

November 2016

## Message from the OCDV Policy & Training Institute



(From Left: OCDV Commissioner Cecile Noel, NYC First Lady Chirlane McCray and Mayor Bill de Blasio recognize some of the City's most committed domestic violence advocates at the third annual NYC Upstander Awards.)

On November 30th, OCDV hosted Arresting Survival: Challenging the Survivor-Defendant Binary, a conference held at CUNY School of Law, in collaboration with Brooklyn Defender Services, Center for Court Innovation, Coalition for Women Prisoners, Correctional Association of New York, Day One, the Legal Aid Society, New York City Anti-Violence Project and STEPS to End Family Violence, with opening remarks given by Hon. Deborah Kaplan, Statewide Coordinating Judge for Family Violence Cases. The conference aimed to advance the conversation about survivors of intimate partner violence who face arrest, prosecution and punishment as a result of their efforts to survive, resist or protect themselves or others.

Over 170 attendees, including criminal prosecutors and defenders, civil litigators, clinicians and advocates learned directly from two survivor-advocate keynote speakers, as well as panel conversations about trauma and the pathways leading to the criminalization of survivors of intimate partner violence, the collateral consequences faced by survivors, their children, families, and communities, and promising cross-disciplinary frontiers to serve survivor defendants, support community safety and to prevent or undo the circumstances leading to their criminalization. Participants engaged in smaller conversations within their practice and left with information, tools and strategies to address survivor needs.

The dynamics of intimate partner violence are often complex, especially for survivors with compounded traumas, facing multiple types of discrimination and oppression. The Arresting Survival: Challenging the Survivor-Defendant Binary conference is one step further toward creating and sustaining a more nuanced understanding of the impact of trauma and oppression on the lives of survivors and creating a more comprehensive response to survivors wherever they may be, whether in community, seeking shelter, or facing arrest, prosecution, and imprisonment.

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### **NYC Domestic Violence Task Force Survey**

A few weeks ago Mayor de Blasio launched the NYC Task Force on Domestic Violence, which is charged with developing a comprehensive citywide strategy to address one of the most urgent challenges facing our city. We hope you will contribute to this effort by sharing your expertise and experience with us.

Even as violent crime has fallen across the five boroughs, domestic violence continues to plague New York families. The Task Force will address this troubling reality by pursuing four key goals:

1. Prevent violence and abusive behavior before it begins. The Task Force is charged with identifying ways to help young people – both those who have been exposed to abuse and those who have not – break the cycle of violence and develop healthy relationship skills before abuse begins.
  2. Increase early reporting by victims. We need to make it safer and easier for victims to report to service providers or law enforcement as soon as signs of abuse begin.
  3. Improve response once the abuse comes to the attention of the criminal justice system. The Task Force will develop strategies that make it easy and safe for survivors to partner with law enforcement, and help police and prosecutors investigate and prosecute cases.
  4. Create strategies for long-term violence reduction. The Task Force is charged with identifying
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ways to prevent abusers from repeating abuse.

The Task Force will consist of experts from inside and outside of government, including service providers, lawyers, academics, law enforcement agencies, policy makers, and survivors. In order to develop a comprehensive, citywide approach to domestic violence, the Task Force will work with other stakeholders to map the current landscape of domestic violence work in New York City. This effort will include a review of relevant research and interviews with experts to identify the most innovative, effective, and evidence-based best practices. We will also conduct a survey to develop the first-ever citywide map of domestic violence investments and programming. We would very much appreciate your participation to ensure that it is comprehensive.

The survey for community-based organizations can be found [here](#), and the survey for City agencies can be found [here](#). We ask that you complete the survey by **December 9, 2016**. We may reach out to you for a follow-up interview if we have additional questions.

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Host a workshop on teen dating violence and healthy relationships with OCDV's NYC Healthy Relationship Training Academy. Submit your request through our online [workshop request form](#) or call the Academy at 212-788-2516.

