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I. Executive Summary

Emory University’s core purpose is to create, preserve, teach, and apply knowledge in the service of humanity. As members of the Intimate Partner Violence (IPV) Working Group embarked on the mission of examining the impact of IPV at Emory, the goal was to explore awareness and availability of resources to assist all members of our community.

Our look at this issue began with statistics (internal and national) and identification of known cases of IPV and domestic homicides among the faculty, staff, and students at Emory. We recognize that IPV is a social problem that impacts both men and women in our society.

- Globally, at least one in every three women has been beaten, coerced into sex, or otherwise abused during her lifetime (L. Heise, M. Ellsberg, and M. Gottemoeller, *Ending Violence against Women*, Population Reports, Series L, 11 [December 1999]).
- Annually, 5.3 million women are abused.
- On average, more than three women are murdered by their husbands or boyfriends in this country every day (American Institute on Domestic Violence, February 2003).
- IPV is the leading cause of injury to women, and homicide is the leading cause of death for women in the workplace (American Institute on Domestic Violence, 2001).
- Workplace violence is a health and safety issue that affects the bottom line for all employers. Employers should be concerned about domestic violence for humanitarian reasons and because of its effects on productivity and absenteeism. “A study by the National Alliance to End Partner Violence found that 21% of adults employed full-time were victims of domestic violence and 64% of them indicated that their work performance was impacted by the violence” (Georgia Domestic Violence Fatality Review Project Annual Report 2007, p. 22; www.caepv.org).
- Domestic violence at work can be fatal not only to the victim, but to coworkers and anyone else present at the workplace when the violent behaviors occur (Georgia Domestic Violence Fatality Review Project Annual Report 2007, p. 22).
- The lack of reporting of IPV from men should not be taken as an indicator of the absence of a problem, but rather that there are potentially a different set of barriers to men’s reporting the experience of violence.
- Domestic violence has taken the lives of almost 500 Georgians in the last four years (Georgia Coalition against Domestic Violence).

These statistics are relevant to Emory because the institution (1) employs approximately 22,000 employees and matriculates about 12,150 undergraduate, graduate, and professional students;
Intimate Partner Violence Working Group Report

(2) had 2 employees killed in 2007 due to IPV and at least one homicide per year of an employee for the last 5 years due to this issue; (3) continues to have its community members aggrieved by these deaths. There also has been a reported increase in the number of members of the Emory community who have accessed internal services and resources for assistance because of IPV. Members of the Emory community have sought assistance from Student Health and Counseling Services (SHCS), Faculty Staff Assistance Program (FSAP), Office of Religious Life (RL), Campus Life (CL), Employee Health (EH), Human Resources (HR), Emory Police Department (EPD), Center for Pastoral Services (CPS), the Department of Psychiatry and Behavioral Sciences (DPBS) and the Center for Women at Emory (CWE).

This report provides a summary of the needs assessment conducted by graduate students from the Rollins School of Public Health regarding their findings and recommendations for how Emory should respond to IPV. The needs assessment findings guided the work of the IPVWG, which resulted in recommendations related to policy development, coordination of resources, website design, education and training, and active collaborations with community-based partners. Our hope is that Emory will become a leader in the development of prevention and intervention models for IPV that will address strategies within a university and academic health center.

II. Introduction and Background


IPV—often referred to as domestic violence or gender-based violence—is described as “physical, sexual, or psychological harm by a current or former partner or spouse. This type of violence can occur among heterosexual or same-sex couples and does not require sexual intimacy” (Linda E. Saltzman, Janet L. Fanslow, Pamela M. McMahon, Gene A. Shelley, Intimate Partner Violence Surveillance Uniform Definitions and Recommended Data Elements Version 1.0, 1999–2002, 2nd printing (with revisions,) Centers for Disease Control and Prevention, National Center for Injury Prevention and Control, http://origin.cdc.gov/ncipc/pub-res/ipv_surveillance/Intimate%20Partner%20Violence.pdf). Although more commonly expressed as male-to-female violence, IPV can affect any individual in a relationship.

