

Family Violence Option (FVO) Training

WBT Toolkit:

- Quick Reference
- FVO Insights & Perspective

**Department of Human Services
Employment Benefits Division**



Colorado Works: Family Violence Option Training

Web-based Training (WBT) Toolkit:

Toolkit Purpose

- This WBT toolkit is designed to provide a reminder of content presented, expand on selected topics, and share materials for reference on-the-job.
 - The WBT course provides fundamental FVO concepts and information for use and reference in supporting CW clients with regard to the Family Violence Option (FVO).
 - It provides foundational skills and knowledge for use in other related FVO training courses and on-the-job application.
- The toolkit is divided into two sections:
 - Quick Reference: Key content from the course focused on understanding the FVO process and related stages.
 - FVO Insights & Perspectives: Expanded information related to selected topics introduced in the WBT course to support the FVO process in action.

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- 'What you need to know to help you succeed in the Colorado Works Program'
- EBD Domestic Violence Screening Tool



What is Colorado Works?

Main goals of Colorado Works

- Immediate Goal:
For CW clients to be **Safe & Stable** - with housing, benefits, services, etc.
- Long-term Goal:
To be **thriving in their own community** - through economic security



Colorado Works program is...

State Supervised

County Administered

- Through this course, you are learning **basic information** about the **FVO process** stages.
- Because each County has developed policies and procedures that fit their unique population and circumstances **check with your County for your policy along with specific information and processes related to FVO.**

The FVO for Colorado Works Program

Colorado Works is our Temporary Assistance for Needy Families (TANF) program:

As a provision of the federal Personal Responsibility and Work Opportunity Reconciliation Act...

FVO is designed to ensure that survivors of DV can receive CW services and assistance and meet CW requirements without jeopardizing their safety and/or the safety of their children.

Relating to **Colorado Works...** you may be able to **offer or grant** one or more of the following **FVO waivers** to your CW client:

- **Exempting** them from meeting any or all of the **work requirements** - anywhere from a single hour up to all work activities
- **Extending** their 60-month **time limit**
- **Exempting** them from **referral to Child Support Services (CSS).**

Benefits:

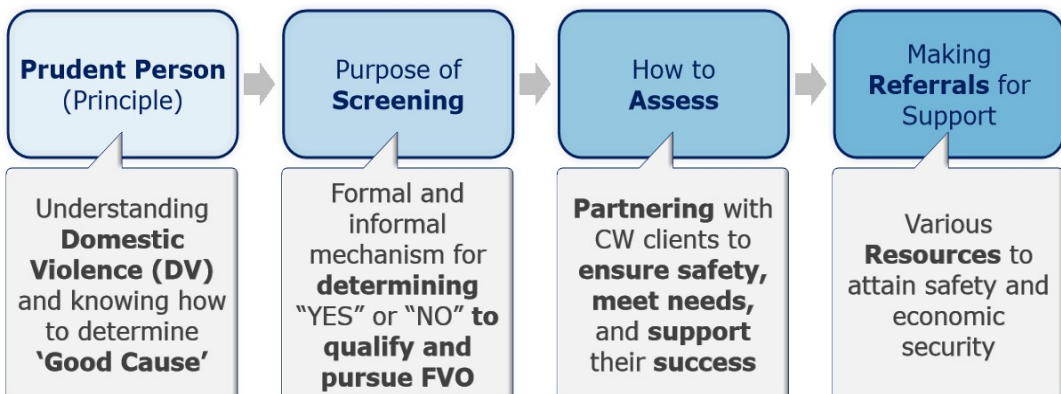
- You can help CW clients succeed by identifying and addressing barriers to their economic security.
- FVO waivers also help Colorado meet federal funding requirements.

Impact:

- Waivers apply to both Federal & State requirements.
- Everyone wins! – your CW client, County & you.

Major stages of the FVO process

Working with FVO waivers is not a traditional step-by-step process - but rather, a series of stages - whereupon completion, each one flows into the next.



What is Domestic Violence?

Prudent Person
(Principle)

Domestic Violence is...

- Always a 1st time... followed by repeated behaviors
- Power and Control tactics
- Actions are purposeful with a goal

... a **pattern of coercive behaviors designed to gain and maintain power and control over an intimate partner.**

- Goes beyond just behavior... can include thoughts, feelings, attitudes, perceptions, etc.
- Spouse
- Unmarried couples (past or present)
- Former spouse
- Parents of the same child (whether living together or not)
- Dating adults or teens
- Same gender relationships

Screening vs. Assessment

Purpose of **Screening**

How to **Assess**

SCREENING

Screening is a formal and informal mechanism for determining "YES" or "NO" answers to three (3) qualification questions.

- #1 - Is client eligible for Colorado Works?**
- #2 - Is client a survivor of domestic violence?**
- #3 - Does client meet requirement for FVO waiver?**

ASSESSMENT

Assessment is a formal and informal mechanism for determining which resources, services & waivers will best match the client and their situation to increase their safety and economic security.

- For example:
- Education & Training
 - Domestic Violence Services
 - Health (Medicaid)
 - Child Care
 - Family Violence Option (FVO)
 - Nutrition Assistance
 - Housing

What is 'Good Cause'?

Prudent Person
(Principle)

Textbook Definition

Good cause... denotes adequate or substantial grounds or reason to take a certain action, or to fail to take an action prescribed by rule or law.



Good Cause is the basis for offering/granting FVO waivers:

Work Activities and/or 60 Month Time Limit

- Anything that would potentially endanger or unfairly penalize a client or the client's family if they participated in the County's standard program work activity requirements.

Child Support Requirements

- Anything that is not in the best interest of the child (e.g., potentially endanger or unfairly penalize the client or child if the client cooperated with Child Support Services).

What it really boils down to is...

Grounds or reason for action or non-action



Acting as a Prudent Person

Prudent Person
(Principle)

Determining Good Cause using the Prudent Person Principle

Prudent Person Principle

A worker's reasonable judgment when determining the proper course of action in a given situation in order to make an eligibility determination.

The worker must be educated about DV and FVO waivers to ensure that their judgment is reasonable when making waiver determinations (i.e. applying "good cause")...



Textbook Definition

What does this look like for me on the job?



When making **eligibility or work activities determinations**, a Prudent Person will use reasonable judgement - resulting in proper course of action for your client.

Determinations



Your learning more about DV and FVO waivers will provide you with a 'good cause' foundation for making **FVO waiver determinations**.

FVO Waiver Determinations

Connecting to Resources through Referral

Making Referrals for Support

CW clients benefit from referrals to appropriate resources.



Impact of Domestic Violence on Society

Prudent Person
(Principle)

The impact of DV goes well beyond those directly experiencing it. The following section expands on each impact areas with more details beyond the WBT.



