




**MAINE DEPARTMENT OF PUBLIC SAFETY  
GENERAL ORDER**

<b>SUBJECT:</b>	Maine Department of Public Safety Policy Regarding the Impact of Domestic Violence and Sexual Assault in the Workplace
<b>NUMBER:</b>	DPS-120
<b>EFFECTIVE DATE</b>	8-23-19
<b>HISTORY:</b>	NEW (10.29.2018)
<b>DISTRIBUTION:</b>	<b>ALL DEPARTMENT PERSONNEL</b>
	 COMMISSIONER, MAINE DEPARTMENT OF PUBLIC SAFETY

1. The purpose of this policy is to raise awareness and provide guidance, education, and resources to employees, supervisors, and managers to address the occurrence of domestic violence and sexual assault and their effects on the workplace. In their work, employees of the Department of Public Safety share the mission of the Department to protect the lives, rights, and property of Maine citizens. Accordingly, this policy aims to hold Department employees to a high standard of behavior.

**II. POLICY**

1. This policy of the Department is:
    - A. To provide a safe workplace environment that supports prevention and intervention when risks are presented by domestic violence and sexual violence offenders;
    - B. To respond to employees who are victims of such violence, and provide assistance nonjudgmentally and with compassion; and
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- C. To respond to employees who commit such violence, and provide discipline when appropriate.

### III. DEFINITIONS

1. For the purposes of this policy, the terms included in this section are defined as follows, unless otherwise indicated in the policy.
  - A. Department. "Department" means the Department of Public Safety.
  - B. Domestic violence. "Domestic violence" means a pattern of coercive behavior that is used by a person against family or household members to gain power or control over the other party in a relationship. This behavior may include any of the following:
    1. Physical violence;
    2. Sexual abuse;
    3. Emotional and psychological intimidation;
    4. Verbal abuse and threats;
    5. Stalking;
    6. Isolation from friends and family;
    7. Economic control;
    8. Destruction of personal property; and
    9. Animal cruelty.

Domestic violence occurs between people of all racial, economic, educational, and religious backgrounds; in heterosexual and same-sex relationships; and between married and unmarried partners, current and former partners, and other family and household members.

- C. In the workplace. "In the workplace" means any circumstance in which a Department of Public Safety employee - whether a full-time or part-time employee, or a contractor - is:
  1. On-duty;
  2. In State-owned or -leased work space;
  3. Using the facilities or services of the State;

4. Wearing a uniform or official insignia identifying the office or position of the employee or contractor; or
5. In or using a vehicle owned or leased by the State or its agencies.

In any such circumstance, the employee is considered "in the workplace."

- D. Perpetrator. "Perpetrator" means a person who has allegedly or in fact committed domestic violence or sexual assault, or engaged in stalking.
- E. Sexual assault. "Sexual" means an act of sexual violence whereby a person forces, coerces, or manipulates another person to participate in unwanted sexual activity. Sexual assault is an umbrella term for a variety of different victimizations, including, but not limited to, sexual harassment and gender-based bullying, sexual coercion, commercial sexual exploitation and sex trafficking, child sexual abuse, elder sexual abuse, unwanted sexual contact, sexual abuse by a caregiver, drug- and alcohol-facilitated sexual assault, a power differential which makes sexual contact inappropriate or illegal (e.g., student-teacher or doctor-patient), sexual assault, and sexual violence within the context of an intimate relationship. Any sexual activity with a person who is unable to give consent is considered sexual violence. This includes, but is not limited to, a person who is asleep, impaired, under the influence of drugs and alcohol, an incapacitated or dependent adult, and a child under the age of 14.
- F. Stalking. "Stalking" means the act of intentionally or knowingly engaging in a course of conduct directed at or concerning a specific person that would cause a reasonable person:
  1. To suffer serious inconvenience or emotional distress;
  2. To fear bodily injury or to fear bodily injury to a close relation;
  3. To fear death or to fear the death of a close relation;
  4. To fear damage or destruction to or tampering with property; or
  5. To fear injury to or the death of an animal owned by or in the possession and control of that specific person.
- G. Workplace safety plan. "Workplace safety plan" means a strategy developed in collaboration with a victim to implement workplace safety options, including, but not limited to:

1. Setting up procedures for alerting security or law enforcement officers;
2. Temporary relocation of a victim to a secure area;
3. Voluntary temporary transfer or permanent relocation to a new work site;
4. Reassignment of parking space;
5. Escort for entry to and exit from the work site;
6. Responding to telephone, fax, e-mail, text, or mail harassment; and
7. Keeping a photograph of a perpetrator and/ or a copy of an existing court order in a confidential on-site location, and providing copies of such to designated personnel.

