complete information about victim responsibilities, \_\_\_\_\_, and \_\_\_\_\_ available.

Be \_\_\_\_\_. Do not pass judgment on victims who leave, or those who decide not to.

Use \_\_\_\_\_ to show support without necessarily agreeing with the participant.

Be \_\_\_\_\_. Victims have cultural and religious dynamics in their life that may make it difficult for you to empathize with their situation.



## The Brick Wall Activity

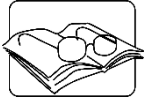
The lack of support from professionals in the community can discourage a victim from seeking additional help, making his or her choices more difficult.

After experiencing the Brick Wall activity, work with a partner to answer these questions.

What could the W-2 worker have done differently?

How could the W-2 program or worker inadvertently re-victimize a victim?

# Suspicion or Disclosure of Abuse



W-2 Policy Manual 5.6.2 Domestic Abuse and Sexual Assault Services  
Information and Referral

## Warning Signs

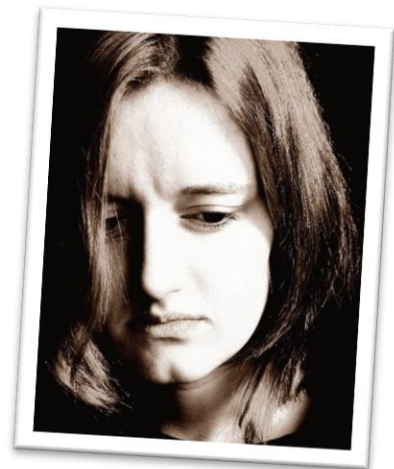
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### Leah's Story

**Initial Appointments...**Leah brings her partner, Austin, to her eligibility appointment. As Leah is trying to find a piece of verification, Austin makes a comment that this is typical and Leah would lose her head if it wasn't attached. Every so often, Austin answers some of the questions for Leah. When asked about assets, Leah mentions that Austin lets her use his bank account as needed for cashing checks or saving money. She borrows a car from her parents. Austin mentions that Leah's parents always seem to have strings attached with borrowing the car, so he tries to drive her whenever possible. For the most part, Leah is pretty quiet during the appointment and answers questions as needed with short answers.

Leah attends her placement appointment virtually from home. Austin is not home at this time. Leah is in a good mood and tells you that Austin plans to take her to dinner tonight to celebrate that she is trying something new. In discussing her employment history, Leah mentions she left her last job to move closer to Austin. Leah says Austin said it was too hard to be an hour apart. Leah seems to struggle with goal setting during EP development, and often starts her response with, "Austin thinks...". When it comes to activity assignment, Leah wants assurances that she can be home by five every night to start dinner for Austin and the kids.

**How can identifying these warning signs benefit you as a worker?**

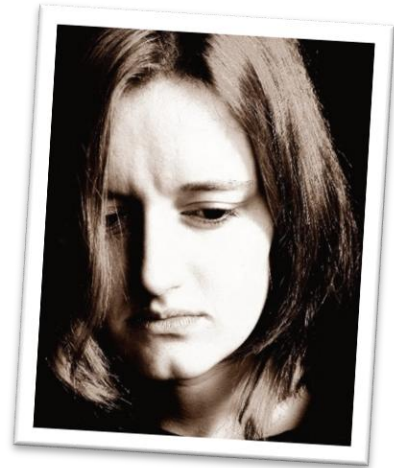


## Leah's Story

**A Few Weeks Later...**Leah reports that she enjoys the agency workshops. She is excited that a friend of hers also attends the workshops because she has hardly seen this friend since she started dating Austin. You notice that Leah doesn't seem to have any clothes that fit well, and offer her a Goodwill voucher for some interview clothes. Leah gladly accepted. However, Leah returns the voucher at her next appointment, stating she and Austin couldn't find anything that was appropriate.

When it comes to job search, Leah follows through with most of the job leads the Job Developer gives her. The Job Developer reports Leah always seems to take an interest in all leads, and even asks good questions, such as, "What is the ratio of men to women employees?" and "Are you ever required to work past your scheduled shift?" When asked about missing a couple job interviews, Leah says one time Austin had promised to watch the kids but never showed up, and another time she couldn't find her car keys. Austin was able to find them right away, but it was too late. Leah says she feels like she is losing her mind some days.