IPV can take the form of physical abuse, sexual abuse, threats of physical or sexual violence, and psychological/emotional violence. Other forms of IPV include leveraging socioeconomic privilege,
engaging in intimidation, and using children to create power dynamics that place an individual in a subjugated position (Family Violence, 2004). Centers for Disease Control and Prevention (CDC) data show that the direct and indirect economic impact of IPV exceeds $5.8 billion each year, nearly $4.1 billion of which is for direct medical and mental health care services (“Cost of Intimate Partner Violence in the United States,” 2003, http://www.cdc.gov/ncipc/pub-res/ipv_cost/IPVBook-Final-Feb18.pdf).

In Georgia, IPV continues to be a leading cause of injuries for girls and women between the ages of 15 and 44 (Georgia Department of Public Health, Injury Prevention, Violence Prevention Project, http://health.state.ga.us/programs/injuryprevention/vaw.asp.)

For the past 20 years, IPV has gained much attention, especially for its impact in the workplace. Employers, as a consequence, have increased prevention efforts to address these needs within the workplace. The Georgia Domestic Violence Fatality Review Project noted in their 2007 annual report that most victims and perpetrators of IPV were employed and that employers must be prepared to respond in a way that supports the safety of the victims and all employees. The report specifically recommends that IPV programs and task forces should work with employers in their counties to provide training and assist in developing policies and procedures that promote victim safety in the workplace (Georgia Domestic Violence Fatality Review Project: Annual Report, 2007).

This emphasis on safety is relevant on Emory’s campus, where 2 employees were killed in 2007 secondary to IPV, other homicides in previous years stemmed from this issue, and many members of the Emory community have accessed internal assistance because of this concern. In 2007–2008 4 women presented to the SHCS, 35 individuals presented to the FSAP, and many others presented to RL, CL, EH, HR, CPS, DPBS, and CWE. It is important to note that the lack of reporting of IPV from men should not be taken as an indicator of the absence of a problem, but instead that there are potentially a different set of barriers to men’s reporting the experience of violence.

III. IPVWG at Emory

In response to these societal and organizational needs, the IPVWG was initiated at Emory in 2007. This University-wide, interdisciplinary group consists of service providers and experts in the field of IPV in Emory’s various schools and divisions, as well as Emory Healthcare. The mission of the IPVWG is to increase awareness of IPV, which the group defined as physical, sexual, emotional, verbal, financial, medical, and spiritual abuse used to exert power and control of one partner over another. The work of the IPVWG during the 2007–2008 academic year was to identify strategies to increase awareness of and education about IPV and dating violence for students, staff, and faculty, as well as reaching out to the greater Atlanta community. Attention also was focused on bolstering the resources for assisting individuals in abusive or neglectful partnerships at the same time as existing resources were publicized more widely.
IV. Methodology and Strategy

The IPVWG held its first meeting on July 27, 2007, and met bimonthly until September 15, 2008. The two major goals of the organization are to coordinate programs, services, and resources available to the Emory community and to increase awareness about IPV in order to reduce the incidence among our constituent groups. Drs. Gomes and Heron met with the Administrative Council and the University Senate to inform them of the mission and work of the IPVWG. To enhance community awareness, they did an interview with Emory Report in October 2007, during Domestic Violence Awareness Month.

To gain broader understanding of IPV at Emory, several students from the Rollins School of Public Health (RSPH) were recruited to conduct a needs assessment of key University stakeholders.

