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Domestic Violence Coordinator, Partners Employee Assistance Program

OPPORTUNITY: Creating safe, easily accessible, free, and confidential services at the worksite for employees who are experiencing domestic violence.

RESULTS: Since 2000, over 1,500 clients of the EAP have received DV services. Many clients who seek services from EAP do not identify as experiencing domestic violence and are seeking help for other self-identified problems – it is after comprehensive clinical assessment by EAP staff that DV is assessed and services are offered. This is a strength in our program and is an additional access point of service for employees.

Services for Employees
EAP has a Domestic Violence Coordinator on staff to provide customized services to employees and consultation to the workplace. All EAP Consultants are trained to assess and respond to domestic violence concerns by providing options:

- **ADVOCACY** counseling, and information
- **SAFETY** planning for home and work
- **REFERRALS** to community resources
- **SUPPORT GROUPS**
- **WORKPLACE** advocacy
- **RISK** assessment
- **COORDINATION** with hospital-based domestic violence advocacy programs, HR, Security and other hospital resources when appropriate
- **ASSESSMENT** of those who are concerned about their own behaviors

Services for the Workplace
The EAP is also committed to supporting the hospitals in their response to the needs of employees affected by domestic violence. We offer:

- **TRAINING**, outreach and education
- **CONSULTATION** to Management, Human Resources, Employee Health, etc.
- **WORKGROUP** support and interventions

In addition, the EAP works in conjunction with hospital Security Departments, with the employee’s permission, to plan for the safety of the workgroup when incidents of domestic violence affect the workplace.

EAP is available 24 hours a day with a clinician on-call after hours and on the weekends to insure that the workplace has an immediate response to its needs.

Client Feedback
"It has been extremely helpful to access services on site. It also allowed my first contact of reaching out to happen in a safe and protected place. I was worried about losing my job...I needed support. I was able to get information, education and someone who listened to me, without me worrying about him finding out.”

-Client of EAP

Gender of DV Clients
- Men 9%
- Women 91%

Job Categories of DV Clients
- Management 23%
- Research 2%
- Physicians 4%
- Other 11%
- Direct Care 27%
- Other Professionals 13%
- Clinical 25%

Top Reasons DV Clients Come to EAP
- Domestic Violence 40%
- Legal 30%
- Family Concerns 20%
- Safety of Home/Work 10%
- Domestic Violence 0%