**How can identifying these warning signs benefit you as a worker?**

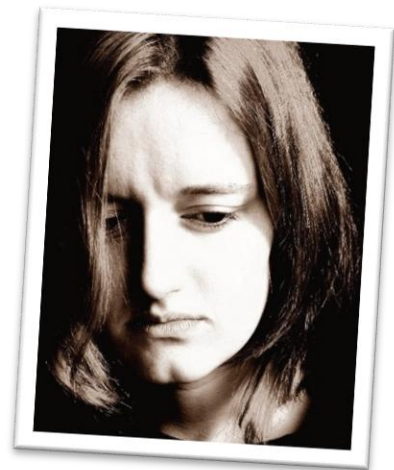


## Leah's Story

**A Few Months Later...** Leah has been learning new skills at a local worksite. The supervisor reports Leah is a great worker most of the time. On the days Leah has to work the earlier shift, she is often late or extremely tired. The supervisor also mentions that Leah isn't very social at work and always has her cell phone with her. When you ask Leah about this, she says she thought she was late only a few times. She says the early shifts are hard because she is often up most of the night trying to give Austin more attention. And in the mornings, she is trying to spend more time making breakfast because her kids have been calling her a bad cook. When asked if she is making some new friends at the worksite, Leah says most of the workers there are just a bad influence anyway.

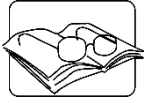
During a recent appointment, you noticed Leah watching the time a lot. She said Austin was waiting for her, and she hopes to pick up some job applications if they have time after running all of Austin's errands. While Leah was talking, you noticed she was wearing a sweatshirt even though it was a hot summer day. You also noticed some bruising around Leah's wrist. When you mentioned this, Leah said it was a misunderstanding. Austin saw her talking to Rick after work and he didn't realize Rick was just asking a work-related question. Austin just gets a little jealous sometimes. Then, Leah gushed over the new necklace Austin bought her.

**How can identifying these warning signs benefit you as a worker?**



# Participant Barriers Domestic Abuse Questions

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## W-2 Manual 5.6.1 Domestic Abuse Screening

Display next section?

Please read the following to the participant:

We are speaking with all families about safety and relationships because we want to address any potential challenges that may prevent you from being able to work. This information will be kept confidential. If you are uncomfortable with answering any of the questions, just let me know and we will move on to the next question.

Is someone hurting you, your children, your other family or friends, or your pet(s)?

Refused

List some best practices from the video:

What potential power and control tactics did the Case Manager hear or see?

How might you bring these up in conversation with the W-2 participant?

What might be your next steps in working with this W-2 participant?

## **Suspicion or Disclosure of Abuse Best Practices**

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1. Call your local Domestic Abuse Agency and become knowledgeable about the services they provide. Ask for brochures or posters for your office.
2. Explain the W-2 program's confidentiality policy.
3. Consider having information about domestic abuse visible in your office or cubicle.
4. Speak his or her language by using the same terminology – such as controlling or abuse, victim or survivor, etc.
5. Follow up on referrals given to participants.
6. Be open to appropriate non-participation good cause.
7. Explore with participants support groups or counseling that they already may be attending – such as AODA; counseling with child(ren); parenting skills.
8. If a participant is working with a Domestic Abuse Agency, determine if activities he or she is already engaged in, or that the agency offers, qualify as approved W-2 activities.
9. Don't duplicate services – if a participant already is participating in a qualifying activity with another agency, don't require participation in an identical or similar workshop elsewhere.
10. Develop an individualized Employability Plan (EP) based on assessment information.
11. Focus on other program and personal goals.
12. Frequently revisit activities and goals.
13. Provide accommodations as needed.