TANF (Temporary Assistance for Needy Families)

- In their lifetime, nearly 1 in 4 women experience DV.
- 1/3 of the general population report recent DV victimization vs. 3/4 of TANF recipients.

Nearly one in four women in the United States reports experiencing violence by a current or former spouse or boyfriend at some point in her life.

Adverse Health Conditions and Health Risk Behaviors Associated with Intimate Partner Violence, Morbidity and Mortality Weekly Report. February 2008. Centers for Disease Control and Prevention. Available at www.cdc.gov/mmwr/preview/mmwrhtml/mm5705a1.htm.

30% of TANF recipients are currently in an abusive relationship and 50% have experienced domestic violence at some point in their adult lives.

Richard Tolman & Jody Raphael, A Review of Research on Welfare and Domestic Violence, 56 J. SOC. ISSUES 655 (2000).

Up to 74% of TANF recipients report recent domestic violence victimization, versus up to 31% of the general population.

Cheng, T. C. (2013). "Intimate partner violence and welfare participation: A longitudinal causal analysis". Journal of Interpersonal Violence, 28(4) 808–830.

There is a high probability that the client you are working with at any given time is currently or has been a survivor of domestic violence.

- Because the violence could start at any point in a relationship, and because of the level of comfort a client has in talking about the violence, it is good to assess for and provide information about DV at multiple stages.
- This may also serve as prevention, e.g., a potential survivor may be able to identify that her partner is beginning to use abuse / violence. She may then seek help.





Health Issues

Women who have experienced DV are more likely to have 1 or more...

- Stroke
- Asthma
- Heart disease
- Post-traumatic stress disorder (PTSD) and depression
- Develop substance use issues: Drink heavily / Self medicate

Women who have experienced domestic violence are...

- 80 percent more likely to have a stroke
- 70 percent more likely to have heart disease
- 60 percent more likely to have asthma
- 70 percent more likely to drink heavily

... compared to women who have not experienced intimate partner violence.

Adverse Health Conditions and Health Risk Behaviors Associated with Intimate Partner Violence, Morbidity and Mortality Weekly Report. February 2008. Centers for Disease Control and Prevention. Available at www.cdc.gov/mmwr/preview/mmwrhtml/mm5705a1.htm.

Consider: What are the implications of knowing that the majority of the people you work with currently have or will have one of these conditions and/or other medical conditions?



Children

- Can develop protective strategies and/or physical & mental health issues.
- Child abuse is 15 times more likely to occur in DV households.

Children develop a wide variety of protective strategies as well as physical and mental health issues.

- When working with a survivor of DV it is important to realize that she may need extended financial and other support because of the impact DV has had on her children.
- Consider how the perpetrator's abuse / violence can impact services you consider providing to the adult DV survivor.

It is estimated that anywhere between 3.3 million and 10 million children witness domestic violence annually.

- Research demonstrates that exposure to violence can have serious negative effects on children's development.

Sharmila Lawrence, National Center for Children in Poverty, Domestic Violence and Welfare Policy: Research Findings That Can Inform Policies on Marriage and Child Well-Being 5 (2002).

- One study found that recent exposure to violence in the home was a significant factor in predicting a child's violent behavior.

Mark I. Singer, et al., Cuyahoga County Cmty. Health Research Institute, The Mental Health Consequences of Children's Exposure to Violence (1998).

Between 30-60% of men who batter their female partners also abuse their children. (*Findlater & Kelly, 1999*).

Perhaps as many as 59% of children of battered women are also physically abused themselves. (*Holden, et. al, 1998*)

DV perpetrators threaten and do take children from their mothers... legally and illegally.

Research projections estimate the prevalence of children's exposure to domestic violence to be between 3.3 - 10 million annually, nationwide. (*Holden, 1988*).

Conservatively, child abuse is 15 times more likely to occur in households where domestic violence is present. (*Friend, 1998*).



Pets & Livestock

Some reasons perpetrators hurt animals:

Reason	Demonstration
'As if' + intimidation messages	Next time I'll do this to you
Exert coercion	If you don't do what I want, I'll hurt the animal
For revenge / punishment	You didn't do it right so, I hurt the animal
Has the right to do it	I don't want/like the animal so I have the right to kill it
To practice	Killing, strangling, torturing, raping, etc.
To induce fear/power	I'm so powerful that I can kill / hurt the animal and no one can stop me

Increasing numbers of research studies point to the [link](#) between human abuse and animal abuse.

All current studies relate to female victims of domestic violence.

- We don't know the numbers of male survivors whose partners threaten and/or harm animals they care about or how many survivors stay because of such factors.

Consider what accommodations / considerations your department makes in regard to the clients' animals.



Staying Silent

- Many survivors of DV never ask for help or disclose the abuse – due to fear.
- Most survivors eventually do leave – after making several attempts.
- Leaving is a process.

Some reasons for survivors Staying Silent	
Denial	Legal status issues
Not like other women	Embarrassment
I'm to blame	Family shame
My own behavior	Safety
Lack of resources	Abuser self-harm
Custody	Attempt failed

Survivors don't always want the relationship to end – they want the violence to stop and they will often hope that the abuser will change because they love him

- Survivors aren't with an abuser because they like the abuse



Missed Work

- Survivors lose nearly 8 million days of paid work annually – that's equivalent to 32,000 full-time jobs or \$1.8 billion in lost productivity or wages.

Some reasons for Missing Work
Not being allowed to leave once there
Having visible injuries – not wanting to explain them to co-workers
Unable to perform their jobs due to serious injuries
Perpetrator controls access to transportation (occurs often in rural communities)
Being actively stalked or harassed while at work
To go to the doctor's office or attend court

Things to consider when arranging for a work activity:

- What's needed ...for the survivor? ...for the employer?

Perpetrator Power and Control / Tactics and Wheel Illustrations

Prudent Person
(Principle)

The following section provides some of the concepts and resource sources referenced within the WBT.

Power and Control tactics wheels are included for:

- Standard
- Female Focused
- Teen
- Elderly
- LGBT
- Gender Inclusive
- Immigrant Women
- Societal Influences

Perpetrator Power and Control

Power and Control Tactics: Gaining a better understanding of perpetrator behavior

Perpetrators use a variety of power and control tactics toward their target of abuse.

The Power and Control tactics wheel illustrates how the survivor is caught in the center as their perpetrator uses various methods to restrict, limit and control their physical person and life activities.