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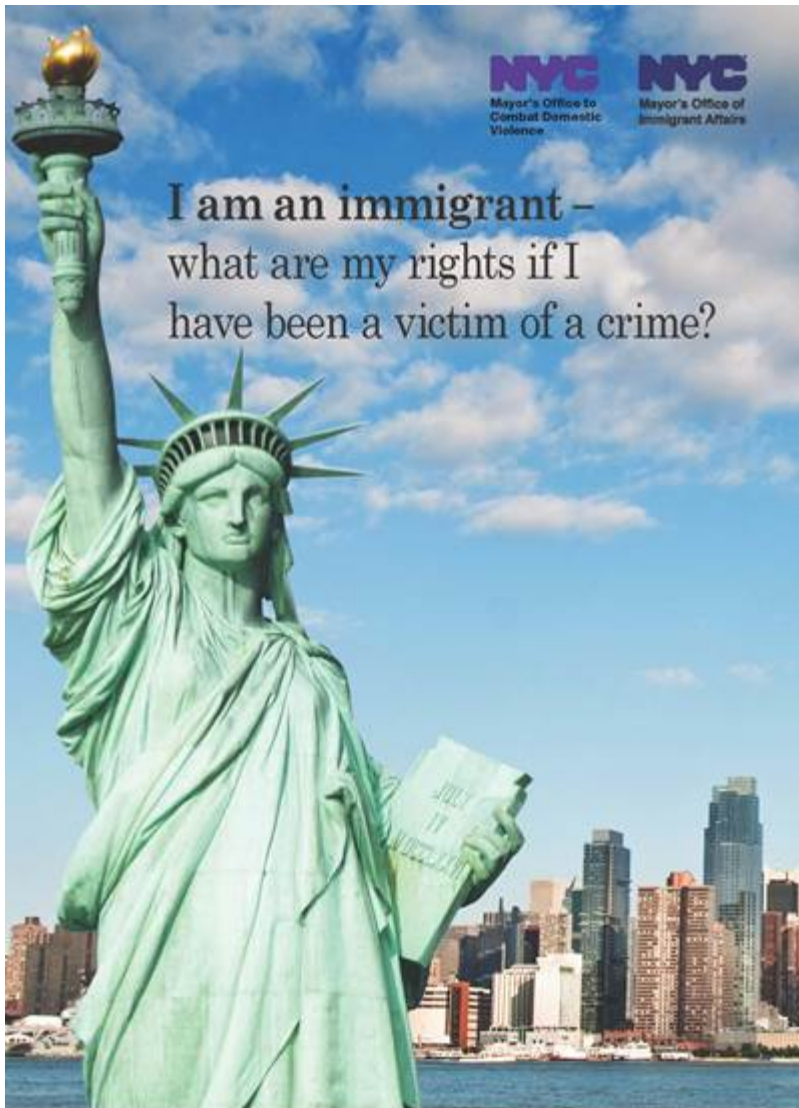


OCDV has updated the [New York City Resource Directory of Domestic Violence Services](#), which provides information regarding assistance available for survivors of intimate partner violence, sexual assault, sex trafficking and elder abuse. Your input and participation are important to ensure that the Directory is comprehensive, identifies culturally competent programs and reflects the variety of services for individuals, families and children in need.