## Severity Perspective: Emotional Behaviors

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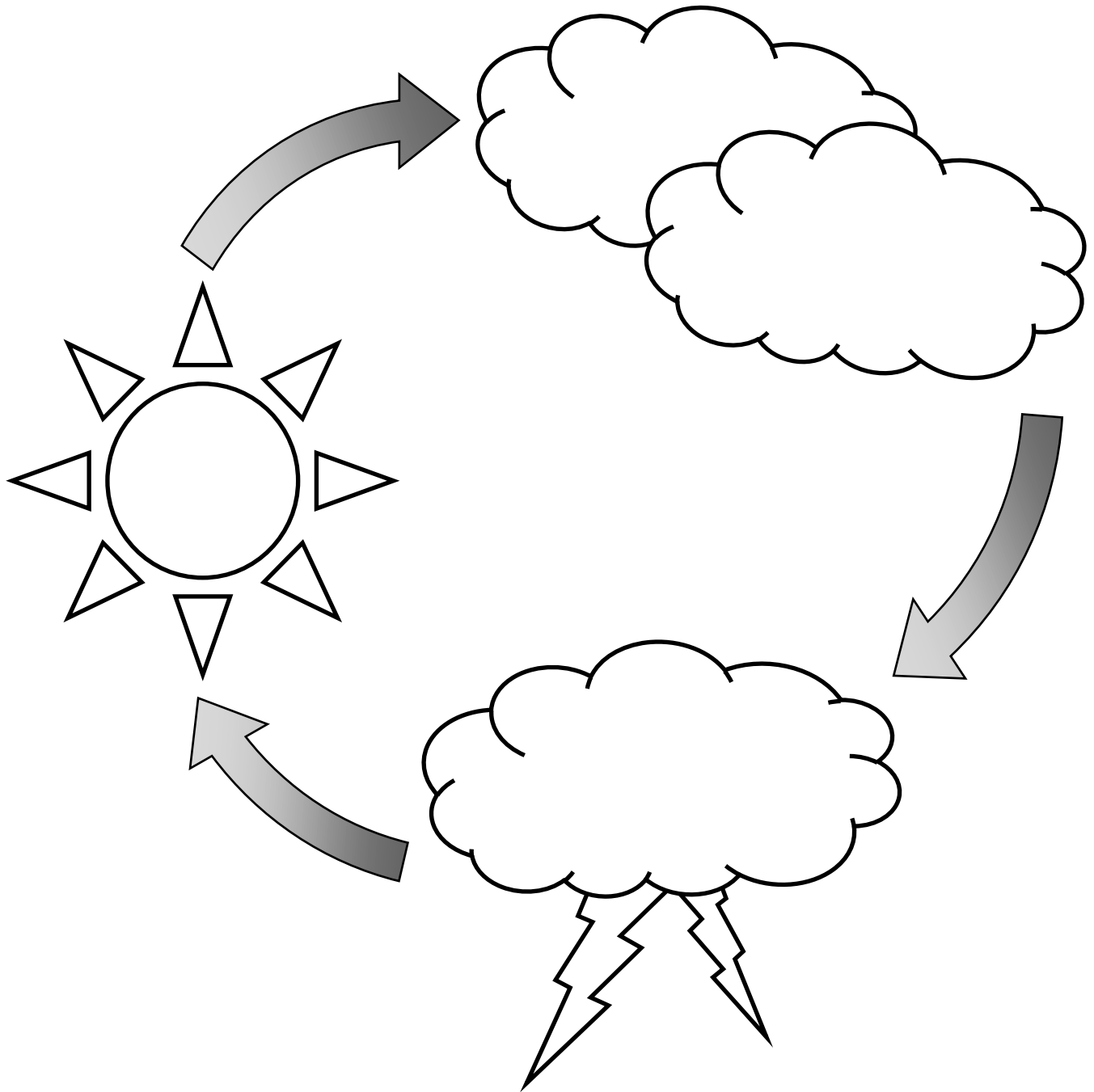
### Behaviors:

- Call Partner Useless
- Insult Partner's Parenting
- Silent Treatment
- Destroy Cherished Photos
- Blame Partner for All the Problems
- Tell Partner They Can't Do Anything Right
- Call Partner Ugly
- Bring Up Partner's Past
- Belittle Partner's Opinions
- Ignore Partner's Suggestions

### Notes:

# The Cycle of Violence

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## **Cycle of Violence Video – Part 1**

What might a victim do to try to prevent an explosion?

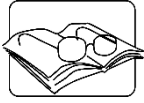
How does this cycle help explain why someone might stay in a relationship, knowing the cycle will repeat?

## **Cycle of Violence Video – Part 2**

In what ways do the phases affect ongoing case management and safety planning?

How could this outcome impact the case management relationship?

