

# **Domestic Abuse Awareness for W-2 Staff - Virtual Classroom**

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## **Purpose**

Participants will recognize the signs and impact of domestic abuse.

## **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.
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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



### Behaviors:

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:

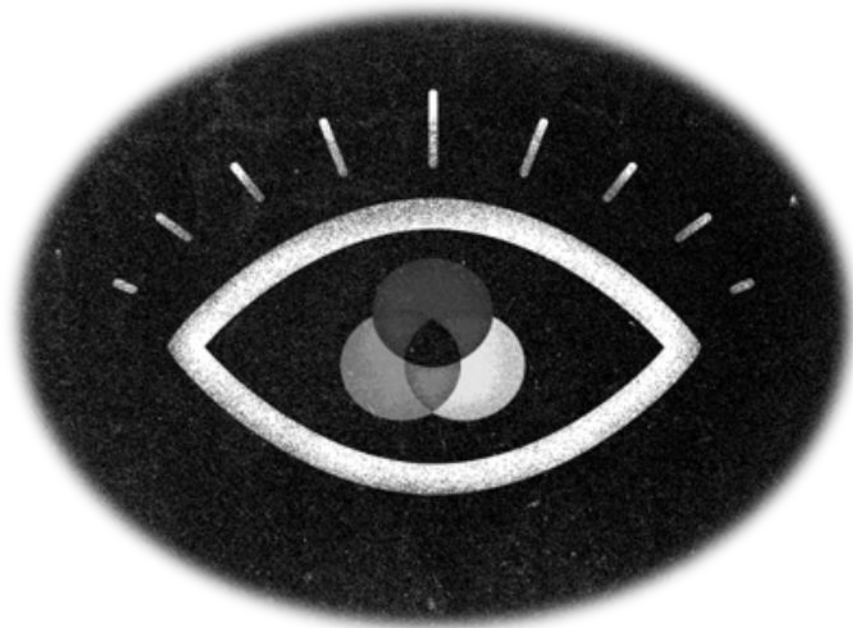
## What Shapes Our Perceptions?

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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)

## Severity Perspective: Economic Behaviors

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### 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**

