



POLICY ON EMPLOYER RESPONSES TO DOMESTIC VIOLENCE, SEXUAL ASSAULT, STALKING AND DATING VIOLENCE

Effective January 12, 2015

1. PURPOSE

Long Island Business Institute establishes this policy as part of its commitment to a healthy, safe organizational climate and to the prevention and reduction of the incidence and effects of domestic violence, sexual violence, dating violence, and stalking [hereinafter “violence”]. Long Island Business Institute recognizes that domestic violence, sexual violence, dating violence, and stalking are workplace issues and impact the workplace even if the incidents occur elsewhere. Incidents of domestic violence, sexual violence, dating violence, and stalking cross economic, educational, cultural, age, gender, racial, and religious lines. They can occur in heterosexual and same sex intimate relationships, including marital, cohabiting, or dating, as well as in non-intimate heterosexual or same sex relationships, such as between coworkers or perpetrated by supervisors, and can occur between strangers.

The purposes of this policy are to:

- Enhance workplace awareness and capacity to create a supportive, safe work environment for victims of violence and fellow employees;
- Institutionalize responsive policies and procedures to assist employees who are impacted by violence, including the provision of training on this policy to employees and management;
- Provide immediate assistance to victims, especially information and referrals to community resources;
- Provide assistance and/or disciplinary action to employees who are perpetrators of violence.

2. DEFINITIONS

a. Survivor or victim

An individual who is currently subject to, or has in the past been subjected to, domestic or sexual violence, dating violence, or stalking.

b. Perpetrator

The individual who commits or threatens to commit an act of domestic violence, sexual violence, dating violence, and stalking.

c. Domestic Violence

Domestic violence is a pattern of coercive behavior, including acts or threatened acts, that is used by a perpetrator to gain power and control over a current or former spouse, family member, intimate partner, or person with whom the perpetrator shares a child in common. Domestic violence includes, but is not limited to, physical violence, injury, or intimidation, sexual violence or abuse, emotional and/or psychological intimidation, verbal abuse, threats, or harassment, stalking, or economic control.

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d. Sexual Violence

Sexual violence is a range of behaviors, including but not limited to, sexual harassment, a completed nonconsensual sex act (i.e., rape), an attempted nonconsensual sex act, abusive sexual contact (i.e., unwanted touching), and non-contact sexual abuse (e.g., threatened sexual violence, exhibitionism, verbal harassment). Some or all of these acts may also be addressed in Long Island Business Institute's Sexual Harassment Policy. Sexual violence is any sexual act or behavior that is perpetrated against someone's will when someone does not or cannot consent. Victims of sexual violence may know the perpetrator(s), such as a coworker or a supervisor, and/or may be involved in a dating or marital relationship with the perpetrator, or the perpetrator may be unknown to the victim. Consent is not given when a perpetrator uses force, harassment, threat of force, threat of adverse personnel action, coercion, or when the victim is asleep, incapacitated, or unconscious.

e. Dating Violence

Dating violence is an act of violence threatened or committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of a "romantic or intimate" relationship is determined based upon the victim's perspective and in consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

f. Stalking

Stalking refers to harassing, unwanted or threatening conduct that causes the victim to fear for his or her safety or the safety of a family member, or would cause a reasonable person in a similar situation to fear for his or her safety. Stalking conduct includes, but is not limited to: following or spying on a person, appearing at a person's home or work, showing up at a place where the perpetrator has no reason to be, waiting at places in order to make unwanted contact with the victim or to monitor the victim, leaving unwanted items, presents, or flowers for the victim, and posting information or spreading rumors about the victim on the internet, in a public place, or by word of mouth. Stalking may occur through use of technology including, but not limited to e-mail, voice-mail, text messaging, and use of GPS and social networking sites.

g. Protection or Restraining Order

Protection orders, sometimes called restraining orders or stay away orders, are a mechanism where a victim can petition the court for protection from a perpetrator, as well as establish custody and visitation guidelines and provide for other forms of economic security, like rent or mortgage payments, which last for the duration of the order. Protection orders may also issue in criminal cases as a condition of probation or condition of release particularly in a domestic violence, sexual violence, dating violence, or stalking related crime.

h. Workplace-Related Incidents

Workplace-related incidents of domestic violence, sexual violence, dating violence, and stalking include acts, attempted acts, or threatened acts by or against employees, and/or against employees' families or property, that occur in the workplace or that occur outside the workplace but have an impact on the workplace. An employee is considered to be in the workplace while in, or utilizing the resources of the employer, including but not limited to facilities, work sites, equipment, or vehicles, or while on work related travel.

i. Workplace Safety Plan

A strategy developed in collaboration with a victim to implement workplace safety options, including but not limited to: handling of court protection orders, procedures for alerting security personnel, temporary or permanent adjustments to work schedules and locations, change in parking spots, and requests for escorts to and from workplace facilities.

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3. PERSONS COVERED BY THIS POLICY

Persons covered by this policy include full and part time employees, interns, contractors, volunteers, or temporary workers engaged by Long Island Business Institute or in any workplace location.