H. Victim. "Victim" means an individual who has been subjected to domestic violence, sexual assault, or stalking.

#### **IV.PROCEDURE**

##### **1. STATEMENT OF CONFIDENTIALITY**

- A. The Department recognizes and respects a victim's need for autonomy and confidentiality. To the extent permitted by law, and unless the substance of an employee's disclosure of being a victim demands otherwise, the Department will maintain the confidentiality of the employee's disclosure and share disclosed information only on a "need-to-know" basis when concerns of immediate risk to any employee arise.
- B. If an employee's disclosure indicates that there exists reasonable cause to suspect abuse, neglect, or exploitation of children or incapacitated or dependent adults, reporting of such to appropriate authorities might be mandatory.

<sup>1</sup> Certain persons are "mandated reporters" of abuse, neglect, or exploitation of children, and abuse, neglect, or exploitation of incapacitated or dependent adults. Mandated reporters include, but not limited to, law enforcement officials. *See* 22 M.R.S.A. § 4011-A; 22 M.R.S.A. § 3477. In addition, any person may make an optional report if that person has reasonable cause to suspect that a child or incapacitated adult has been or is likely to be abused. Victims should be aware that situations involving suspected abuse, neglect, or exploitation of children or incapacitated or dependent adults may be reported to outside agencies, as provided by law.

- C. Further disclosure may be necessary if the perpetrator presents a threat to the safety of any person in the workplace, or the victim has expressed homicidal or suicidal intentions.
- D. Whenever possible, the victim will be given prior notice of any necessary further disclosures of the information he or she has provided.

## 2. REPORT OF ACTUAL, IMMINENT, AND POTENTIAL THREATS OF VIOLENCE IN THE WORKPLACE

- A. In any circumstance in which an employee is experiencing or witnessing violence in the workplace or violence toward any employee appears imminent, that employee – if possible - is to immediately call 9-1-1, as well as any other appropriate emergency number.
- B. In any circumstance in which an employee becomes aware of a potential threat of violence to any person in the workplace (including to the employee him- or herself), that employee is to report the threat to a supervisor, manager, appropriate human resources personnel, or the Bureau Director for whom the employee works, as soon as practicable.

## 3. INCREASED EMPLOYEE AWARENESS

- A. The Department will increase employee awareness of the occurrence of domestic violence and sexual assault, and inform employees of community resources available for victims of such acts. The methods used may include, but are not limited to, the following:
  - 1. Posting at Department work sites information regarding the impact of domestic violence and sexual assault on the workplace;
  - 2. Posting at Department work sites information about community resources that are available to victims of domestic violence or sexual assault. This information may include available sources of assistance such as availability of the State's confidential Employee Assistance Program, domestic violence resource centers, sexual assault support centers, and the names of human resources personnel who are trained and available to serve as confidential sources of information, support, or referral;

3. Including information about community resources that are available to victims of domestic violence or sexual assault as part of the new Department employee orientation;
4. Including a copy of this policy in the new employee orientation packet;
5. Conducting domestic violence and sexual assault awareness activities in staff meetings, other programs, and health and wellness programs;
6. Providing copies of this policy to employees and members of the general public upon request;
7. Requiring employees to review and complete the Domestic Violence in the Workplace Online Training on an annual basis.

#### 4. EMPLOYEES AFFECTED BY DOMESTIC VIOLENCE AND SEXUAL ASSAULT

- A. The Department seeks to offer support and referrals for assistance to those employees who disclose that they are victims of domestic violence or sexual assault.
- B. The Department is committed to the effective enforcement of protection orders. In this regard, an employee is encouraged to provide a copy of a protection order issued pursuant to a petition filed by the employee to the employee's supervisor or manager (especially when the workplace is listed on the order), so that every attempt can be made by the Department to take steps to enforce the order and protect that employee and others. The employee is encouraged to keep a current copy of the protection order immediately available in the workplace.
- C. Nothing in this policy should ever deter a sworn law enforcement officer from reporting any criminal conduct, in accordance with Maine law and Department policy.