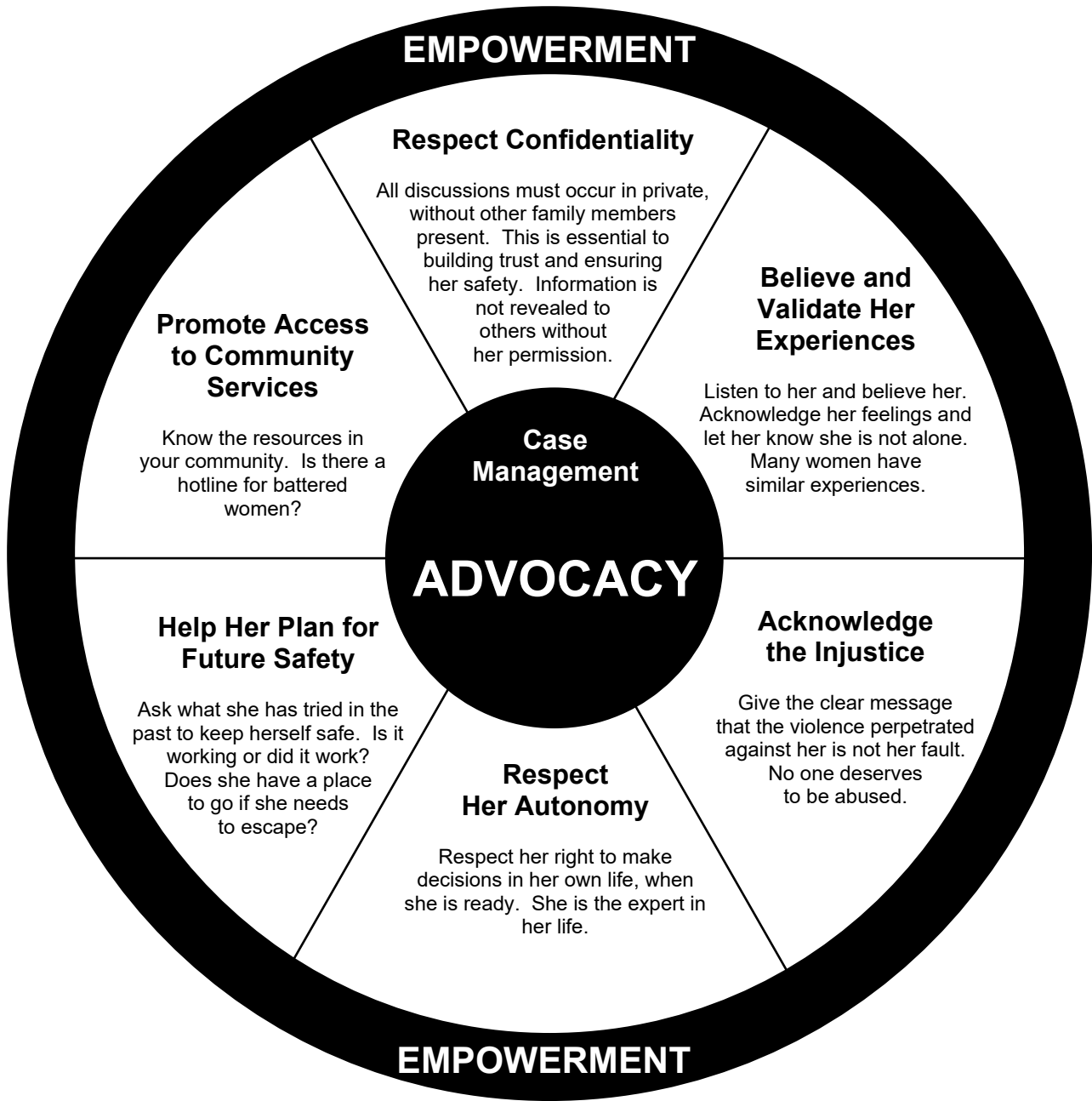
**Housing**

**Child Care**

**Education and Training**

**Legal Issues**

# 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**

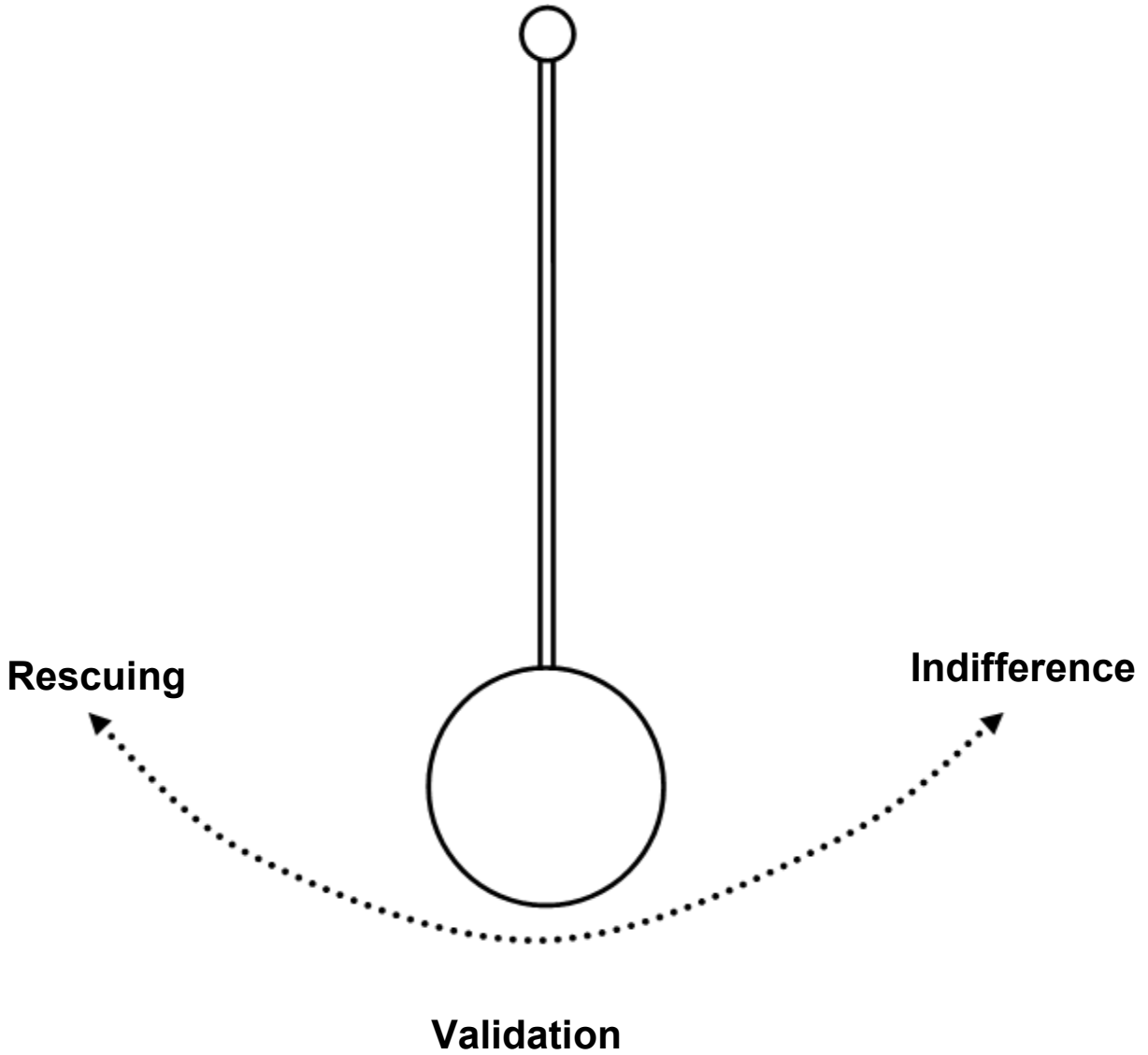
## **Acknowledge the Injustice**

## **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 Agency Services

## Notes on Confidentiality

## Referring W-2 Participants

My Local Domestic Abuse Agency:



**What are some ways to provide participants information about domestic abuse services?**

## 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.

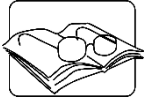
Be \_\_\_\_\_. Do not pass judgment on victims who leave, or those who decide not to.

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.



# Suspicion or Disclosure of Abuse



W-2 Policy Manual 5.6.1 Domestic Abuse Screening

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

## Warning Signs

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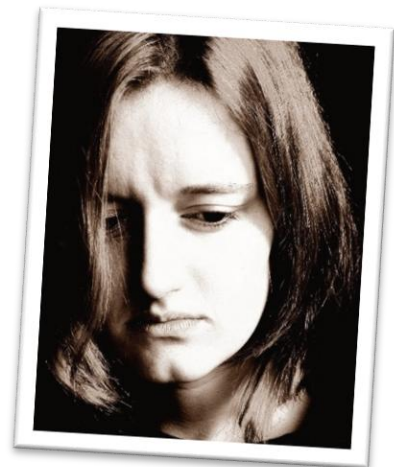
### Leah's Story

#### W-2 Application – Resource Appointment

Leah is applying for W-2. She arrives 15 minutes late for her appointment with the Resource Specialist (RS), hustling frantically to the front desk. The receptionist tells her they have an opening in 15 minutes if she can wait. She asks, "About how long will the appointment take?" The receptionist tells her this initial appointment will probably last about 15-30 minutes. She hesitantly agrees to stay. The receptionist suggests Leah take a seat and hang up her coat since it is 90 degrees outside. She takes a seat, but her coat and sunglasses remain on. While waiting, she continues to look at the clock and then outside while texting someone.

The RS calls Leah in for the appointment. The RS explains that this appointment to gather some information and then to get her scheduled to meet with a FEP tomorrow. Leah asks, "Why can't this get finished today?" The RS explains the W-2 timeframes and asks if she would like to continue. She says yes, but to please hurry because her ride will be there shortly. During the appointment, Leah's phone dings constantly from inside her pocket with a series of alerts. Leah flinches each time this occurs. When the appointment is over, Leah gets up and leaves before RS can give her the appointment notice for the next day.

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



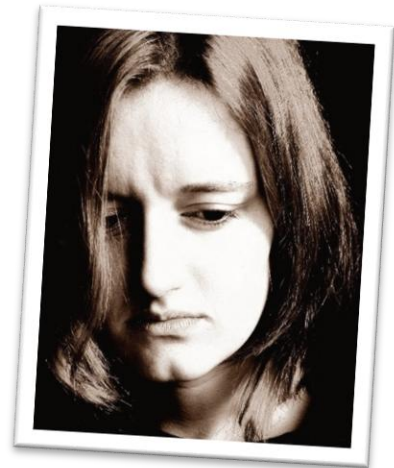
## Leah's Story

### Job Club

Leah has been attending job club on Mondays, Wednesdays, and Fridays as part of her assigned activities. Leah is consistently late on Mondays. When the Workshop Facilitator asks her about it, she says her partner works late the night before and she must stay up until he gets home. Leah then asks if she could leave 15 minutes early because her partner needs to pick her up and get her home before he leaves for work.

At the end of the next Job Club session, Leah stays behind to talk to the Workshop Facilitator. She asks if she can always be paired with a female participant when they do activities in pairs. When asked why, she says, "My partner, Austin, says I can come off as flirty and I wouldn't want someone getting the wrong impression."

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



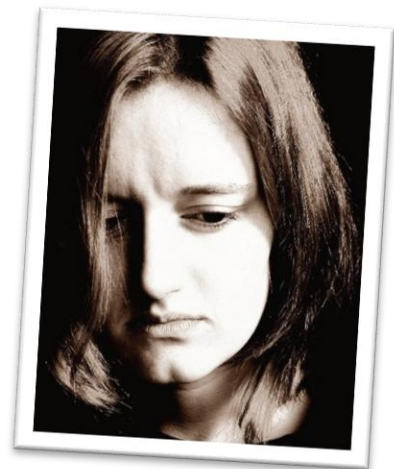
# Leah's Story

## Meetings with a Job Developer

Leah meets weekly with the Job Developer to prepare for a worksite placement. When the Job Developer discussed site options with her, Leah typically asked what the ratio of men to women were at the site and if she's allowed to keep her cell phone with her. Leah chose the worksite she thought would work best for her after taking time to discuss it with her partner, Austin.

On Leah's first day of work experience, she called the Job Developer saying she couldn't find her car keys anywhere to get to the site. At the next appointment, the Job Developer asked about the car keys and Leah said Austin found them right away when he got home. Leah said Austin felt so bad that she missed her first day that he took her out for a nice dinner that night to raise her spirits.

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



## **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 their language by using the same terminology – such as controlling or abuse, victim, or survivor, etc.
5. Follow up on referrals given to participants.
6. Communicate with the participant's FEP about their reasons for not participating or changes that they may have requested though you.
7. Don't duplicate services – if a participant already working with another agency, don't refer them to that agency or a similar one. Stick to referrals that can supplement those services.
8. Provide accommodations as needed.

## Severity Perspective: Emotional Behaviors

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Not Very  
Severe

Extremely  
Severe



### 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

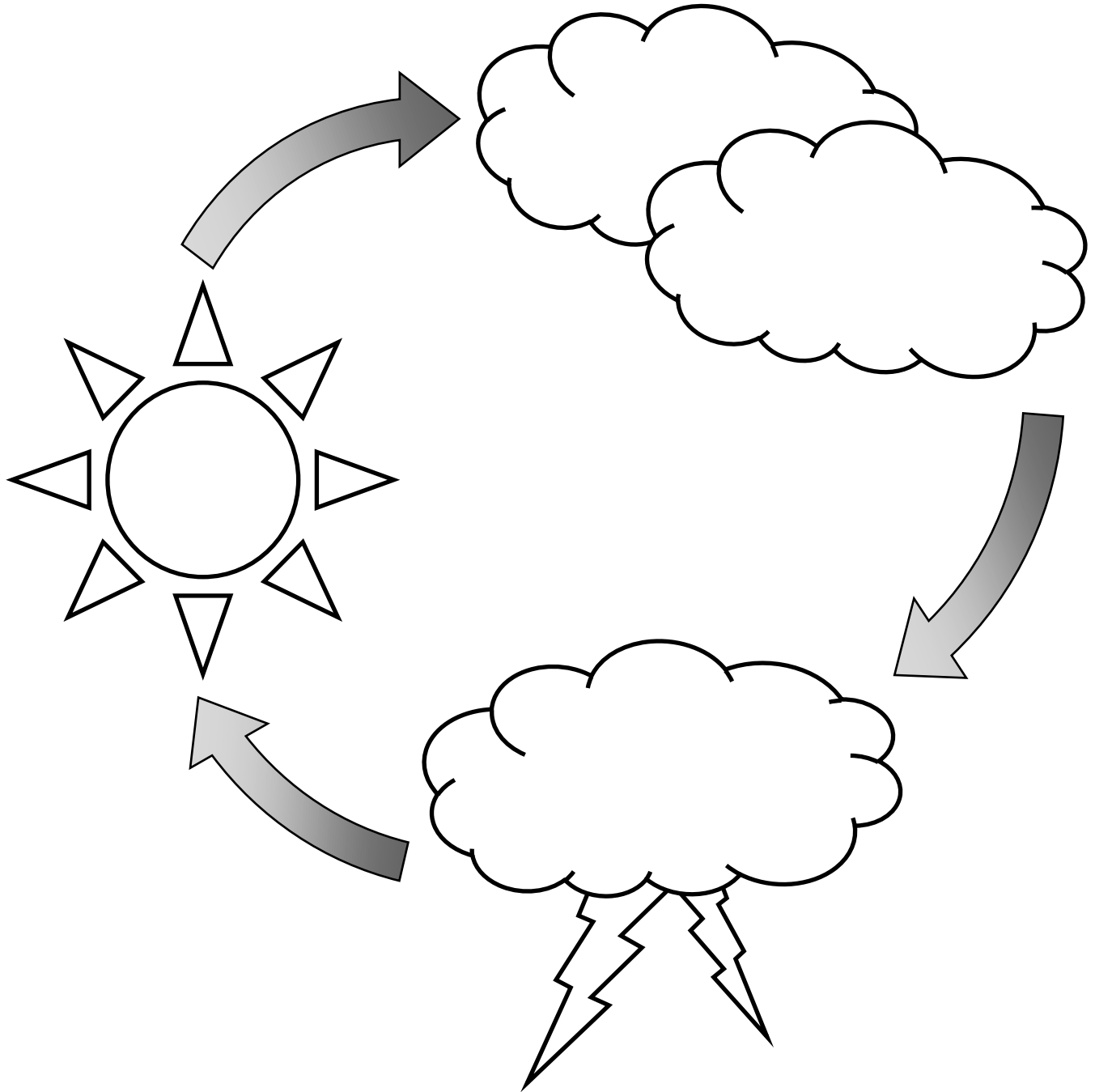
Bring Up Partner's Past

Belittle Partner's Opinions

Ignore Partner's Suggestions

### Notes:

# The Cycle of Violence



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

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

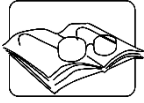
How does this cycle help explain why someone might stay in a relationship, knowing the cycle will repeat?

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

In what ways could the phases affect Elena's W-2 services and safety?

What impact could this outcome have on Elena's relationship with W-2 Agency staff?

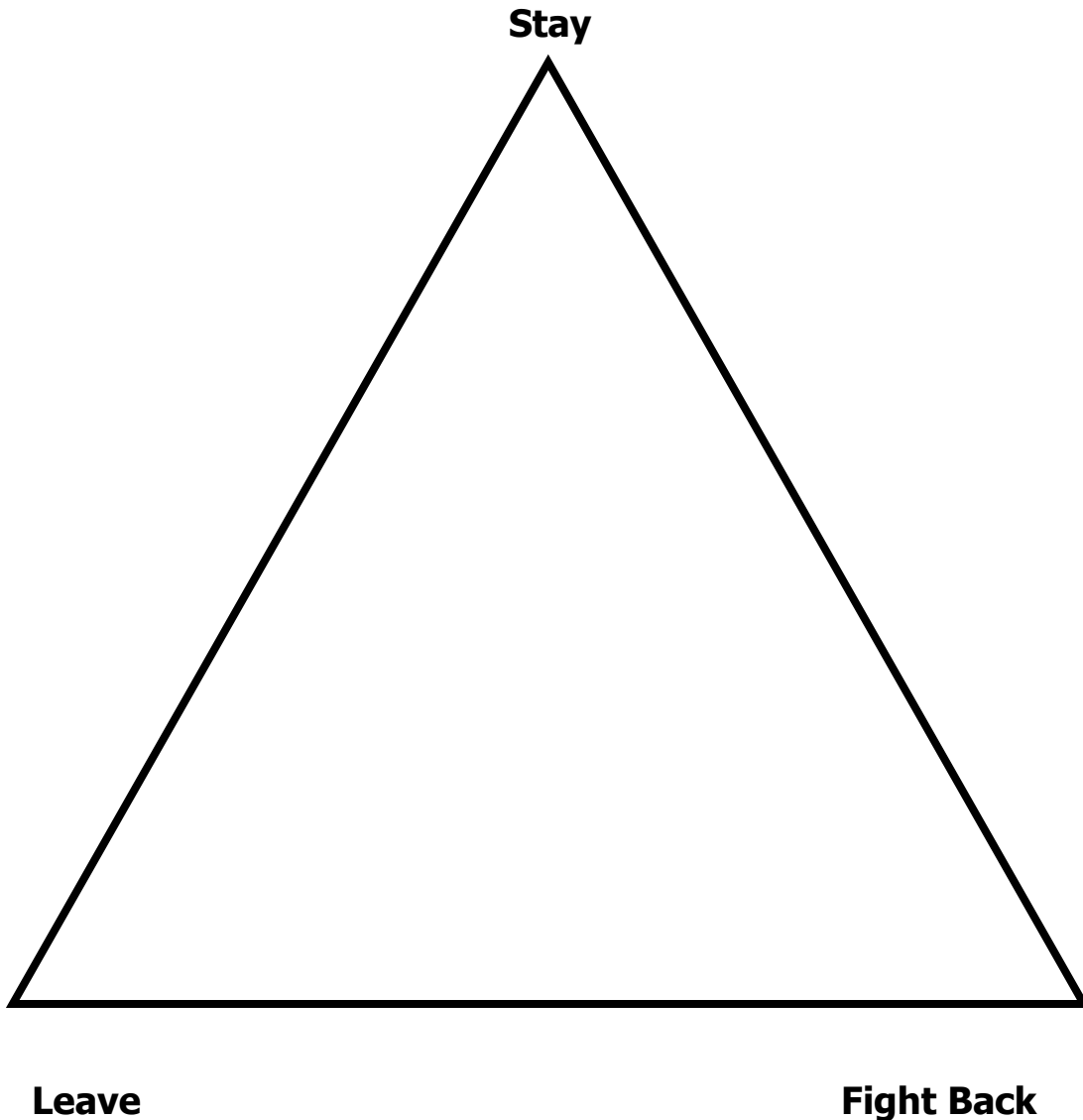
# Safety Planning



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

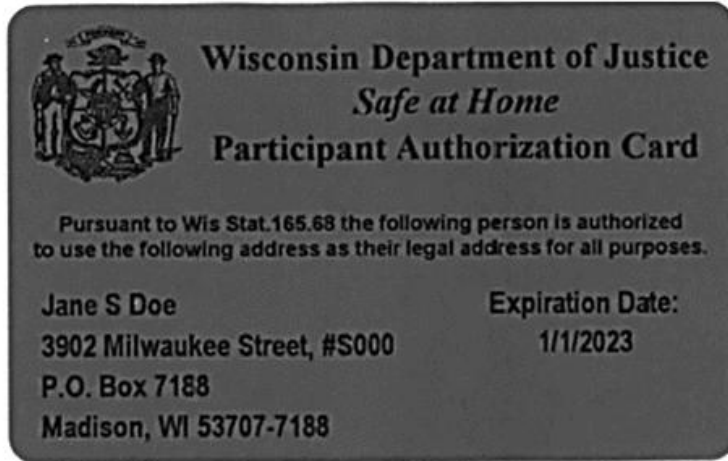
## Choices Triangle

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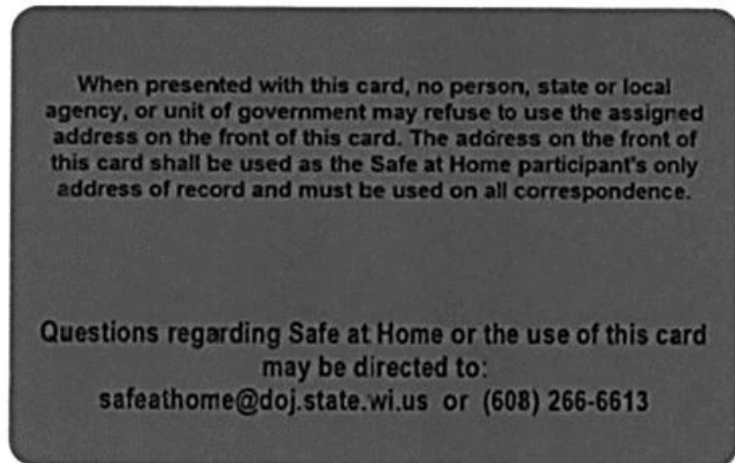


# Safe at Home Program

## FRONT



## BACK



What might be an important consideration for you in your role when working with participants in the Safe at Home program?

- 1.
- 2.

## Severity Perspective: Stalking Behaviors

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### 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.

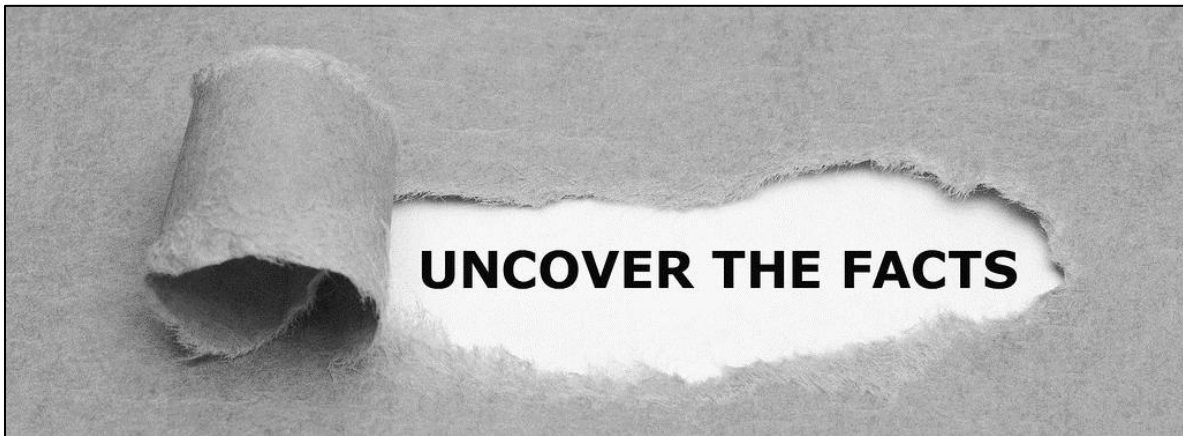
An average of 20 people are physically abused by intimate partners every minute.

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.

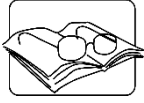
A majority of physical abuse is committed by dating partners rather than spouses.

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



## Considerations

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

## Considerations for Participation

### Scenario 1 - 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 could you do or provide to reduce the safety concerns?

### Scenario 2 - 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 could you do or provide to reduce the safety concerns?

# 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://futureswithoutviolence.org/>

Find information about groundbreaking programs, policies and campaigns that empower individuals and organizations working to end violence against women and children.

**National Center on Domestic and Sexual Violence**

<https://www.ncdsv.org/wheels-adapted-from-power-and-control-wheel-model.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).

***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.

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## 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.*

**National Suicide Prevention Lifeline**

800-273-8255 (TALK)