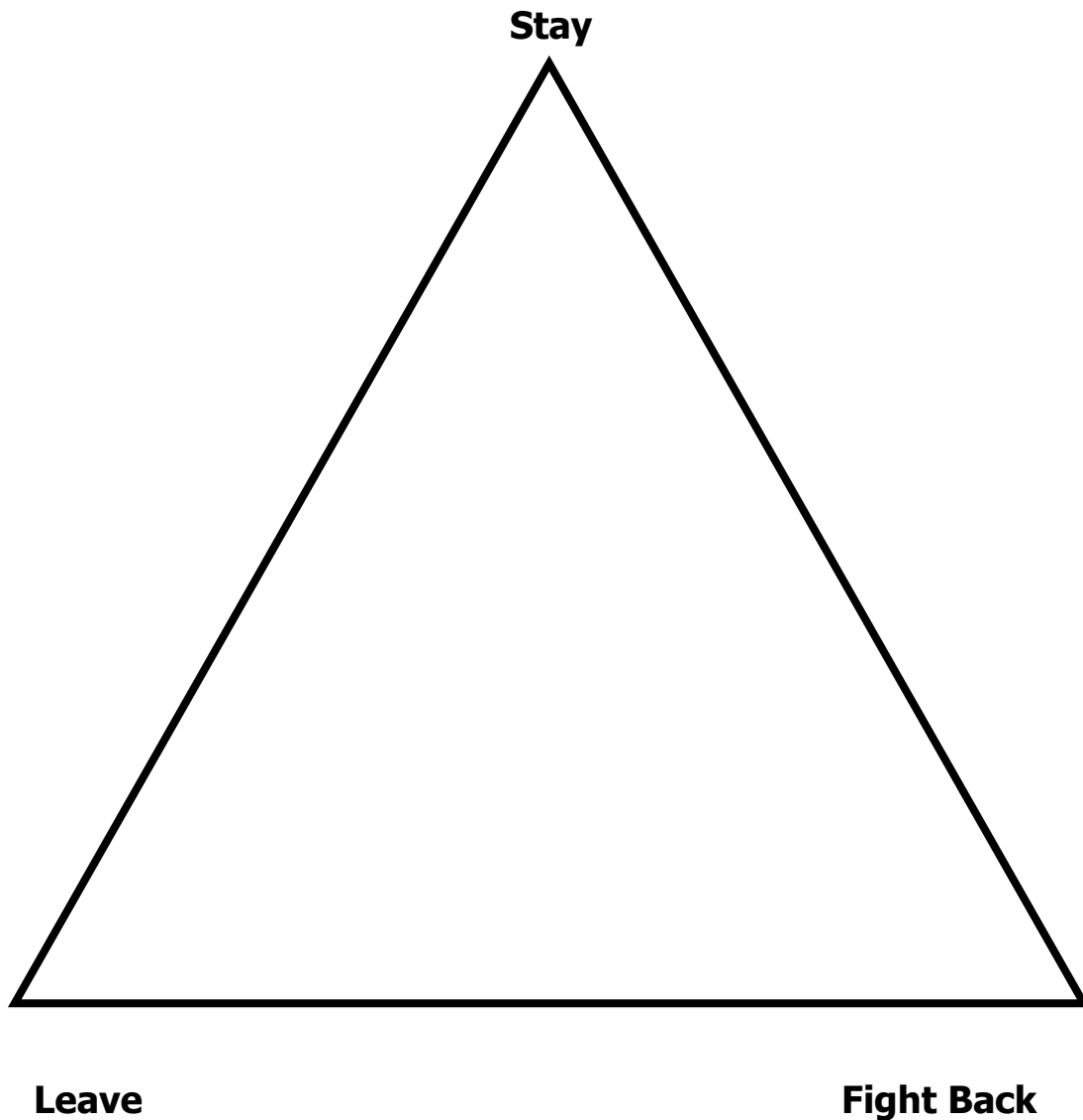
# Safety Planning



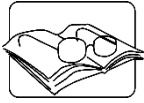
W-2 Manual 5.6.3 Work Place Safety for Domestic Abuse Victims  
W-2 Manual 4.5.2 Making a W-2 Case Confidential