#### 5. RESPONSE AND ASSISTANCE TO VICTIMS OF DOMESTIC VIOLENCE

- A. If an employee discloses that he or she is a victim of domestic violence to a coworker, that coworker should avoid victim-blaming and assure the employee that he or she is not alone and is not to blame; that there is help available; and that the coworker is concerned about the victim's safety. The coworker should encourage the victim to speak with a designated Department responder (see Appendix D) or human resources personnel and

ask the coworker's permission to share the information with a designated Department responder or human resources personnel. The coworker also may wish to refer the victim to:

1. Available community resources, including the domestic violence projects listed in Appendix A of this policy;
2. The State's confidential Living Resources Program. Information about the program may be accessed 24 hours a day by calling 1-800-451-1834;
3. Other individuals within the Department who may be able to provide assistance to the victim, such as human resources personnel, a designated Department responders (see Appendix D), and the victim's supervisor or Bureau Director;
4. Sections of this policy that support safety planning and assistance to victims of domestic violence.

B. Supervisors are responsible for communicating that domestic violence is behavior that will not be tolerated in the workplace and that the Department will actively provide information and support to employees who are victims of such violence.

1. Supervisors shall ensure that each employee is provided with access to a copy of this policy.

C. A supervisor or manager who becomes aware that an employee is a victim of domestic violence shall refer the employee to human resources personnel or a designated Department responder (see Appendix D). The designated Department responder is to:

1. Offer the victim information about appropriate community organizations for support, which include, for example, the domestic violence resource centers listed in Appendix A of this policy;
2. Advise the employee that assistance is also available through the State's confidential Living Resources Program. Information about the program may be accessed 24 hours a day by calling 1-800-451-1834.
3. Inform the employee of leave that may be used for the purposes of accessing domestic violence services, counseling, obtaining medical

treatment, attending legal proceedings, or carrying out other necessary activities to remedy a crisis caused by domestic violence, sexual assault, or stalking, in accordance with 26 M.R.S.A. § 850, *Employment Leave for Victims of Violence*. Leave benefits may include, as applicable:

- A. Sick leave;
- B. Vacation leave;
- C. Family and Medical Leave Act leave;
- D. Unpaid leave; or
- E. Catastrophic Leave Bank leave;

4. Offer to assist the victim in developing a workplace safety plan. If the victim and perpetrator are both employed by the Department, the workplace safety plan should make accommodations to protect the victim from any risks presented by the perpetrator. The needs of the victim are of primary importance, and isolating the perpetrator from the victim is preferred if relocation for safety purposes is an issue.

- D. Designated Department responders (see Appendix D) will reserve appropriate training on domestic violence in the workplace, including how to respond to victims of sexual assault.
- E. Performance issues. This policy recognizes that victims of domestic violence may have performance problems such as inability to concentrate, absenteeism, and productivity issues. When an employee confides to a supervisor or manager that job performance issues are caused by domestic violence, referrals and assistance should be offered in accordance with this policy. When a victim has performance or conduct problems as a result of domestic violence, sexual assault, or stalking, the Department will offer support and an opportunity to correct the problems. Supervisors may develop a work plan with the employee to assist and support the employee in meeting performance expectations. Nothing in this policy alters the authority of the Department to establish performance expectations, counsel employees, impose discipline, reassign duties, place an employee on leave, or take other action as it deems appropriate.

## 6. RESPONSE AND ASSISTANCE TO VICTIMS OF SEXUAL ASSAULT



A. If an employee discloses that he or she is a victim of sexual assault to a coworker, that coworker should avoid victim-blaming and assure the employee that he or she is not alone and is not to blame; that there is help available; and that the coworker is concerned about the victim's safety. The coworker should encourage the victim to speak with a designated Department responder (see Appendix D) or human resources personnel and ask the coworker's permission to share the information with a designated Department responder or human resources personnel. The coworker also may wish to refer the victim to:

1. Available community resources, including the sexual assault support centers listed in Appendix B of this policy;
2. Information and support services that can be accessed 24 hours a day by calling 1-800-871-7741 or TTY 1-888-458-5599;
3. The State's Confidential Living Resources Program. Information about the program may be accessed 24 hours a day by calling 1-800-207-5465;
4. Other individuals within the Department who may be able provide assistance to the victim, such as human resources personnel and the victim's supervisor or Bureau Director.

