

Domestic Violence Awareness Month 2023 Toolkit for Federal Agencies

Dear Federal Partners:

The National Resource Center: Workplaces Respond to Domestic & Sexual Violence (Workplaces Respond) is pleased to share with you this **2023 Domestic Violence Awareness Month (DVAM) Toolkit**, which is customized for the federal workforce in collaboration with representatives of the Office on Violence Against Women, U.S. Department of Justice and U.S. Office of Personnel Management.

The toolkit includes a flyer about **Purple Thursday on October 19**, which is an opportunity to raise awareness about the impacts of domestic violence on federal workplaces, no matter where it may occur. Please consider sharing this flyer with your colleagues agency-wide.

The toolkit also includes resources to enhance your agency's capacity to better serve survivors and prevent and respond to domestic violence impacting federal workers and workplaces:

- A factsheet on domestic violence for federal workers and workplaces;
- Suggested social media posts accompanied by an editable PowerPoint template to help craft posts; and
- Links to resources, tips, model policies and trainings, and videos.

Workplaces Respond is available to provide free **technical assistance** for federal agencies on developing and implementing workplace responses to assist survivors of domestic or sexual violence, to include domestic violence, dating violence, sexual assault, stalking, and sexual harassment. Please [use this link](#) to submit requests for assistance.

With gratitude,

Workplaces Respond

workplacesrespond@futureswithoutviolence.org



www.workplacesrespond.org/federal

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Contents & Links

About Domestic Violence Awareness Month

Purple Thursday Flyer

[Federal Fact Sheet](#)

[Sample Social Media Posts](#)

Office on Violence Against Women (OVW), U.S. Department of Justice (DOJ) and U.S. Office of Personnel Management (OPM) Resources

- [What is Domestic Violence?](#)
 - This OVW resource provides information about domestic violence, how it harms individuals and communities, and ways to get help.
- [Responding to Domestic Violence: Where Federal Employees Can Find Help](#)
 - This OPM resource provides information about workplace flexibilities, which are often key to a survivor's safety plan.
- [Guidance for Agency-Specific Domestic Violence, Sexual Assault & Stalking \(DVSAS\) Policies](#)
 - This guidance provides agencies with direction to enable them to fulfill the goals identified in the Presidential Memorandum on “Establishing Policies for Addressing Domestic Violence in the Federal Workforce,” issued on April 18, 2012.
- [Federal Domestic Violence, Sexual Assault, and Stalking Training](#)
 - This training applies to all government agencies and covers definitions and types of DVSAS, how DVSAS is a workplace issue, signs and symptoms of DVSAS, maintaining confidentiality, and identifying resources available to assist employees and managers.
- [OPM Work-Life Brochure on Employee Assistance Programs \(EAPs\)](#)
 - Each Federal Executive Branch agency has an EAP. This brochure provides information about EAPs, many of which offer access to counselors with expertise in domestic violence and its impacts.

Government-wide Strategic Plan to Advance Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce

- In November 2021, the White House released this Strategic Plan, which lays out key steps agencies can take to strengthen their workforce policies, practices, and culture. Sections 3 and 6 address enhanced supports for survivors of domestic violence.

Workplaces Respond Resources

- [Federal Supervisor Tip Sheet](#)
 - This resource provides tips for federal supervisors to recognize the impacts of domestic violence, respond in a way that puts the employees' needs first, and refer them to the appropriate resources.
- [Addressing the Impacts of Violence Trauma in the Workplace: Promoting Worker Wellness and Resilience through Trauma-Informed Practice](#)
 - This white paper provides information about promoting worker wellness and resilience through trauma-informed practice.
- [Employer Guide to Safety Planning](#)
 - This guide provides information on different types of safety plans with a focus on workplace-related aspects.
- [Model Federal Workplace Policy on DV/SAS](#)
 - This model policy aims to standardize survivor-centered and trauma-informed protocols that respond to employees experiencing DV/SAS and advise employees of preventive and supportive resources.
- [Model Training on Preventing & Responding to DV/SAS: Implementing Supportive Workplace Policies & Practices](#)
 - This training describes how DV/SAS impacts the workplace; and informs participants how to apply trauma-responsive principles when providing support to survivors, and implement workplace policies that are survivor-centered, trauma-informed, equitable, and promote employee resilience.
- [Video: Supervisors Can Make a Difference](#)
 - This 20 minute training video, based on real-world experiences, demonstrates supportive and practical responses by supervisors to employees who experience DV/SAS. These practices can help keep everyone in the workplace safe and productive.
- [Video: Responding to Gender-Based Violence & Harassment in a Virtual Setting](#)
 - This video and accompanying discussion guide introduces ways in which workplaces and employers can better respond to and prevent DV/SAS in virtual workplace settings.

About Domestic Violence Awareness Month

Domestic Violence Awareness Month (DVAM) evolved from the "Day of Unity" held in October 1981 and conceived by the National Coalition Against Domestic Violence. The intent was to connect advocates across the nation who were working to end violence against women and their children. The Day of Unity soon became an entire week devoted to a range of activities conducted at the local, state, and national level. The activities conducted were as varied and diverse as the program sponsors but had common themes:

- Mourning those who have died because of domestic violence
- Celebrating those who have survived
- Connecting those who work to end violence

- Adapted from the 1996 DVAM Resource Manual of the National Coalition Against Domestic Violence



Domestic Violence Awareness Month 2023

Purple Thursday

Feds wear purple on Thursday, October 19 to...

- Support colleagues who have experienced domestic violence.
- Remember those who have lost their lives due to domestic violence.
- Let survivors know that help is available.
- Bring awareness to the impacts of domestic violence.

Take pics of you and your colleagues
wearing purple and hashtag
#FedsWearPurple #PurpleThursday
#DVAM2023

Workplaces Respond would also appreciate emailed photos
to workplacesrespond@futureswithoutviolence.org!



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