## Choices Triangle

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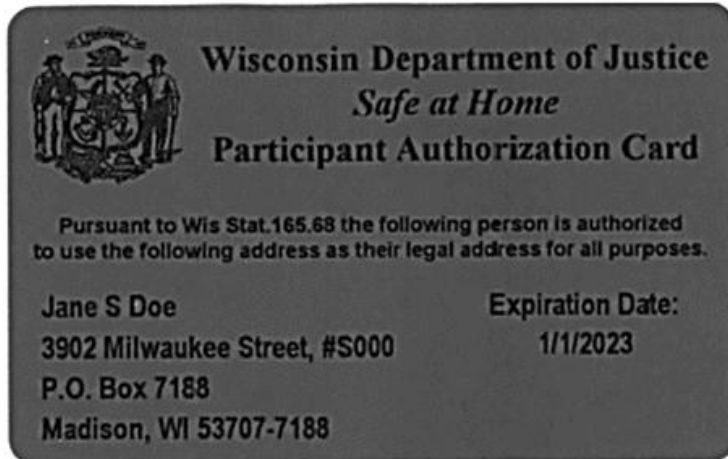


# Safe at Home Program

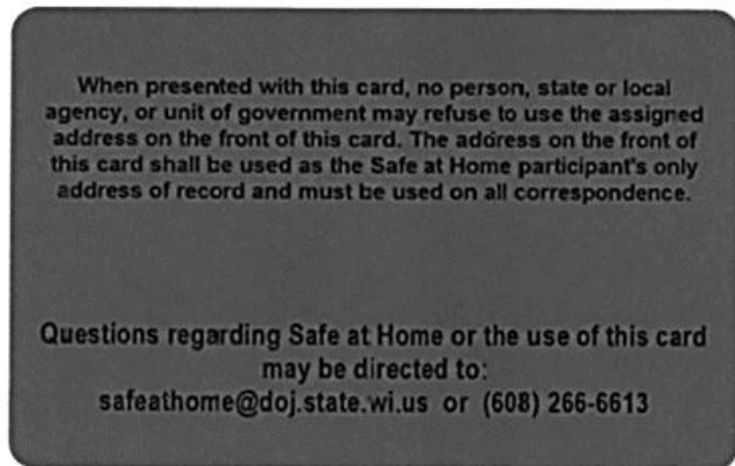


BWF Operations Memo 18-J8

## FRONT



## BACK



What are some W-2 case management considerations of the Safe at Home program?

- 1.
- 2.
- 3.
- 4.

## Severity Perspective: Stalking Behaviors

---



### Behaviors:

- Watch Partner from a Distance
- Threaten Ex-Partner's Friends and Family
- Call or Text Ex-Partner Constantly
- Send Threatening Messages through Social Media
- Look through Partner's Mail/Email
- Send Flowers to Ex-Partner
- Show Up at Partner's Appointments
- Watch Ex-Partner from a Distance
- Use GPS App to Track Partner
- Enter Ex-Partner's Home when They Aren't There

### Notes:

## Statistically Speaking

Between 21-60% of victims of domestic violence lose their jobs due to reasons stemming from the abuse.

An average of 20 people are physically abused by intimate partners every minute.

1 in 7 women and 1 in 18 men have been stalked by an intimate partner in their lifetime.

Women who leave their batterers are at a 75% greater risk of being killed by their batterer than those who stay.

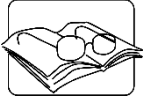
A majority of physical abuse is committed by dating partners rather than spouses.

A 7 out of 10 psychologically abused women display symptoms of PTSD and/or depression.



## Accommodations

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W-2 Manual 5.6.3 Work Place Safety for Domestic Abuse Victims

## Employability Plans: Activity Assignment Considerations

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### Scenario 1 – Saria

Saria is assigned to a worksite at the library. She is scheduled to work from 9-11 am every weekday. Saria rides the bus to her worksite. The bus drops her off at the nearest bus stop at 8:45 am and it is a 10-minute walk to the library. Saria then waits outside for the library to unlock the doors right at 9:00 am.

- What possible safety concerns exist for this activity?
  
- What accommodations could you provide to mitigate the safety concerns?

### Scenario 2 - Jayla

Jayla is assigned to help at the front desk at the W-2 agency. She typically works on Mondays and Wednesdays from 10:00 am – 12:00 pm and on Tuesdays and Thursdays from 1:30 – 3:00 pm. At times, all staff are in appointments and Jayla is at the desk by herself. The front windows of the building have a direct view of the front desk and lobby. Jayla reports that her ex walks by the building, looking in the window quite regularly. A few times, he even came in acting as if he wanted to use a computer for job search.