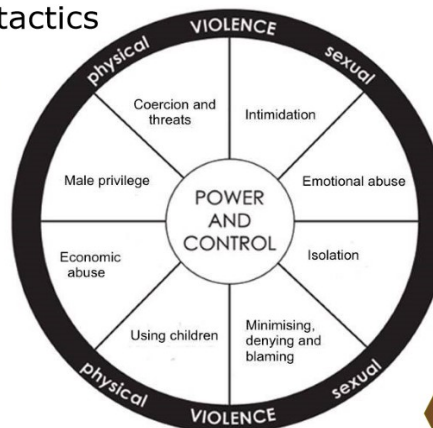


Illustrating Power and Control tactics

Here is the 'standard' Power & Control wheel showing the 8 most common tactics

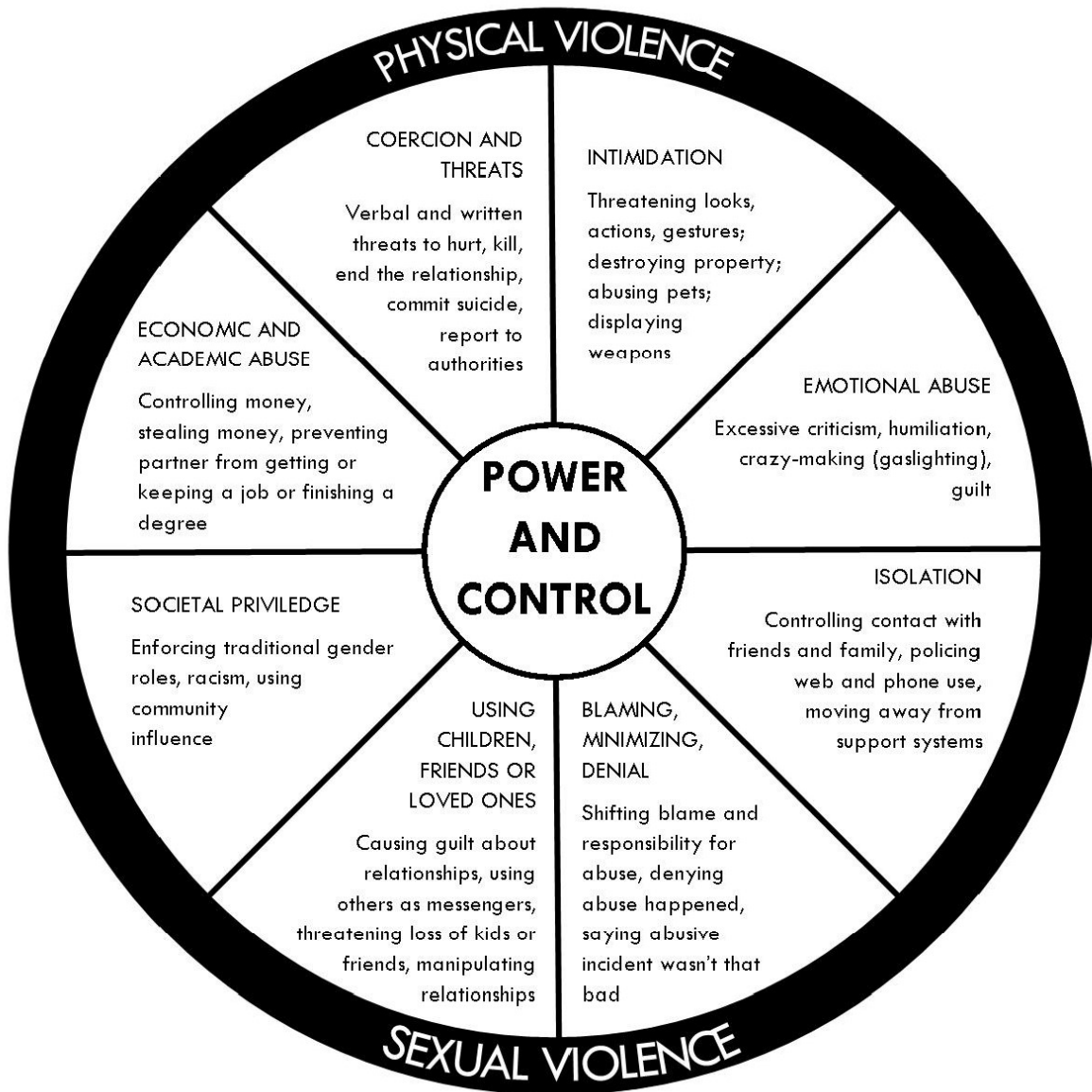
The wheel concept has been adapted for various specific populations

- Take a look at how tactics vary by population in comparison to the original standard tactics.



- Standard
- Female Focused
- Teen
- Elderly
- LGBT
- Gender Inclusive
- Immigrant Women
- Societal Influences