B. Supervisors are responsible for communicating that sexual violence is behavior that will not be tolerated in the workplace and that the Department will actively provide information and support to employees who are victims of such violence.

1. Supervisors shall ensure that each employee is provided with access to a copy of this policy.

C. A supervisor or manager who becomes aware that an employee is a victim of sexual assault shall refer the employee to human resources personnel or a designated Department responder (see Appendix D). The designated Department responder is to:

1. Offer the victim information about appropriate community organizations for support, including the sexual assault support centers listed in Appendix B of this policy;
  2. Inform the victim that assistance is also available through the State's confidential Living Resources Program. Information about the program may be accessed 24 hours a day by calling 1-800-451-1834;
  3. Inform the employee of leave that may be used for the purposes of accessing services, counseling, obtaining medical treatment, attending legal proceedings, or carrying out other necessary activities to remedy a crisis caused by domestic violence, sexual assault, or stalking, in accordance with 26 M.R.S.A. § 8 50, *Employment Leave for Victims of Domestic Violence*. Leave benefits may include, as applicable:
    - A. Sick leave;
    - B. Vacation leave;
    - C. Family and Medical Leave Act leave;
    - D. Unpaid leave; or
    - E. Catastrophic Leave Bank leave.
- D. Designated Department responders will reserve appropriate training on domestic violence in the workplace, including how to respond to victims of sexual assault.
- E. Performance issues. This policy recognizes that victims of sexual assault may have performance problems such as inability to concentrate, absenteeism, and productivity issues. When an employee confides to a supervisor or manager that job performance issues are caused by a sexual assault that has occurred, referrals and assistance should be offered in accordance with this policy. When a victim has performance or conduct problems as a result of domestic violence, sexual assault, or stalking, the Department will offer support and an opportunity to correct the problems. Supervisors may develop a work plan with the employee to assist and support the employee in meeting performance expectations. Nothing in this policy alters the authority of the Department to establish performance expectations, counsel employees, impose discipline, reassign duties, place an employee on leave, or take other action as it deems appropriate.

7. REQUIREMENTS OF AND RESPONSE TO AN EMPLOYEE WHO IS A PERPETRATOR

- A. If an employee is concerned that another employee is a perpetrator of domestic violence or sexual assault, that coworker should, as soon as practicable, bring his or her concerns to a supervisor, or human resources personnel. For reasons of safety and liability, the coworker is not to directly address his or her concerns with the other employee.
- B. An employee of the Department must disclose and provide a copy to the employee's Bureau Director - or in the case of the Maine State Police, the employee's Troop or Unit Commander - any order for protection from abuse or harassment issued against the employee, or any criminal charge or any condition of bail or probation applicable to the employee that includes, but is not limited to:
  - 1. Conditions prohibiting or limiting contact with other employees of the Department or with other individuals or locations of employment;
  - 2. Conditions that may interfere with the employee's ability to perform job duties. These conditions include, but are not limited to, the use or possession of firearms. **NOTE:** Any protection order entered against a law enforcement officer or employee of the Bureau of Consolidated Emergency Communications is considered to interfere with that employee's ability to perform assigned duties of the position and existence of the order must be reported immediately.
  - 3. Failure to disclose the above information will result in administrative action, which may result in corrective and disciplinary action, up to and including termination.
- C. The Department encourages employees who are perpetrators to voluntarily seek assistance from any of the resources listed in Appendix C of this policy and/ or the State's confidential Living Resources Program. Information about the Living Resources Program may be accessed 24 hours a day by calling 1-844-207-5465.
- D. An employee who is in law enforcement and carries a firearm as a condition of employment, and who is a named defendant in a temporary or permanent protection order, or who is otherwise prohibited by court order, bail

conditions, criminal conviction, or probation conditions from carrying a firearm, will be subject to administrative action, which may include disciplinary action, up to and including termination.

- E. Absent a court order, only the Commissioner or designee will have the authority to require the surrendering of an employee's firearm.
- F. An employee who is found misusing any State resources such as work time, workplace telephones, cell phones or any other electronic communication medium, facsimile machines, mail, computers, electronic mail, a State vehicle, a State credit card, State equipment, or other means to commit domestic violence, sexual assault, harassment, or stalking will be subject to corrective and disciplinary action, up to and including termination. In some cases, where there is a connection between off-duty conduct of this nature and one's employment with the State, that off-duty conduct may lead to disciplinary action, up to and including termination.
- G. A supervisor or manager who becomes aware of a protection order or other information regarding an employee who is a perpetrator shall keep that information confidential to the extent required by law, and may only discuss the information with others on a "need to know" basis.