- What possible safety concerns exist for this activity?
  
- What accommodations could you provide to mitigate the safety concerns?

### **Scenario 3 - Maya**

Maya is assigned to a work experience at her county's Boys & Girls Club as an after-school recreation assistant. Maya drives her own vehicle to the Club location, which is 15 minutes from her house. She loses cell phone reception each day about halfway to the worksite, and she has no cell phone service at all inside the building. Maya's girlfriend likes to check in with her frequently and know where she is at all times. Her girlfriend also insists Maya be home by 6:00pm each day to make dinner for the family.

- What possible safety concerns exist for this activity?
  
- What accommodations could you provide to mitigate the safety concerns?

### **Scenario 4 – Trinity**

Trinity is planning to leave her abuser. She has some activities listed on her EP in preparation for this, such as domestic violence counseling appointments at her local women's shelter, financial literacy classes at the tech school, and a DV family support group at the library. Her EP lists the specific details for each of these activities, including the description, location, contact person's name & number, and days and times she is scheduled to attend. Trinity's abuser knows the login information for her online ACCESS account and MyACCESS mobile app.

- What possible safety concerns exist for this activity?
  
- What accommodations could you provide to mitigate the safety concerns?

## **Employability Plans: Goal Considerations**

---

### **Primary Employment Goal, Secondary Employment Goal, and Long Term Career Goal**

- Self-sufficiency -
  
- Work environment -

### **Other Program Goal**

- 
  
- 

### **Personal Goal**

- 
  
-

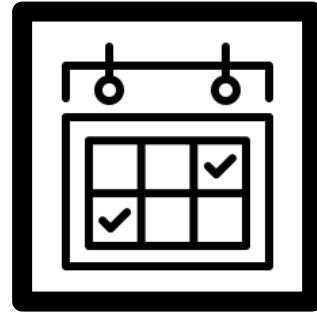
## Employability Plans: Other Considerations



Shorter  
Timeframe



Resource  
Deadlines



Layered  
Dates



Down  
Time



Achievable  
Hours



Flexible  
Hours

# Texts from Your Partner Activity

*No one deserves to be abused*



## Accommodations for Victims of Domestic Abuse

## Additional Points to Remember

## Additional Accommodations to Consider

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What accommodations can you provide outside of EP development?

1. Review child support \_\_\_\_\_ policy regularly and the good cause options.
2. Offer a \_\_\_\_\_ space for the participant and the FEP to meet.
3. \_\_\_\_\_ notices in CWW so the abuser cannot intercept the mail.
4. Use a \_\_\_\_\_ of contact that is safe for the participant.
5. Safe options for the participant to access \_\_\_\_\_ information you provide.
6. Shorter, more \_\_\_\_\_ appointments.

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**Clues:**

*method*

*referral*

*cooperation*

*private*

*frequent*

*suppress*

---

# Wrap Up



Defining Domestic Abuse



Case Management Advocacy



Suspicion or Disclosure of Abuse



Safety Planning



Considerations

## Sentence Prompts

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I learned...

I feel...

I was surprised...

I'm wondering...

I re-discovered...

I appreciate...

I...

## Summary

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**Domestic abuse should not happen to anyone. Ever. Period.  
But it does.**

When a W-2 participant exhibits signs of domestic abuse or reveals he or she is in an abusive relationship, now or in the past, we have a responsibility to take appropriate action to ensure his or her safety and help him or her overcome barriers so that he or she can become self-sufficient. We should never lose sight of the fact that most victims want to work and support themselves and their families.

Remind domestic abuse victims that domestic abuse is never okay, and that they are not alone. W-2 is a program that allows flexibility to overcome barriers and obtain self-sufficiency. Our current and future partnerships with local domestic abuse agencies are a critical factor in achieving these goals.

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Wisconsin Coalition Against Domestic Violence (WCADV). (2000). *Why Does She Stay? Scenario II: Younger Victim with Children (Comings and Goings)*. Madison, WI: WCADV. Comings and Goings activity adapted with permission.