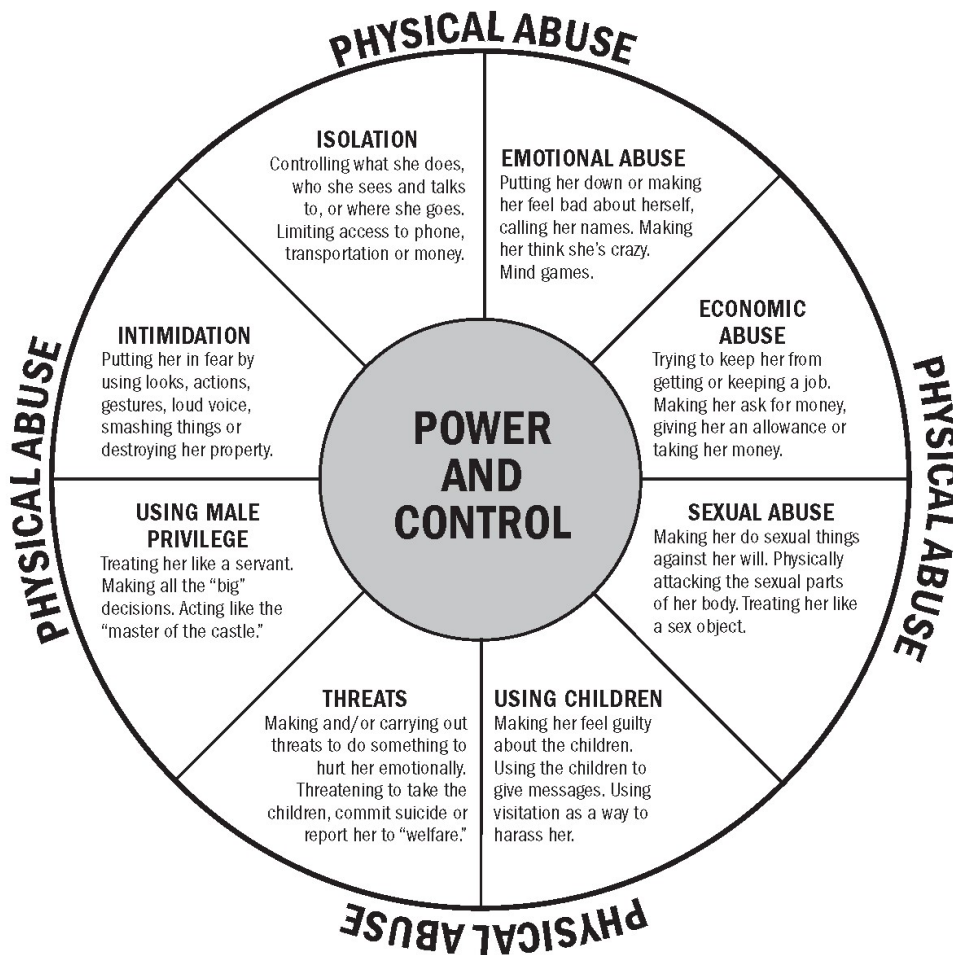




HOW ABUSERS USE POWER AND CONTROL

Domestic violence is not impulsive, but purposeful behavior. The batterer chooses a range of abusive tactics that are reinforced by violence or the constant threat of violence.

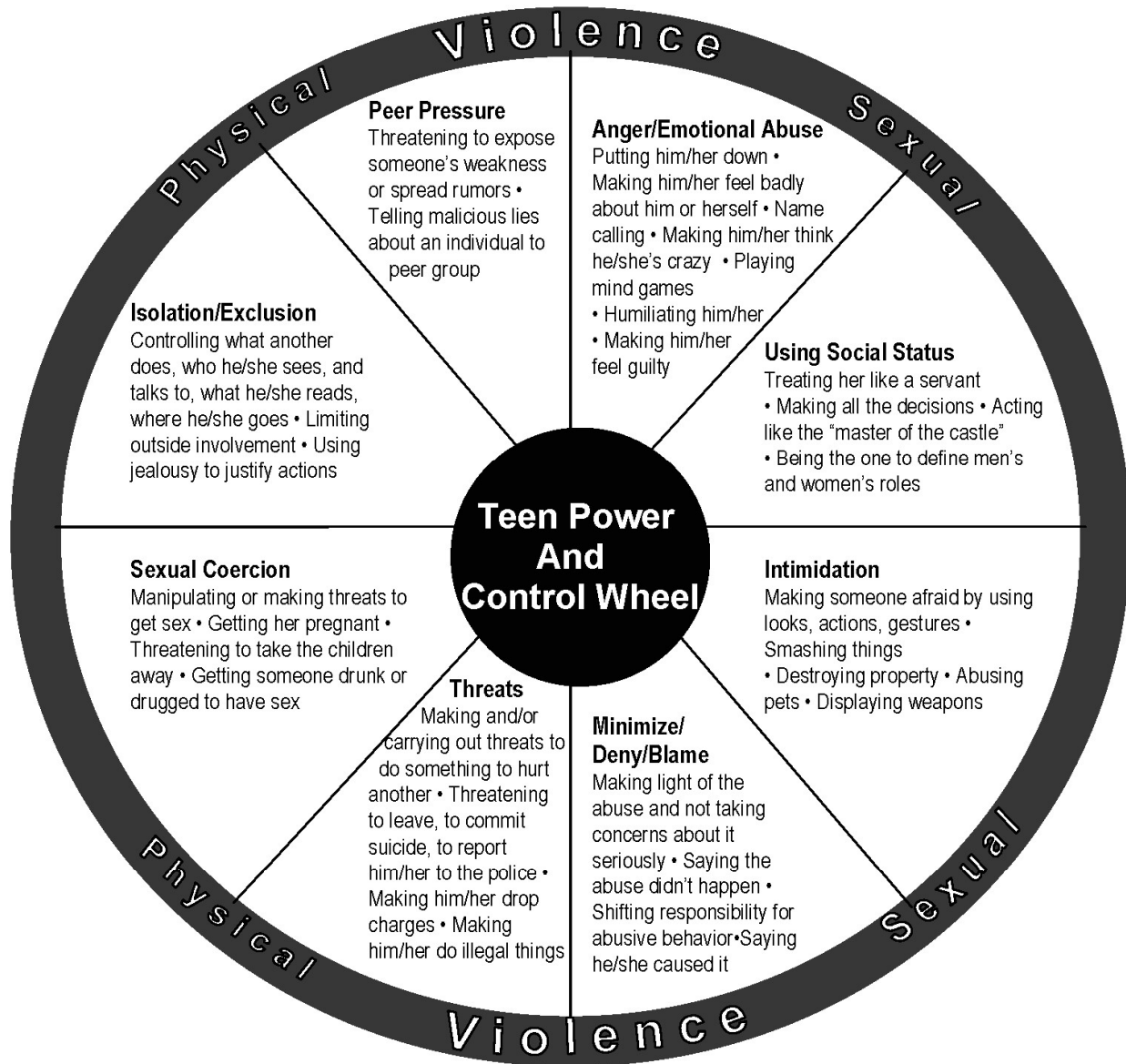
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The "Power and Control Wheel" was developed by the Domestic Abuse Intervention Project in Duluth, MN.