## 8. DOCUMENTATION

- A. The Department's Human Resources Office will maintain, in a confidential file, copies of orders for protection from abuse and other documents that relate to incidents of domestic violence and sexual assault that have affected Department employees in the workplace. The Human Resources Office will develop necessary protocols to maintain records relating to employees' disclosures of such incidents.

NOTICE: THIS GENERAL ORDER IS FOR USE OF THE DEPARTMENT OF PUBLIC SAFETY AND NOT FOR ANY OTHER AGENCY. THE GENERAL ORDER IS NOT INTENDED TO BE RELIED UPON BY ANY OTHER INDIVIDUAL OR PRIVATE OR PUBLIC AGENCY. THE GENERAL ORDER EXPRESSLY DOES NOT CREATE, AND IS NOT INTENDED TO CREATE, A HIGHER LEGAL STANDARD OF SAFETY OR CARE IN AN EVIDENTIARY SENSE WITH RESPECT TO THIRD- PARTY CLAIMS. VIOLATIONS OF THIS ORDER ONLY MAY FORM THE BASIS FOR ADMINISTRATIVE SANCTIONS BY THE DEPARTMENT OF PUBLIC SAFETY.

- Increasing the capacity of tribal communities to respond to domestic and sexual violence-



[www.WabanakiWomensCoalition.org](http://www.WabanakiWomensCoalition.org)

Jane Root, Executive Director

207.763.3478

Donna Brown, Outreach Coordinator

207.322.6604

Micmac Domestic and Sexual

Violence Advocacy Center

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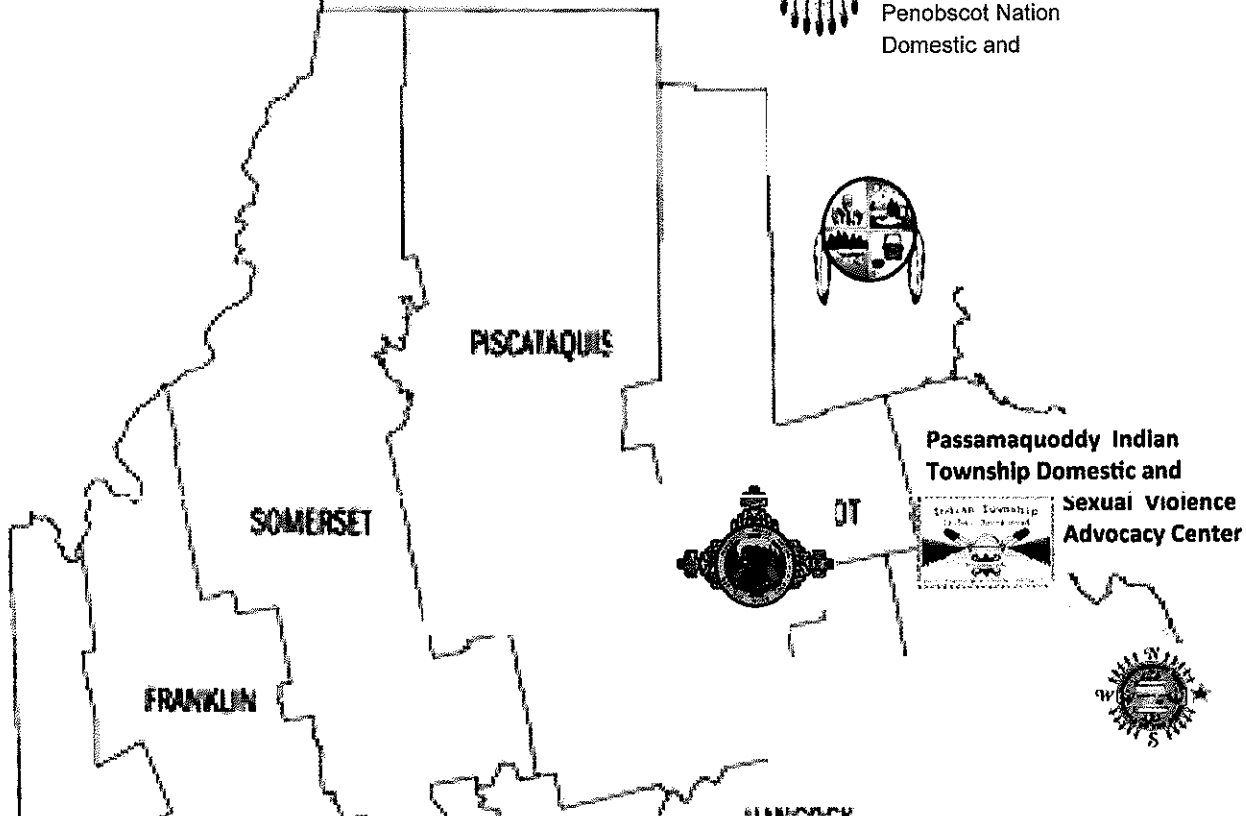


Maliseet Domestic and  
Sexual Violence

Advocacy Center

Penobscot Nation

Domestic and



### Wabanaki Women's Coalition

#### Member Domestic and Sexual Violence Advocacy Centers

Aroostook Band of Micmacs, Domestic and Sexual Violence Advocacy Center

7 Northern Road, Presque Isle, ME 04769

Office: 207.760.0570 Hotline: 207.551.3639

Houlton Band of Maliseets, Domestic and Sexual Violence Advocacy Center

690 Foxcroft Road, Houlton, ME 04730

Office: 207.532.3000 Hotline: 207.532.6401

Pleasant Point Passamaquoddy, Passamaquoddy Peaceful Relations Domestic &  
Sexual Violence Advocacy Center

POBox 343, Perry, ME 04467

Office: 207.853.0092 Toll Free Hotline: 877.853.2613

Indian Township Passamaquoddy, Domestic and Sexual Violence Advocacy Center

P.O. Box 301, Princeton, ME ~46.68

Office: 207.796.6106 Hotline 207.214.1917

Penobscot Indian Nation, Domestic and Sexual Violence Advocacy Center

12 Wabanaki Way, Indian Island, ME 04468

Office: 207.817.3164 Ext 4 Hotline: 207.631.4886

# DOMESTIC VIOLENCE RESOURCES

(As of 10/18/2018)

## MAINE COALITION TO END DOMESTIC VIOLENCE (MCEDV)

[www.mcedv.org](http://www.mcedv.org)

1 Weston Court, Box #2, Augusta, Maine

1-866-834-HELP (4357)

National ITV: 1-800-437-1220

24 Hour - Toll Free - Confidential

## DOMESTIC VIOLENCE RESOURCE CENTERS

Androscoggin, Oxford & Franklin Counties

*Safe Voices*

[www.safevoices.org](http://www.safevoices.org)

P.O. Box 713, Auburn, ME 04212

207-795-6744 (Auburn)

207-7786107 (Farmington)

207-743-5806 (So. Paris)

207-369-0750 (Rumford)

Hotline: 1-800-559-2927

Aroostook County

*Hope and Justice Project*

[www.hopeandjusticeproject.org](http://www.hopeandjusticeproject.org)

209 State Street, PO Box 148, Presque Isle, ME 04769

Admin: 207-764-2977 Hotline: 1-800-439-2323

Cumberland County

*Through These Doors*

[www.familycrisis.org](http://www.familycrisis.org)

P.O. Box 704, Portland, ME 04104

Admin: 207-874-1973 Hotline: 1-800-537-6066

Hancock & Washington Counties

*Next Step*

[www.nextstepdvproject.org](http://www.nextstepdvproject.org)

Ellsworth Office:

P.O. Box 1466, Ellsworth, ME 04605

Admin: 207-667-0176

Machias Office:

PO Box 303, 23 Broadway

Machias, Maine 04654

Admin: 207-667-0176

**Next Step Hotline: 1-800-315-5579**

**Kennebec & Somerset Counties**

***Family Violence Project***

[www.familyviolenceproject.org](http://www.familyviolenceproject.org)

P.O. Box 304, Augusta, ME 04332

Admin: 207-623-3569 **Hotline: 1-877-890-7788**

**Knox, Lincoln, Sagadahoc & Waldo Counties**

***New Hope for Women***

**Hotline: 1-800-522-3304**

[www.newhopeforwomen.org](http://www.newhopeforwomen.org)