Wisconsin Department of Justice. (2018). *Safe at Home: Wisconsin's Address Confidentiality Program*. Retrieved from <https://www.doj.state.wi.us/ocvs/safe-home>

# Resources

**Domestic Violence Fact Sheet. Access to HHS-Funded Services for Immigrant Survivors of Domestic Violence.**

<https://www.hhs.gov/civil-rights/for-individuals/special-topics/national-origin/domestic-violence/index.html>

Additional information on resources and prima facie forms for qualified non-citizens who are victims of abuse.

**End Domestic Abuse Wisconsin:  
The Wisconsin Coalition Against Domestic Violence**

1245 E. Washington Ave., Suite 150

Madison, WI 53703

Phone: 608-255-0539

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

Find Wisconsin statistics and locate domestic abuse agencies in your area.

**Futures Without Violence**

<https://www.futureswithoutviolence.org/get-updates-information-covid-19/>

Find resources for safety and support during COVID-19.

**National Center on Domestic and Sexual Violence**

[http://www.ncdsv.org/publications\\_wheel.html](http://www.ncdsv.org/publications_wheel.html)

Find a variety of wheels adapted from the Power and Control wheel model that are inclusive of many populations.

**National Coalition Against Domestic Violence (NCADV)**

Phone: 303-839-1852

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

Find national and state statistics, culture specific resources for victims, and resources for male victims.

**National Network for Immigrant and Refugee Rights**

Phone: 510-465-1984

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

**National Resource Center on Domestic Violence**

Phone: 800-537-2238

[www.nrcdv.org](http://www.nrcdv.org) and [www.vawnet.org](http://www.vawnet.org)

### **Sojourner Family Peace Center**

619 W. Walnut St.  
Milwaukee, WI 53212  
24-Hour Hotline: 414-933-2722  
Phone: 414-276-1911  
[www.familypeacecenter.org](http://www.familypeacecenter.org)

### **Stalking Resource Center (A Program of The National Center for Victims of Crime)**

Phone: 855-484-2846  
[www.victimsofcrime.org/our-programs/stalking-resource-center](http://www.victimsofcrime.org/our-programs/stalking-resource-center)

### **Technology Safety**

[www.techsafety.org](http://www.techsafety.org)  
Resources exploring technology in the context of domestic violence, including a tech safety app. Managed by the Safety Net Project at the [National Network to End Domestic Violence](#) (NNEDV).

### **VINE**

Phone: 866-277-7477  
<https://vinelink.com/#state-selection>  
VINE is a free, secure, and confidential way to access custody status and criminal case information. Victims can register for notifications and stay informed.

- Wisconsin VINE: 888-944-8463, <https://vinelink.vineapps.com/state/WI/ENGLISH>

### ***Why Does He Do That?: Inside the Minds of Angry and Controlling Men***

By: Lundy Bancroft (2002)  
In this groundbreaking book, a counselor who specializes in working with abusive men shows you how to improve, survive, or leave an abusive relationship.

### **Wisconsin Department of Justice**

<https://www.doj.state.wi.us/ocvs/safe-home>  
Find information on the Safe At Home program, including enrollment information and a list of agencies by county with designated Application Assistants.

## Hotlines

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### **Hmong Domestic Violence Hotline**

877-740-4292

<https://hawamke.wordpress.com/>

### **The National Domestic Violence Hotline**

800-799-7233 (SAFE)

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

*Includes online chat services.*

### **National Sexual Assault Hotline**

800-656-4673 (HOPE)