TEEN POWER AND CONTROL WHEEL

Adapted from the Domestic Abuse Intervention in Duluth, Minnesota

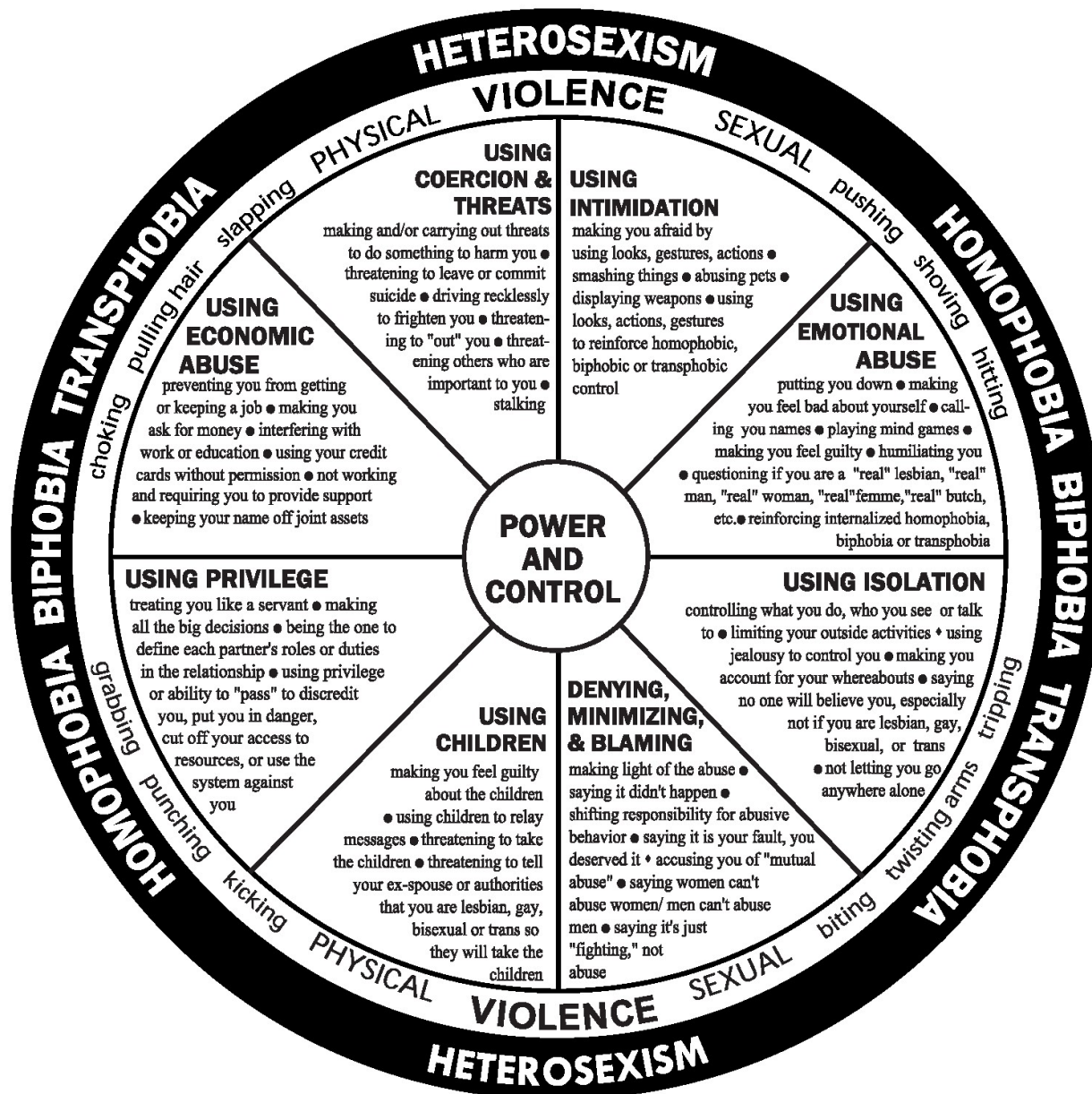


CONTROL WHEEL
for elder abuse



Domestic Abuse Intervention Project, Duluth, Minnesota. Adapted for Sojourn, 1992.

Power and Control Wheel for Lesbian, Gay, Bisexual and Trans Relationships



Developed by Roe & Jagodinsky

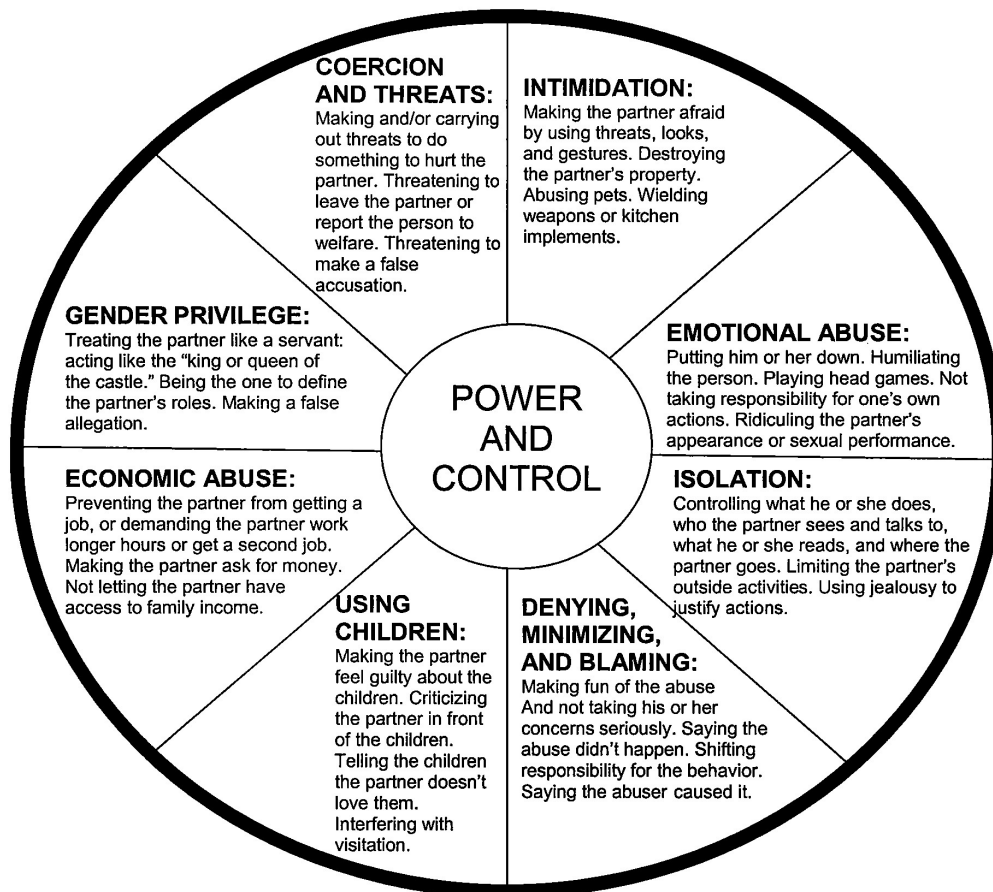
Adapted from the Power & Control and Equity Wheels developed by the Domestic Abuse Intervention Project • 206 West Fourth Street • Duluth, Minnesota 55806 • 218/722-4134



GENDER-INCLUSIVE

POWER AND CONTROL WHEEL

Physical and sexual assaults, or threats to commit them, are often linked to other abusive behaviors. Although physical assaults may occur only occasionally, they can instill the fear of future violence, allowing the abuser to take control of the partner's life. The Gender-Inclusive Power and Control Wheel is a helpful tool to understand the overall pattern of abusive and violent behavior.