V. Summary of Needs Assessment

The 2008 needs assessment aimed at understanding levels of concern and awareness about IPV at Emory. This assessment was not meant to provide a measure of campus-wide prevalence of IPV, nor did it measure awareness and attitudes toward IPV among the general campus population. This needs assessment was targeted, aimed specifically at key leaders and stakeholders in the Emory community. The assessment was based on a simple rationale: by talking to those who are directly involved in services and activities associated with IPV (e.g., counseling and law enforcement), as well as leaders who are responsible for the general welfare of the faculty and staff workforce, the process would provide an understanding of the perceived need for IPV policies at Emory. The assessment was conducted via an internet survey, which yielded a 60 percent response rate. The higher-than-typical response rate for an internet survey (usually in the range of 30 to 40 percent) demonstrates significant interest in IPV issues.

The results show that 60 percent of key informants felt that IPV was a significant concern at Emory, with 50 percent reporting that they knew of recent incidents of IPV within their organization. In contrast, 36 percent of respondents were not aware of IPV policies or procedures at Emory, and the majority (55 percent) relied on campus security for the reporting of IPV incidents, with no evidence of preventative or educational activities in operation. Although based on a small sample (n=26), the needs assessment demonstrates that even among those in the Emory community who self-identify as being actively involved in IPV services and activities, there is a lack of awareness of policies and strategies for responding to and coping with IPV concerns. The results also demonstrate the need to conduct a larger investigation into the knowledge, awareness, and attitudes surrounding IPV among the general campus population.
VI. Review of IPV and Sexual Assault Policies

**Emory Healthcare**
The purpose of the Emory Healthcare Workplace Violence Policy is to protect the welfare of staff, patients, family, and visitors of Emory Healthcare and Emory University from violence. Violence is defined as any act of physical force with the intent of violating, damaging, or abusing. Acts of violence are defined as verbal threats of physical force, physical behavior that is considered threatening or violent, extreme verbal abuse, destruction of personal property, possession of firearms or explosive devices, or brandishing a weapon. When a staff member experiences IPV or is aware that a coworker is exposed to it, he or she must notify a supervisor and/or a public safety or Emory Police Department professional. Any individuals engaging in threatening behavior or acts of violence will be removed from the premises and incur disciplinary action. The current policy does not include information on how to help the person who has experienced violence recover from the trauma.

**Emory University**
The purpose of the Emory University Standards of Conduct Policy is to promote a positive environment for Emory employees. Violations of the conduct policy that would encompass IPV include inappropriate, disruptive, discourteous, or aversive behavior affecting students, employees, patients, or visitors, as well as acts of physical misbehavior or acts of violence such as provoking or participating in fighting or making threats. The FSAP is a referral source for supervisors of those who have been victims of IPV and the victims themselves. FSAP provides counseling, consultation, education, and referrals on and off campus to promote the safety of victims. FSAP policy encourages individuals to contact a professional in their office before a concern becomes a crisis. Individuals who perpetrate acts of IPV are subject to corrective discipline by their supervisors.

**Campus Life**
The purpose of the Emory University Undergraduate Code of Conduct is to foster learning, commitment to fair and honorable conduct, and respect for the safety and welfare of others. The code applies to undergraduate students and their conduct on and off campus. Emory University expects that all students act honorably and ethically. Violations of the code of conduct that would encompass IPV include: causing physical harm to any person; threatening harm, or behaving in a manner that a reasonable person would consider alarming or intimidating; violating the University sexual misconduct policy; or violating the University's discriminatory harassment policy, which includes provisions against sexual harassment. The Code of Conduct does not provide specific information about where victims of misconduct—including IPV—should be referred to address issues related to the trauma.

The policy on sexual misconduct maintains that sexual misconduct encompasses a range of behaviors from inappropriate touching to rape. It is defined as any act of a sexual nature perpetrated against an individual without consent or when an individual is unable to give consent. The policy also states that the University is committed to promoting educational and preventative measures to reduce sexual misconduct in the Emory community. The Sexual Misconduct Policy encourages victims and those who are aware that someone may have been victimized to contact one of several sources, including the coordinator of sexual assault response, EPD, a Residence Life and Housing staff member, a Campus Life member, the Counseling Center, SHCS, the dean's office, and/or the
DeKalb Rape Crisis Center. The coordinator of sexual assault response has a resource guide for students who have been victims of sexual assault, information about the nature of sexual assault, and information about how to decrease the risk of sexual assault. The senior vice president and dean for Campus Life has the responsibility and authority to discipline students and campus organizations who violate codes of conduct.