**Rockland:**

5 Beech Street, PO Box A, Rockland, ME 04841-0733

207-594-2129

**Belfast:**

6 Public Safety Way

Belfast, Maine 04915

207-338-6569

**Wiscasset:**

207-882-6222

**Bath:**

12 Court Street, Bath, Maine 04530

Admin: 207-443-8898

**Penobscot & Piscataquis Counties**

***Partners for Peace***

[www.partnersforpeaceme.org](http://www.partnersforpeaceme.org)

**Hotline: 1-800-863-9909**

**TTY: 1-800-437-1220**

**York Counties**

***Caring Unlimited***

[www.caring-unlimited.org](http://www.caring-unlimited.org)

P.O. Box 590, Sanford, ME 04073

Admin: 207-490-3227 **Hotline: 1-800-239-7298**

**WABANAKI TRIBES OF MAINE**  
**DOMESTIC VIOLENCE AND SEXUAL ASSAULT SERVICES**

**Aroostook Band of Micmac, Domestic & Sexual Violence Advocacy Center**

[www.micmac-nsn.gov](http://www.micmac-nsn.gov)

Admin: 207-551-3639

**Maliseet Domestic Violence & Sexual Advocacy Center**

[www.maliseets.com/domesticviolence.htm](http://www.maliseets.com/domesticviolence.htm)

690 Foxcroft Rd., Houlton, ME 04730

Admin: 207-532-3000 **Hotline: 207-532-6401**

**Indian Township Passamaquoddy Domestic & Sexual Violence Advocacy Center**

Admin: 207-214-1917

**Passamaquoddy Peaceful Relations**

[www.wabanakL.com](http://www.wabanakL.com)

P.O. Box 343, Perry, ME 04667

Admin: 207-853-2600, ext. 266 or 291 **Hotline: 1-877-853-2613**

**Penobscot Indian Nation Domestic Violence/Sexual Assault Services Program**

[www.penobscotnation.org](http://www.penobscotnation.org)

12 Wabanaki Way, Indian Island, ME 04468

Admin: 207-817-3165 **Hotline: 207-631-4886**

**Wabanaki Women's Coalition**

[www.wabanakiwomenscoalition.org](http://www.wabanakiwomenscoalition.org)

Admin: 207-762-8483 **Hotline: 1-844-7Native**

**CULTURALLY SPECIFIC COMMUNITY ORGANIZATIONS**

**Immigrant Resource Center of Maine**

265 Lisbon Street, Suite 2, 2<sup>nd</sup> Floor, Lewiston, Maine 04243

[www.ircofmaine.org](http://www.ircofmaine.org)

207-753-0061

**Sudanese Development Institute of Maine**

207-879-2281



## **STATE OF MAINE EMPLOYEE ASSISTANCE PROGRAM**

**Living Resources Program - for 24/7 Assistance call: 1-844-207-5465**

**<https://www.maine.gov/bhr/oe/benefits/living-resource5>**

### **NATIONAL RESOURCES**

#### **National Coalition Against Domestic Violence**

One Broadway, Suite B210, Denver, CO 80218

303-839-1852

Look on the web at: [www.ncadv.org](http://www.ncadv.org)

#### **NATIONAL DOMESTIC VIOLENCE HOTLINE**

1-800-799-7233 TIV 1-800-787-3224

[www.thehotline.org](http://www.thehotline.org)

**MAINE CERTIFIED BATTERER INTERVENTION PROGRAMS**

To confirm meeting dates/times/locations for Certified Batterer Intervention Programs: <https://www.maine.gov/corrections/victimservices/batintervent.htm>

Safe Voices - Androscoggin, Franklin & Oxford Counties  
[www.safevoices.org/get-help/batterers-intervention-program](http://www.safevoices.org/get-help/batterers-intervention-program)

PO Box 713, Auburn, ME 04212  
207-795-6744  
1-800-559-2927

Northern New England Community Resource Center™ Aroostook County (Male Program)  
PO Box 164, Houlton, ME 04730  
207-694-3066

Choices™ Aroostook County (Female Program)  
207-728-3199

Choices (The Men's Group) - Cumberland and Sagadahoc County (Male Program)  
14 Maine Street, Ste 205, Brunswick, ME 04011  
207-240-4846

A Different Choice™ Cumberland County (Male Program)  
PO Box 704, Portland, ME 04101  
207-730-3641