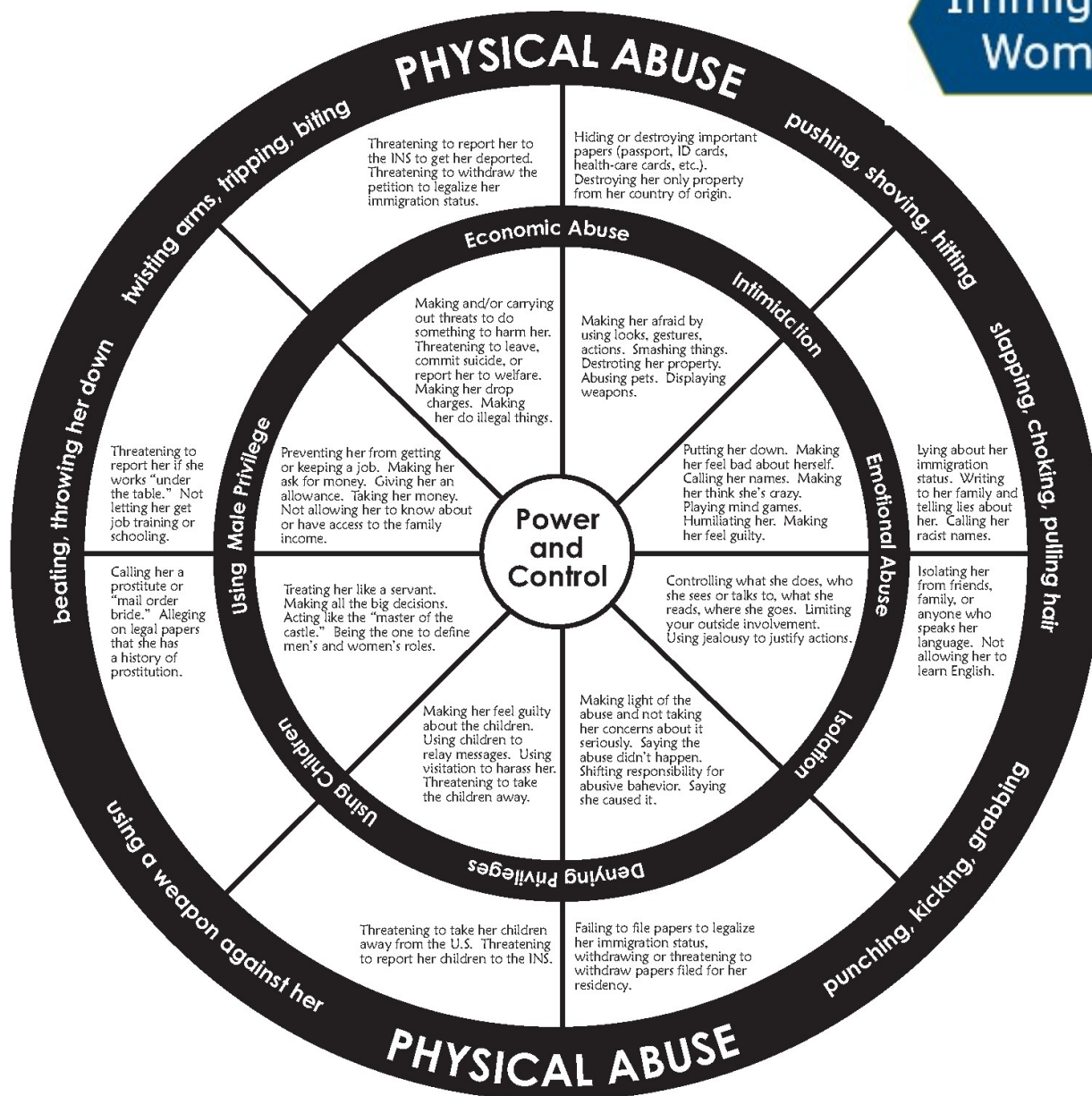


Original Power and Control Wheel developed by:
Domestic Abuse Intervention Project
202 East Superior Street
Duluth, MN 55802

Adapted by:
SAVE: Stop Abusive and Violent Environments
Technical assistance - Training - Education
P.O. Box 1221
Rockville, MD 20849
6/24/09

IMMIGRANT POWER AND CONTROL WHEEL

Immigrant Women



Produced and distributed by:

Adapted from original wheel by:
Domestic Abuse Intervention Project
202 East Superior Street
Duluth, MN 55802
218.722.4134

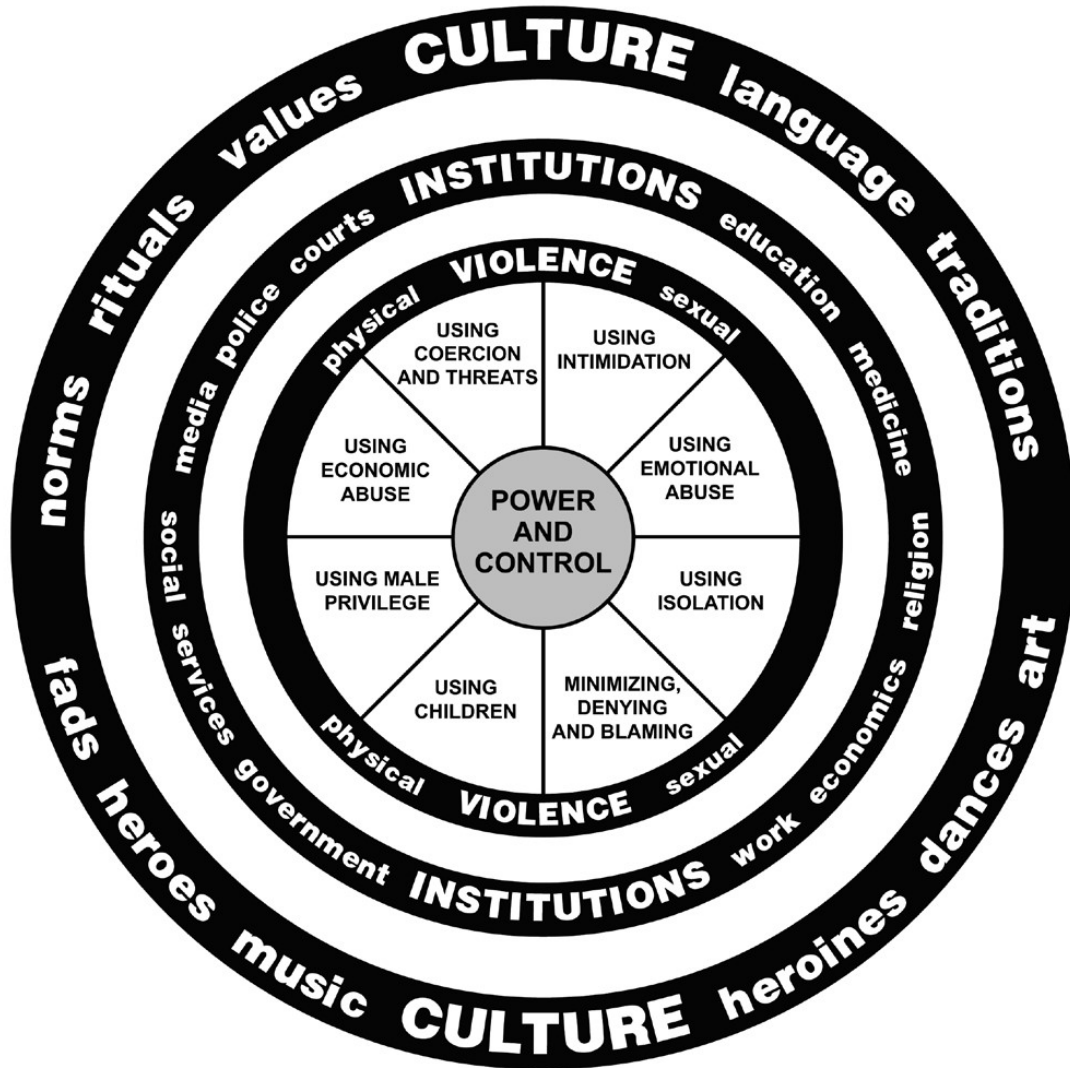


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512.407.9020 (phone and fax) • www.ncdsv.org