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

*Includes online chat services.*

### **988 Suicide & Crisis Lifeline**

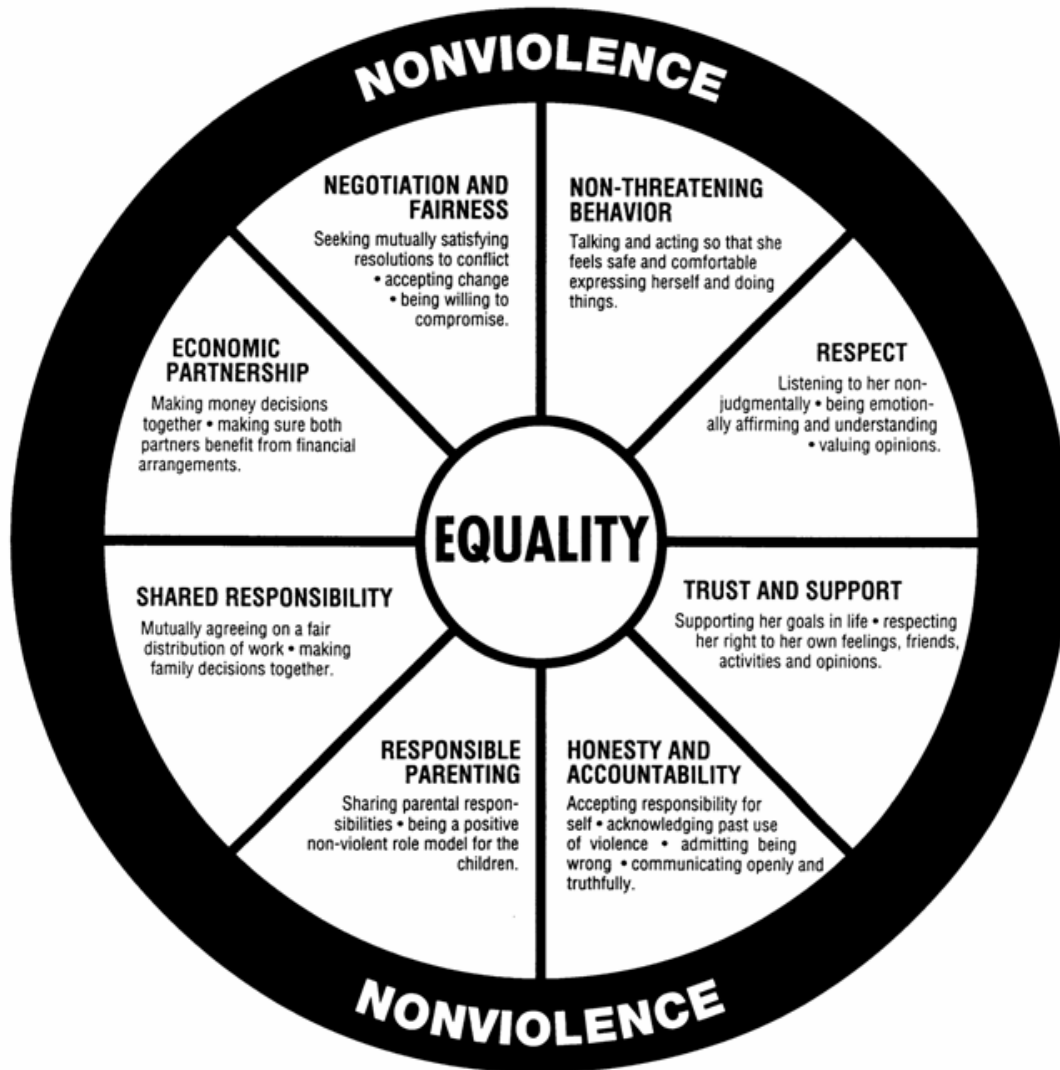
Dial 988 from any phone

<https://988lifeline.org/>

*Includes online chat services.*

# Appendix

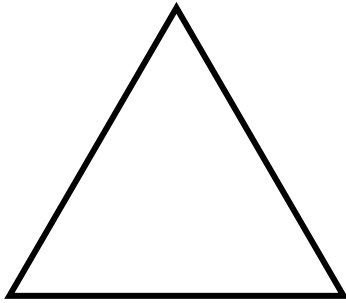
## Appendix A – Equality Wheel



Domestic Abuse Intervention Project  
202 E. Superior St.  
Duluth, MN 55802  
218-722-2781  
<https://www.theduluthmodel.org>

## Appendix B - Wrap Up for Days 1-3

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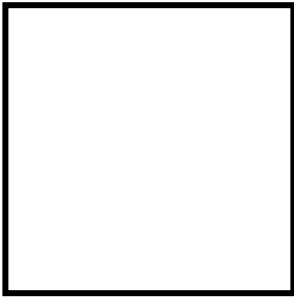


**Three important points:**

Day 1:

Day 2:

Day 3:

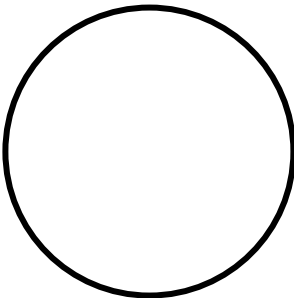


**Points that square with you:**

Day 1:

Day 2:

Day 3:



**Anything still circling around:**

Day 1:

Day 2:

Day 3: