



# SUNY Orange Policy Manual

Policy Number	Policy Title
<b>BP3.9</b>	<b>Domestic Violence</b>

The College will enforce the Orange County Government domestic violence employee awareness and assistance policy, which puts forth the following requirements<sup>1</sup>:

- Orange County will provide upon request information concerning referrals to any employee who is a victim of domestic violence. Such referrals may include, but are not limited to: Orange County Employees Assistance Program, Orange County Crime Victims Program, Safe Homes, Inc., New York State Office for the Prevention of Domestic Violence.
- Orange County will not tolerate domestic violence that includes harassment by any employee while in County Offices, facilities, worksites, vehicles, or while conducting County business. Any employee who is found to have threatened, harassed or abused a current or former partner at the workplace or from the workplace using any workplace resources such as work time, work vehicles, workplace phones, FAX machines, mail, e-mail, or other means, may be subject to corrective or disciplinary action in accordance with existing collective bargaining unit agreements.
- employees who are perpetrators of domestic violence are also encouraged to seek assistance and contact their supervisor, EAP office or a batterer's intervention program.
- Orange County will make available and post in locations of high visibility, such as bulletin boards, break/restrooms a list of resources for victims and perpetrators of Domestic Violence, including, but not limited to: Orange County Assistance Program (EAP), Orange County Crime Victims Program, Safe Homes, Inc., New York State Domestic Violence Hotline Numbers (Spanish and English), Orange County Batterers Intervention Course.

<sup>1</sup> The provisions of this executive order/policy are not intended to alter collective bargaining unit agreements existing at the time of its adoption.

For the purpose of this policy, the following terms will be defined as:

- **Domestic violence:** actions or a pattern of coercive behavior, which can include stalking; harassment; physical or sexual violence or the threat of violence; psychological, economic, and emotional abuse, used against an intimate partner, with the goal of establishing and maintaining power and control over an intimate partner.
- **Abuser:** the person who directs his/her coercive and violent acts against a victim.
- **Victim:** the person against whom an abuser directs his/her coercive and violent acts.
- **Intimate Partner:** includes persons who are legally married to one another; were formerly married to one another; have a child in common regardless of whether they were ever married or lived together at any time; are unrelated but who have had intimate or continuous social contact with one another and who have access to one another's household; or who have or have had a dating or sexual relationship, including same sex couples.
- **Domestic Violence Service Provider:** agency or a staff member of an agency, that primarily or exclusively provides comprehensive services to victims of domestic violence.

Amended: Nov. 20, 2019