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

*Includes online chat services.*

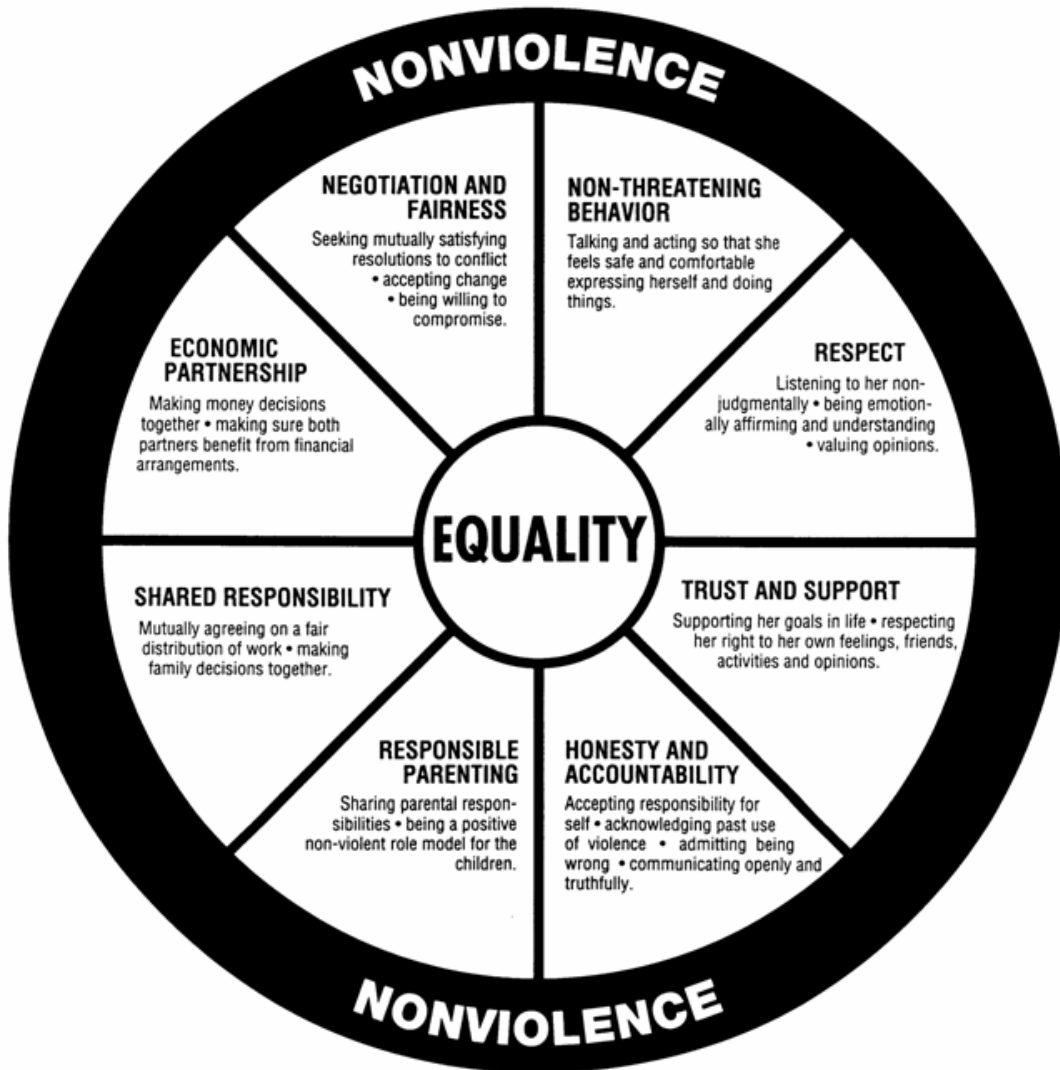
**988 Suicide & Crisis Lifeline**

Dial 988 from any phone

<https://988lifeline.org/>

# Appendix

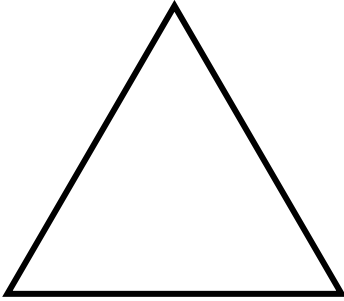
# Appendix A – Equality Wheel



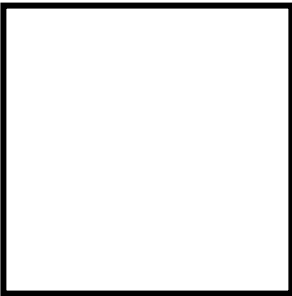
Domestic Abuse Intervention Project  
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<https://www.theduluthmodel.org>

## Appendix B - Wrap Up for Day 1

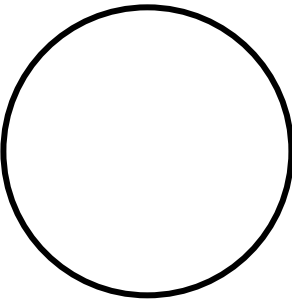
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**Three important points:**



**Points that square with you:**



**Anything still circling around:**