

Sample Workplace Domestic Violence Policy Outline

Template to Help Start Your Organization's Policy Discussion

Policy Outline:

1. Purpose

Ensure a safe environment and support employees affected by domestic violence.

2. Scope

Applies to all employees, contractors, and volunteers.

3. Definitions

Domestic violence includes physical harm, threats, stalking, harassment, or control by a current or former partner.

4. Statement of Commitment

[Your Organization] is committed to supporting employees and responding promptly to safety concerns.

5. Confidentiality

Disclosures are confidential except when required to protect others or comply with law.

6. Reporting and Assistance

Employees may contact:

- [HR Contact]
- [Security Contact]
- [Employee Assistance Program]

7. Support and Accommodations

Examples:

- Schedule or location adjustments.
- Security escorts.
- Referrals to external resources.

8. Safety Planning

Possible measures:

- Sharing perpetrator photos with security.
- No-contact directives.
- Customized response plans.

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9. Non-Retaliation

Employees will not be penalized for reporting or seeking help.

10. Employee Responsibilities

Promptly report concerns and cooperate with safety measures.

11. Supervisor Responsibilities

Respond sensitively, maintain confidentiality, and coordinate with HR.

12. Training and Awareness

Provide training to staff and supervisors.

13. Policy Review

Review policy annually.

Disclaimer: This outline is for informational purposes and does not constitute legal advice. Consult your HR and legal advisors before implementing.

We can help. You are able to purchase 12 month, first come first serve seats for your staff members in our confidential, self-paced, online safety program. You can get information about it here: <https://resources.aprilhardy.com/safe-work-advantage>