POWER AND CONTROL WHEEL

Domestic violence is a socially supported behavior, learned through observation, experience and reinforcement. It is learned through our culture, institutions, families, schools and peer groups.



The "Power and Control Wheel" was developed by the Domestic Abuse Intervention Project in Duluth, MN.

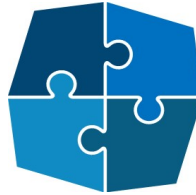
Preparing to Screen Clients

Screener preparation includes a variety of elements and activities

– which is not a step by step process, but rather finding the right pieces for each individual client experience – like fitting the pieces of a puzzle together.

This information has been organized within the following major categories:

- Follow Policies and Procedures
- Become familiar with Resources
- Gain Skills and Knowledge
- Review Documents



Follow Policies and Procedures

- Confidentiality guidelines
- Interview environments
- Workplace violence policy
- All available options
- County DV policy

Dealing with victims of domestic violence can sometimes be a frustrating experience.

You may easily get frustrated if you think that victims “should” or “could” do something differently such as leaving the abusive situation

Preparing the environment and you for working with the survivor and their family will go a long way toward increasing success for the worker, agency, and client.

Additionally, follow your workplace violence policy if a survivor asks for help when the perpetrator is in the waiting room or parking lot.



Gain Skills and Knowledge

- Executive Functioning
- Interviewing
- DV & FVO
- Trauma
- Role Play or Practice
- Self Care
- Communication Principles

Additional topics covered in other training opportunities...

Purpose of
Screening

- 'Effective Communication Principles'
- 'Trauma and Trauma Informed Work with Survivors'
- 'Suggested Resources'



Document Review

- Review 'What you need to know to help you succeed in the Colorado Works Program' (brochure) with your client
- Complete DV screening tool (required for all CW client screenings)
- CW client materials packets will vary by County
- Client's file (including completed screening tool)

Since people's lives change, screen multiple times using multiple formal and informal methods.

Materials and information should be consistent and redundant (both written and verbal).



Become familiar with Resources

Develop relationships with:

- Advocate from the community-based domestic violence program
- Law enforcement officers
- CPS
- Perpetrator treatment programs
- Know what's available for:
 - Survivors
 - Children
 - Perpetrators

WHO is required to *successfully complete* the FVO certification?

This training is required for all county workers who work with applicants and customers (e.g., eligibility workers, case managers, fraud investigators, supervisors, contract workers like Goodwill, etc. - all staff who have input or decision-making power related to any Colorado Works customer). Additionally, it is strongly recommended per Vol.3 that all staff complete the FVO Core training again as a refresher at least once every five years.

This includes even generalists who may only see one Colorado Works customer per year, fraud investigators who investigate Colorado Works customers, and supervisors who authorize cases and/or provide guidance to workers related to decisions about customers. It also includes anyone who participates in investigation or decisions around good cause exemptions, supportive services, or other considerations for Colorado Works customers.



Resources for Referrals and Advocacy – Quick Reference

Listed below are some key statewide or national resources. Check your local contacts and agencies for more options.

Type	Agency/ Services	Contact Info	Tips
<i>Domestic Violence Programs & Services</i>	Colorado Domestic Violence Program	Information about Colorado DV programs: https://www.colorado.gov/pacific/cdhs/domestic-violence	<ul style="list-style-type: none"> • Shelter • Advocacy • Prevention • Crisis intervention • Children’s services • Teen dating violence • Care for animals • Community Education • Transitional housing • Support groups • Financial support/advocacy
<i>Sexual Assault Programs & Services</i>	Colorado Coalition Against Sexual Assault	http://www.ccasa.org	Statewide. Provides leadership, advocacy, and support to address and prevent sexual violence.
<i>Sexual Assault Medical Costs</i>	Colorado Sexual Assault Victim Emergency (SAVE) Fund Payment Program	https://www.ccasa.org/resources/colorado-sexual-assault-victim-emergency-fund-payment-program-information/	Survivors who report sexual assault are eligible for the SAVE program
<i>Treatment for DV Perpetrators</i>	Batterer Intervention Programs	http://dcj.dvomb.state.co.us/	Diverse list of approved providers. Search by agency, county, zip code name, or general (e.g., client type, language).
<i>Behavioral Health: Substance Abuse / Addiction</i>	Seeking Safety	http://www.treatment-innovations.org/seeking-safety.html	Evidence-based, present-focused counseling model to help people attain safety from trauma and/or substance abuse.

	Tough as a Mother	www.mothersconnection.com or toughasamother.org	Searchable map of providers. Services may include child care, transportation, Spanish speaking, residential.
	Colorado Crisis Services Hotline	844-493-8255	Confidential 24/7 support & counseling for a variety of issues, e.g., trauma, relationships, anxiety, trouble sleeping, addiction. Call for locations if you want in-person serves.
Legal Services	Colorado Bar Association	https://www.cobar.org/	Legal information, self-help assistance, Specialty programs, local bar associations.
	Metro Volunteer Lawyers	www.denbar.org/mvl	Free legal services by volunteer lawyers within the Denver Metro Area to low-income people for civil legal issues (not criminal cases).
	Colorado Legal Services	www.coloradolegalservices.org	Non-profit agency that provides free legal advice, clinics and representation to eligible low-income people.
Address Protection	Colorado Address Confidentiality Program	https://dcs.colorado.gov/acp	Workers may complete online ACP COLearn web-based training. Check with your agency for your policies and procedures.
Survivor's Animal Care & Safety	Red Rover	https://redrover.org/	Financial Assistance.
	PetAid Colorado	http://www.petaidcolorado.org/aboutus/	Healthcare safety net for underprivileged pets.
	Animal Welfare Institute	https://awionline.org/safe-havens?administrative_area=CO	Local shelters and DV organizations that will work with survivors to find care for their pets.
	Animal Rescue of the Rockies	arrcolorado.org/resources-for-pet-owners/	Pet behavior issues, pet food, thrift store.