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<p style="text-align: center;"><b>FOR EMPLOYERS</b></p> <p style="text-align: center;">If your employee is a survivor of DOMESTIC VIOLENCE, SEXUAL ASSAULT, OR STALKING –</p> <p style="text-align: center;"><b>You can support your employee by:</b></p> <ul style="list-style-type: none"> <li>• <b>Listening to and believing the employee</b> who is experiencing domestic violence, sexual assault, or stalking. You can <b>tell them that it is not their fault</b> and that you are worried about their safety.</li> <li>• <b>Asking your employee</b> about their safety concerns and what can be done in the workplace to make everyone safer.</li> <li>• <b>Educating yourself and your employees</b> about domestic violence, sexual assault, and stalking, and on how to seek help at <a href="http://www.nyc.gov/domesticviolence">www.nyc.gov/domesticviolence</a>.</li> <li>• <b>Creating a workplace policy to support survivors</b> and ensure safety and productivity in your business. View a model policy at <a href="http://www.workplacesrespond.org/learn/model-policy">www.workplacesrespond.org/learn/model-policy</a>.</li> <li>• <b>Cooperating in securing unemployment insurance</b> for your employee if they left work because of the violence.</li> <li>• <b>Calling the NYC Commission on Human Rights</b> for information on workplace protection laws at <b>311</b> or <b>718-722-3131</b>, or visit <a href="http://www.nyc.gov/humanrights">www.nyc.gov/humanrights</a>.</li> </ul> <p style="text-align: center;"><b>The law requires that you:</b></p> <ul style="list-style-type: none"> <li>• Permit your employee <b>time off to speak to a District Attorney or seek an Order of Protection</b>.</li> <li>• Make <b>"reasonable accommodations"</b> when requested (if you employ four or more people) as long as they are not an "undue burden" to your business.</li> <li>• <b>Do not discriminate</b> against a survivor in hiring, promotion, or other considerations in the workplace due to their status as a survivor.</li> <li>• <b>Keep confidential</b> any information about the employee's situation, requests for time off, or accommodations.</li> </ul>	<p style="text-align: center;"><b>FOR EMPLOYEES</b></p> <p style="text-align: center;">If you are a survivor of DOMESTIC VIOLENCE, SEXUAL ASSAULT, OR STALKING –</p> <p style="text-align: center;"><b>You have the right to:</b></p> <ul style="list-style-type: none"> <li>• <b>Take time off to speak with a District Attorney or seek an Order of Protection.</b></li> <li>• <b>Ask your employer for "reasonable accommodations,"</b> like changing your worksite, schedule, or phone number.</li> <li>• <b>File for unemployment insurance</b> if you lost or left your job because of the violence – even if you quit, were fired, or relocated due to the violence.</li> <li>• Have any personal <b>information shared</b> with your employer remain <b>confidential</b>.</li> </ul> <p style="text-align: center;"><b>You cannot be fired or penalized because:</b></p> <ul style="list-style-type: none"> <li>• You are a victim or survivor of domestic violence, sexual assault, or stalking.</li> <li>• Your abusive partner harasses or makes threats to you or others at your workplace.</li> </ul> <p style="text-align: center;"><b>You may have to:</b></p> <ul style="list-style-type: none"> <li>• Tell your employer about the abuse in order to get reasonable accommodations, and your employer may ask for proof – like a letter from a service provider, police report, District Attorney's Office, or court staff.</li> </ul> <p style="text-align: center;"><b>For more information or to ask for help:</b></p> <ul style="list-style-type: none"> <li>• Call the <b>NYC 24-Hour Domestic Violence Hotline</b> at <b>311</b> or <b>(800) 621-4673</b>.</li> <li>• Visit <a href="http://www.nyc.gov/domesticviolence">www.nyc.gov/domesticviolence</a>.</li> <li>• Call the NYC Commission on Human Rights to report an employer violation at <b>311</b> or <b>718-722-3131</b> or visit <a href="http://www.nyc.gov/humanrights">www.nyc.gov/humanrights</a>.</li> </ul>
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OCDV and NYC Small Business Services want you to know that New York State and New York City Laws extend protections to survivors, or those perceived to be survivors, of domestic violence, sexual assault or stalking. In October, OCDV partnered with NYC Small Business Services to produce a brochure for employers and employees to succinctly outline those protections and how survivors can access services, which was also distributed at an exciting panel discussion hosted by the Brooklyn Family Justice Center at St. Francis College.



**Resources for Immigrant Crime Victims**

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**>>> You can report the crime**

If you have been the victim or witness of a crime, or are not sure, contact the New York City Police Department. Police officers are prohibited from asking about the immigration status of crime victims and witnesses.

For emergencies call 911. For non-emergencies call your local precinct.

**>>> You can get help.**

Many New York City government agencies provide free services including emergency shelter, counseling, health care, child care and other family services. Call 311 to learn more about these services.

If you have been a victim of domestic violence, you can get free help at a New York City Family Justice Center, including criminal justice, civil legal, and social services all in one location. Call 311 to be connected to a Family Justice Center near you.

**>>> You can learn about your immigration options.**

Some immigrant victims of crimes may be able to get immigration visas called U and/or T visas. These visas protect victims of certain serious crimes who help law enforcement in the investigation or prosecution of those crimes.