A Different Choice™ Cumberland County (Male Program)  
207-730-3641

Choice V™ Hancock County (Male Program)  
59 Franklin Street, Ste B, Ellsworth, ME 04605  
207-667-2730

Menswork™ Kennebec & Somerset Counties (Male Program)  
PO Box 304, Augusta, ME 04330  
207-620-8494

Time for Change™ Knox, Lincoln & Waldo Counties (Female Program)  
PO Box A, Rockland, ME 04841  
207-594-2128

Choices - The Men's Group - Knox, Lincoln & Waldo Counties (Male Program)

207 - 240-4846

207-373-1140

207-594-0270

Batterers' Intervention Program - Penobscot County (Male Program)

One Cumberland Place, Bangor, ME 04402

207-217-6588

DV Classes for Men"" Piscataquis County

Charlotte White Counseling Center

572 Bangor Road, Dover-Foxcroft, ME 04426

1-888-564-2499

Violence No More"" York County

15 York Street, Building 9, Suite 201-H, Biddeford, ME 04005

207-283-8574

MAINE COALITION AGAINST SEXUAL ASSAULT (M.C.A.S.A.)

STATEWIDE SEXUAL ASSAULT CRISIS AND SUPPORT LINE: 1-800-871-7741

Sexual Assault Crisis & Support Center"" Kennebec, Knox, Somerset & Waldo Counties

PO Box 417, Winthrop, ME 04364

207-377-1013

[www.silentnomore.org](http://www.silentnomore.org)

Rape Response Services"" Penobscot & Piscataquis Counties

262 Harlow Street, Bangor, ME 04401

207 -973-3651

1-800-871-7741

<http://www.rrsonline.org/>

Sexual Assault Support Services of Midcoast Maine

Eastern Cumberland, Lincoln, Sagadahoc, Knox and Waldo Counties

PO Box 990, Brunswick, ME 04011

1-800-871-7741

[www.sassmm.org](http://www.sassmm.org)

AMHC Sexual Assault Services - Aroostook, Hancock & Washington Counties

Toll Free: 1800-871-7741

<https://www.amhcsas.org/>

Sexual Assault Response Services of Southern Maine" York & Cumberland Counties  
PO Box 1371, Portland, ME 04104  
1-800-871-7741  
[www.sarsonline.org](http://www.sarsonline.org)

## **HUMAN TRAFFICKING SERVICES**

### **NATIONAL HUMAN TRAFFICKING HOTLINE**

(888) 373-7888  
<https://humantraffickinghotline.org/>

**HOPE RISING** (Maine's first safe house and residential treatment program for survivors of human trafficking)

(207) 282-3351option 4  
<http://www.hoperisingme.org>

**PREBLE STREET ANTI-TRAFFICKING COALITION** (York and Cumberland Counties)

(207) 775-0026  
<http://www.preblestreet.org/>

**MAINE SEX TRAFFICKING AND EXPLOITATION NETWORK** (Contact for information or resources; not a direct service provider)

(207) 626-0034  
<http://www.mainesten.org/>



E.

**MAINE DEPARTMENT OF PUBLIC SAFETY  
GENERAL ORDER**

**Maine Department of Public Safety Policy Regarding the Impact of Domestic  
Violence and Sexual Assault in the Workplace**

**APPENDIX D**

For the purposes of this General Order, the following individuals are designated responders for the  
Maine Department of Public Safety:

Name	Bureau	Contact Information
Dorothy A. Bonsant	SFMO	207-626-3894 - <a href="mailto:dorothy.a.bonsant@maine.gov">dorothy.a.bonsant@maine.gov</a>
Lt. Scott W. Ireland	MSP	207-877-8081 - <a href="mailto:scott.w.ireland@maine.gov">scott.w.ireland@maine.gov</a>
Lt. Anna H. Love	MSP	207-624-7291 - <a href="mailto:anna.h.love@maine.gov">anna.h.love@maine.gov</a>
Sgt. Jonathan L. Wilson	MSP	207-624-7275 - <a href="mailto:jonathan.l.wilson@maine.gov">jonathan.l.wilson@maine.gov</a>

**DEPARTMENT OF PUBLIC SAFETY**

**Domestic Violence Policy Acknowledgement Form**

Employee's Name (please print) \_\_\_\_\_

I certify that have read and understand the standards set forth in the Department of Public Safety's Policy on domestic Violence.

Employee's Signature: \_\_\_\_\_

Date: \_\_\_\_\_