VII. Rationale for Why Emory Needs an IPV Policy

Emory Healthcare, Emory University, and Campus Life all have codes of conduct with regard to inappropriate or threatening behavior, including acts of violence and sexual misconduct. None of the aforementioned divisions of Emory has specific policies that address all aspects of IPV. At present, Emory does not have a specific educational initiative designed to promote awareness of IPV among students, faculty, and staff or a centralized number that Emory University and Healthcare faculty, staff, and students can call if they are victims or want to report potential victimization. In the absence of a centralized number, a website such as the one the IPVWG created [http://w3.emory.edu/gboice/IPV/#](http://w3.emory.edu/gboice/IPV/#) is a crucial, potentially life-saving tool. The impetus behind the website was the creation of an online clearinghouse for resources specific to Emory, as well as information from the larger community. Its information hits on all the areas vital to someone experiencing this type of abuse: recognizing the warning signs of IPV; safety planning for those who cannot leave their situations immediately; resources for getting help; and important tips for maintaining privacy online.

In sum, there is a need for a specific policy that defines IPV, promotes education and awareness, and provides resources for students, faculty, and staff both on and off campus.

Based on a review of the Emory University and Emory Healthcare human resources policies on IPV, an IPV concept statement was drafted, as well as a policy. (See appendices 1 and 2.)

VIII. Recommendations

**EMORY AND COMMUNITY RESOURCES**

1. Institute budgetary support to implement a sustainable and robust response to IPV. Such a budget would include funds for educational materials, website maintenance, campus-wide events, centralized phone number / hotline, and video development.
2. Create an administrative position dedicated as the central point of contact for coordination and implementation of IPV resources.
3. Establish an infrastructure to support the integration of these resource services across the University and Healthcare communities.
4. Market the current network of Emory resources. The resources include—but are not limited to—the following organizations.
5. Maintain an Emory website with an integrated calendar of events on IPV.

The website will have to be benchmarked from time to time against other sites serving survivors of IPV. More important, this resource must remain germane through regular updates, which will require the time of someone not only with knowledge about the subject, but also with the skills to post online.

6. Develop an Emory education campaign related to IPV:

- Facilitate presentations for University and Healthcare units to increase awareness and knowledge regarding IPV.
- Develop training sessions for managers and supervisors to assist them in responding to the challenges of IPV in the workplace.
7. Maintain active and ongoing partnerships with:

*Metropolitan Atlanta Resources*
- Georgia Coalition against Domestic Violence
- Georgia Commission on Family Violence
- Men Stopping Violence
- Partnership against Domestic Violence
- The Women's Resource Center to End Domestic Violence

8. Adopt the proposed policy regarding IPV (see appendix 2).
Appendix 1

INTIMATE PARTNER VIOLENCE STATEMENT CONCEPT

The community of faculty, staff, and students of Emory University have a common commitment to learning, advancing knowledge, and providing service to its students and the greater community. The University aims to promote a commitment to respect for the safety and welfare of others. It strives to protect itself from the influence of those who do not embody these values and to protect the integrity of the University and its property for the benefit of all.

This commitment requires that the highest value be placed on the use of reason and that any form of violence, whether actual or threatened, will not be tolerated. Acts and threats of violence are considered serious violations of the University Standards of Conduct policy.

Many forms of conduct beyond the classroom and workplace impact the success of our mission. For this reason, Emory considers any form of intimate partner violence (IPV) to be a serious violation of policy. IPV includes verbal, physical, psychological, and sexual violence or intimidation. These acts create fear or apprehension, distract, interfere with, or prevent normal work functions or activities, and they can occur in or outside the workplace.