U visas provide immigration benefits to crime victims who have suffered substantial mental or physical abuse as a result of the crime. T visas provide immigration benefits to victims of trafficking. U and T visas provide:

- Temporary immigration status
- Access to a work permit
- Opportunity to apply for permanent residence (known as a green card) for visa holders and their family members
- Access to cash assistance, Medicaid, a Social Security number, a driver license, and various other public benefits

In order to apply for a U or T visa, you must get a certification form from a law enforcement agency confirming that you meet certain requirements for the visa. Visit [nyc.gov/immigrants](http://nyc.gov/immigrants) to learn more about the U and T visa certification form and how to request it from a law enforcement agency.

Get free, safe immigration help to find out if you are eligible for a U or T visa or any other immigration benefits. Call 311 and say "ActionNYC" to make an appointment with a trusted immigration service provider in your community.

OCDV and the Mayor's Office of Immigrant Affairs want NYC's immigrant population to know their rights when they are victims of crime. In October, OCDV partnered with the Mayor's Office of Immigrant Affairs (MOIA) to produce a one-pager to succinctly outline resources survivors can access, also discussed in a [Huffington Post op-ed](#) by OCDV Commissioner Noel and MOIA Commissioner Agarwal.

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## Upcoming OCDV Events & Trainings

***\*Please note that Family Justice Center trainings are geared toward service providers and professionals.***

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## **BRONX:**

### **Dialectical Behavior Therapy: A Treatment Modality & Mindset for Working with Complex Trauma**

*Facilitated by Columbia University Medical Center*

Wednesday, December 14<sup>th</sup>, 2:30 p.m. – 4:00 p.m.

NYC Family Justice Center, Bronx  
198 East 161<sup>st</sup> Street, Second Floor

To register, please [click here](#).

### **Identifying & Addressing Vicarious Trauma in Service Providers**

*Facilitated by Columbia University Medical Center & Sanctuary for Families*

Wednesday, January 11<sup>th</sup>, 2:30 p.m. – 4:00 p.m.

NYC Family Justice Center, Bronx  
198 East 161<sup>st</sup> Street, Second Floor

To register, please [click here](#).

### **Depression: Causes, Assessment & Response**

*Facilitated by Columbia University Medical Center*

Wednesday, February 15<sup>th</sup>, 2:30 p.m. – 4:00 p.m.

NYC Family Justice Center, Bronx  
198 East 161<sup>st</sup> Street, Second Floor

To register, please [click here](#).

## **STATEN ISLAND:**

### **Five Things Professionals Can Do to Combat Revenge Porn**

*Facilitated by Carrie Goldberg, Esq.*

Tuesday, December 13<sup>th</sup>, 2:00 p.m. – 4:00 p.m.

NYC Family Justice Center, Staten Island  
126 Stuyvesant Place

To register, please [click here](#).

### **Child Support 101 Training for Service Providers**

*Facilitated by HRA Office of Child Support Enforcement*

Friday, December 16<sup>th</sup>, 2:00 p.m. – 4:00 p.m.

NYC Family Justice Center, Staten Island  
126 Stuyvesant Place

To register, please [click here](#).

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## **Top News Stories from November**

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### **Mayor de Blasio Announces Citywide Task Force on Domestic Violence**

As murders in New York City have declined significantly over the last 25 years, one category has remained stubbornly high: domestic violence homicides. The persistence of such killings, now a larger share of the shrinking homicide total, has frustrated police officers, prosecutors, social service providers and policy makers struggling to prevent intimate tensions that play out behind

closed doors from turning deadly. And while the city already has a host of programs aimed at curbing domestic violence, Mayor Bill de Blasio announced this month that he was assembling a task force, headed by the first lady, Chirlane McCray, and James P. O'Neill, the commissioner of the New York Police Department, to come up with a “comprehensive citywide strategy” in the next four months.

[Read More](#)

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## **Mayor’s Office to Combat Domestic Violence Receives DOJ Grant to Create Polyvictimization Screening Tool**

The Mayor’s Office to Combat Domestic Violence was given a \$650,000 grant by the Department of Justice to make a polyvictimization screening tool at the Queens Family Justice Center. The initiative aims to make the most fitting and best services available to survivors of abuse.

Polyvictimization survivors have experienced several kinds of abuse, such as child abuse, stalking and sexual abuse.