**WHAT YOU NEED TO KNOW
TO HELP YOU SUCCEED IN THE COLORADO WORKS PROGRAM**

TANF/ COLORADO WORKS AND DOMESTIC VIOLENCE

Temporary Assistance for Needy Families (TANF/Colorado Works) provides cash assistance to families to help them become self-sufficient by strengthening their economic and social stability. The three important things you need to know about TANF:

- There is a 60-month total lifetime limit on receiving TANF cash assistance.
- All TANF participants are required to either work or participate in employment and training activities that lead to work.
- All TANF participants must cooperate with child support enforcement.

BUT ...

... if your current or former partner (such as a boyfriend/ girlfriend, spouse) is hurting you, interferes with your efforts to work, or if you are limited in your ability to work because of a past or current situation (as described in this section), you can request a waiver from one or more of these requirements.

Has your current or former partner (spouse, lover, boy/girlfriend, etc) ...

- Called you names or made insulting remarks to you?
- Harmed your pets?
- Threatened or hurt you, a family member, friend, or an animal?
- Followed (stalked) you?
- Threatened to hurt themselves or commit suicide?
- Raped or forced you do sexual things you didn't want to do?
- Pushed, shoved, hit, or choked you?
- Harassed you, an employer, or co-workers?
- Destroyed property?
- Monitored phone calls?
- Stabbed or shot at you?
- Prevented you from working?
- Controlled your access to money or transportation?

If you answered "yes" to any of the questions above ...

... or if you are unsure about whether you have experienced any of the above, tell your TANF/Colorado Works worker about what happened. NOTE: You DO NOT need to provide proof or documentation. Your worker will give you information about services and options that may help you.

IF YOU DO NOT WANT TO TELL YOUR WORKER ABOUT YOUR EXPERIENCES OR SITUATION
AT THIS TIME, YOU CAN TELL YOUR WORKER AT ANY TIME IN THE FUTURE AND THE
SAME OPTIONS MAY BE AVAILABLE TO YOU.

What you tell your worker about your experiences is voluntary and confidential, but if you tell the worker that a child(ren) is being abused, state law requires your worker to report that information to child protective services who may be able help you and your children.

Read more on next page

WHAT YOU NEED TO KNOW TO HELP YOU SUCCEED IN THE COLORADO WORKS PROGRAM

If you tell your worker you are or have been a survivor of domestic violence your worker will ...

- provide information and referrals about where to get help to stay safe, such as a safe place to stay, legal services, and counseling for you and your children.
- discuss with you whether a work requirement waiver will help you. If you and your worker decide that a waiver is appropriate, it will excuse you from all or part of the TANF work requirements for a period of time. Even if you don't request or receive a waiver now, you can ask to be excused at any time you are receiving TANF benefits and services. **NOTE: If you ask for a waiver and do not receive one or you cannot agree on the terms of the waiver, you may request an appeal and your worker will forward your Work Requirements Waiver application to the State of Colorado Department of Human Services. They will review it and make the final decision.**
- personalize your Individualized Plan by making the safety and welfare of you and your children a priority.
- help you with child support by working with you to determine whether to give information about your child's(ren's) non-custodial parent to the worker so that the county may ask him/her to pay his/her share of child support. **You may not have to provide information about your child(ren)'s non-custodial parent if giving information about him/her or starting a child support case may put you or your child(ren) in danger of physical, emotional, or sexual abuse.**
- discuss with you whether a time extension will help you. If it is appropriate, the worker will extend the TANF 60-month mandatory time limit. Sometimes past or present domestic violence interferes with the ability to participate in TANF work activities or to be economically independent in 60 months. If this is true for you, talk with your worker about extending your time limit. Extensions will be for a certain amount of time, for instance 60 days. There is no limit on how many extensions you may receive as long as you continue to meet other TANF requirements, like being below a certain income level and having children under a specific age.

HAVE QUESTIONS?

- If you are already a participant in TANF/Colorado Works, ask your worker.
 - If you are not currently a participant in TANF/Colorado Works, contact your local county department of human services. You can locate it by looking in your phone book or by visiting the Colorado Works website at <http://www.colorado.gov/coloradoworks>
OR
 - Email: CDHS_EmplBenDiv@state.co.us
OR
- Call: 303-866-6210

CDHS is committed to integrating core principles, awareness, and education across divisions and program areas to address domestic violence.



Employment & Benefits Division DOMESTIC VIOLENCE SCREENING TOOL

PLEASE READ: The information you provide is very important, because there are time limits on how long you can receive benefits. It is important for us to discuss anything that will make it difficult or prevent you from working. If we know this, we can develop with you, a safe and workable plan. We can also help you find the services you need to stay out of danger. The information you provide on this form will not affect your eligibility for assistance. Your answers are confidential, except if you state that a child(ren) is being abused, workers are required by state law to report that information to child protective services.

CUSTOMER NAME: _____

CASE NUMBER OR SSN: _____

SAFE PHONE # OR EMAIL: _____

SAFE TIME TO CONTACT: _____

- Yes No **1)** Will pursuing child support put you or your children in danger?
- Yes No **2)** Does a former or current partner make you feel unsafe now?
- Yes No **3)** Has a former or current partner kept you away from people you care about such as family or friends?
- Yes No **4)** Do you ever feel frightened, anxious or uncomfortable because of anything a former or current partner says or does?
- Yes No **5)** Has a former or current partner
- hurt
 - threatened
 - intimidated
 - insulted or
 - screamed at you?
- (things like stalking or threatening to hurt you, your children, your pets, or other family or friends, pushing, grabbing shoving, slapping, hitting, choking or holding you down; constantly putting you down or telling you that you are worthless, or asking you to do anything sexually that you don't want to do?)
- Yes No **6)** Has a former or current partner taken advantage of you financially by doing such things as
- taking your money or other things of value
 - prohibited you from working or required you to work only in certain jobs
 - prohibited you from going to school or training, destroyed your school material, clothing, or other things that you need to work or attend school or training?
- Yes No **7)** Is there anything you would like me to know about a past or present relationship that would impact your ability to work?

Comments: _____

NOTE FOR THE CUSTOMER: If you have answered "no" to these questions, **please let us know at any time if you feel that you or your child(ren) are in danger.** I am giving you a Resource Packet that includes places to call and information on how to stay safe.

TO BE COMPLETED BY PERSON CONDUCTING THE SCREENING:

County Worker Printed Name & Signed Initials _____

Date _____

INSTRUCTIONS: Place one copy in the **participant file and offer one copy to the participant.** The customer does not have to take the copy.