The confidentiality of all parties who voice concerns or bring complaints will be protected to the greatest extent possible. Appropriate University and Healthcare officials will be consulted and information will be shared only with those individuals who are responsible for implementing policy or pursuing protective action. Alleged victims, respondents, and witnesses who provide information are expected to maintain confidentiality.
Appendix 2

Policy 4.xxx
Intimate Partner Violence

Responsible Official: Vice President for Human Resources, Senior Vice President and Dean for Campus Life
Administering Division/Department: Human Resources, Emory University
Effective Date:
Last Revision:

Policy Sections:
I. Overview
II. Definitions
III. Policy Details

I. Overview

Emory University’s commitment to learning, advancing knowledge, and providing service to its employees, students, and the greater community requires that the highest value be placed on the use of reason and respect for the safety and welfare of others. Any form of violence, whether actual or threatened, will not be tolerated. Many forms of conduct beyond the workplace and academic environment influence the success of our mission as well as the intellectual atmosphere of the campus and therefore are areas of proper concern for the University community. For this reason, the University considers any form of intimate partner violence (IPV) to be a serious violation of policy as well.

II. Definitions

IPV is a pattern of coercive behavior that is used by one person in an intimate relationship to gain power and control over the other. This behavior includes verbal, physical, psychological, emotional, financial, religious/spiritual, and sexual violence or intimidation, or any act that creates fear or apprehension, distracts, interferes with, or prevents normal work functions or activities. IPV occurs between people of all racial, economic, educational, and religious backgrounds. It also occurs in heterosexual and same-sex relationships, situations where couples are living together or separately, married or unmarried, and in short- or long-term relationships.

The perpetrator or abuser is the individual who commits an act of violence as defined above. The victim or survivor is the individual against whom the violence is directed.
III. Policy Details

Regular information sessions and training will be scheduled for faculty, staff, supervisors, management, and students to raise awareness of IPV, address its occurrence and impact on the workplace and academic community, and create a safer Emory community environment.

Lists of University and community resources for victims and abusers are posted in locations of high visibility and provided on a variety of websites, including the IPVWG website. Designated individuals in Human Resources, Emory Healthcare, Faculty Staff Assistance Program, and Student Health and Counseling Services will serve as points of contact for their respective constituencies to provide information, referrals, and resources to victims as well as perpetrators. These contacts will be responsible for calling, or directing callers to, the appropriate support, which may include the Faculty Staff Assistance Program, Student Health and Counseling Services, Emory Police Department, and/or community agencies and services.

Individuals who obtain a temporary or permanent protective order from a court that lists Emory University as a protected area must provide Emory Police Department a copy of the petition and court order, a photograph of the abuser or physical description, a description of that person's automobile and license plate number, and any other relevant information the police need to secure the workplace.

Any employee or student who commits acts or threats of IPV at the workplace or in the campus setting will be subject to discipline, up to and including termination in the case of employees or, in the case of students, suspension or expulsion from the University. When appropriate, arrest, criminal charges, and/or prosecution may result.

The confidentiality of all parties who voice concerns or bring complaints will be protected to the greatest extent possible. Appropriate University officials will be consulted and information will be shared only with those individuals who are responsible for implementing policy or pursuing protective action. Alleged victims, respondents, and witnesses who provide information are expected to maintain confidentiality.

If an Emory employee or student uses her/his access authority to enable an abuser to harm or contact a victim, that employee or student will be subject to disciplinary action, up to and including termination in the case of employees or, in the case of students, suspension or expulsion from the University. If appropriate, the Emory Police Department will be contacted and arrest, criminal charges, and/or prosecution may result.

Emory University will cooperate to the fullest extent with law enforcement and other agencies and services. This policy should not be interpreted to violate or contradict any local, state, or federal law.