> [Read More](#)

## **N.Y. Domestic Violence Program Helps Protect Victims from Facing Their Abusers in Court via Video Conferencing**

The project, the first of its kind in the nation helps victims obtain temporary orders of protection by video conference in cases where going to court is dangerous or too difficult. A new program is being introduced at family courts in seven counties — including New York County — before being expanded statewide

> [Read More](#)

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## **NYC Council to Create the First Office for Crime Victims**

The City Council approved a bill that would create the first Office of Crime Victim Services. The person in charge at this new office will manage different providers in the city that give special services to crime victims. In addition, the Office of Crime Victim Services will put together a directory of all the service providers, both non-governmental organizations and city agencies. This office will connect victims to services in the city such as affordable housing, mental services, social services, and food stamps. For victims of physical abuse, the Office of Crime Victim

## **New N.Y. Law Requires Timely Rape-Kit Testing**

Thousands of sexual assault evidence kits that have gone untested across New York will be sent for forensic testing under a bill signed into law by Gov. Andrew Cuomo. The bill will require all police agencies across the state to send their untested rape kits to a forensic laboratory for testing, while newly collected kits will be subject to strict deadlines for testing.

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Services will work with the Mayor's Office to Combat Domestic Violence to develop specific services for these individuals.

> [Read More](#)

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## **The Human Trafficking Intervention Court in Queens has helped 3,000 vulnerable women since 2004**

The concept behind the HTIC is to help women caught up in the sex trade, to recover from their experiences, and to exit prostitution. A defendant can be referred to drug treatment or immigrant legal services, as well as being offered general support and counselling. The HTIC is partnered with a large network of counsellors and court advocates, including two that work with the Asian women that make up the majority of the defendants in the Queens courtroom.

> [Read More](#)

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## **Women No Longer Have to Pick Between A Paycheck and Escaping Abuse in These Two States**

If you're a victim of domestic violence, you're likely to have to skip work on short notice — to seek medical attention, to talk to police and prosecutors, or even to relocate for your own safety. But missing work means losing money, or even worse, your job, at a time when financial independence is key. Victims in Arizona and Washington may not have to worry about that anymore. Voters in both states approved ballot measures that require employers to offer paid sick leave and paid "safe leave" to workers, as well as raise the minimum wage.

> [Read More](#)

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## **The Attorney Fighting Revenge Porn**

Carrie Goldberg is a Brooklyn attorney with a practice specializing in sexual privacy, a new field of law that has emerged, in large part, to confront some of the grosser indulgences of the Internet. She has clients who are trying to get intimate images of themselves, or graphic ads offering their sexual services, off the Internet before they go viral and strangers start showing up at their houses. She also has clients who are being extorted into providing sex or money because someone has graphic pictures of them and is threatening to send

## **Inside the Anti-Domestic Violence Protests That Took Over London**

Direction action group Sisters Uncut blocked off bridges all over the UK to protest cuts made to domestic abuse services. Black and minority ethnic (BME) women who have been subjected to domestic violence prefer to seek help from specialist organizations that cater to women of color. But according to Sisters Uncut, "most of the support services destroyed by austerity were those supporting African and Caribbean and Asian communities, and LGBT+ people."

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the images to employers or parents or siblings. She has even begun advising teenage students who have been sexually assaulted and had the incidents recorded on cell phones, and who have then had to go to school with peers who may have been watching the videos in the cafeteria or the hallways.

> [Read More](#)

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### **Moroccan State TV Shows Women How to Cover Up Domestic Violence Bruises with Makeup**

A makeup artist appeared on Morocco state TV to show women how to cover up their domestic-violence bruises and “carry on” with their lives, prompting outrage from women across the world.

> [Read More](#)

### **Amber Heard’s Emotional PSA about Domestic Violence**

Amber Heard – ex-wife to Johnny Depp – got emotional during a #GirlGaze PSA focused on domestic violence. During the two-minute PSA, Amber Heard gazes directly into the camera; she recites a lot of inner dialogue that really resonates with victims of domestic violence.

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Disclaimer: Opinions expressed in the content of this email and in linked articles do not necessarily reflect the positions or policies of the NYC Mayor’s Office to Combat Domestic Violence.

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