4. STATEMENT OF CONFIDENTIALITY

Long Island Business Institute recognizes and respects an employee's right to privacy and the need for confidentiality and autonomy. Long Island Business Institute shall maintain the confidentiality of an employee's disclosure regarding violence to the extent permitted by law and unless to do so would result in physical harm to any person and/or jeopardize safety within the workplace. When information must be disclosed to protect the safety of individuals within the workplace, Long Island Business Institute shall limit the breadth and content of such disclosure to information reasonably necessary to protect the safety of the disclosing employee and others and to comply with the law. Long Island Business Institute shall make every effort to provide advance notice to the employee who disclosed information if the disclosure must be shared with other parties in order to maintain safety in the workplace or elsewhere. Long Island Business Institute shall also provide the employee with the name and title of the person to whom Long Island Business Institute intends to share the employee's statements, and shall explain the necessity and purpose regarding said disclosure.

5. EMPLOYER RESPONSES TO VIOLENCE

a. Responses to Victims

i. Nondiscrimination and Non-Retaliation

Long Island Business Institute shall not discriminate in hiring, staffing, or other terms and conditions of employment against any employee for disclosing his or status as a victim of violence or for submitting a complaint or disclosing concerns about violence to Long Island Business Institute. Long Island Business Institute shall not retaliate or take adverse employment actions against any employee for submitting a complaint pursuant to this policy, for disclosing his or status as a victim, or for actions of violence perpetrated by another against an employee that occur in or have an impact on the workplace.

ii. Leave and Other Workplace Assistance

Long Island Business Institute recognizes that victims of domestic violence, sexual assault, stalking and dating violence may need time off to secure medical assistance, legal assistance, counseling, or to attend to other matters related to the violence, such as court proceedings, relocation, or safety planning for him or herself or for a family member. Long Island Business Institute will make every reasonable effort to assist an employee to maintain employment when the employee is experiencing or has experienced violence in the workplace, or has experienced violence outside the workplace, or is assisting a family member who has experienced domestic violence, sexual assault, stalking and dating violence. Long Island Business Institute will work in collaboration with the employee to provide reasonable and flexible leave options when an employee, or a child, spouse, or parent of an employee, is a victim of domestic violence, sexual assault, stalking and dating violence. Long Island Business Institute will work with employee to provide paid leave first before requiring an employee to utilize unpaid leave. When the need for time off is foreseeable, an employee must provide reasonable advance notice to the employer unless advance notice is not feasible. To request Leave, employee should contact the President of the Long Island Business Institute, the Dean of Administration, or the Provost.

Long Island Business Institute will also work with employee to determine if other

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non-leave related assistance will facilitate employee's ability to remain safe and maintain his or her work performance, such as, but not limited to, modifying work schedules, changing employee's location within the workplace or location of a parking spot, changing phone numbers, arranging telecommuting options, etc. Long Island Business Institute will assist employee to enforce his or her protection order, if applicable.

iii. Access to UI Benefits

Long Island Business Institute recognizes that in certain situations it is no longer feasible for an employee who is a victim of violence to continue working for the college. In such circumstance, Long Island Business Institute shall provide to employee information regarding access to unemployment insurance benefits. The college has designated President Foote, Dean Cheung, and Provost Johnson to provide accurate information regarding unemployment benefits for victims of violence.

New York State law enables an individual to qualify for unemployment benefits if the individual lost his/her job or if the person had to quit voluntarily or leave his/her job because of domestic violence. This provision applies if the individual believes that staying in his/her job would threaten his/her safety or that of a member of his/her immediate family.

The Department of Labor recognizes that domestic violence occurs in many relationships, including:

- Married and formerly married couples
- Same-sex couples
- Couples with children in common
- Couples who live together or have lived together
- Dating couples who are or were in an intimate relationship.

Members of "immediate family" for the purposes of qualifying for unemployment benefits due to domestic violence include:

- Children
- Parents
- Grandparents
- Brothers
- Sisters

iv. Work Performance

Long Island Business Institute recognizes that employees who are victims of violence may experience temporary difficulty fulfilling job responsibilities. If Long Island Business Institute becomes aware that an employee's work performance or conduct has been impacted by domestic violence, sexual assault, stalking and dating violence, the college will offer support to the employee and work in collaboration with the employee to address the issues, in accordance with established policies within the workplace. Long Island Business Institute may develop a work plan with employee, provide leave and other accommodations as specified in (IV)(A)(ii), provide referrals to support or advocacy agencies, advise employee of his or her rights regarding unemployment insurance as specified in (IV)(A)(iii), and maintain a separate and confidential record of employee's status as a victim of domestic violence, sexual assault, stalking and dating violence to ensure to victim that his or her rights and privileges of employment are not impacted or compromised as a result of the violence.

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v. Protection and Restraining Orders

Long Island Business Institute recognizes that a victim of violence may seek an order of protection, or may receive a restraining order, as part of his or her efforts to become safe and as part of his or her workplace safety plan. Long Island Business Institute recognizes that the workplace may or may not be included on an order as a location from which a perpetrator must remain away. If an employee chooses to disclose the existence of a protection or restraining order to his/her supervisor or senior member of the management team, Long Island Business Institute may, wherever possible, assist the employee to enforce his or her order, shall archive said order in a confidential and separate file from employee's personnel file, and, if applicable, may assist employee to gather documentation from the workplace, such as emails or voice messages, that could support the employee's efforts in the justice system or otherwise to obtain or maintain safety from a perpetrator.

b. Responses to Employees Concerned

Employees who suspect or witness acts of violence in the workplace, or who suspect or witness violence against an employee or perpetrated by an employee, are encouraged to report their concerns to their supervisor, the President of the College, the Dean of Administration, or the Provost.

Long Island Business Institute shall not retaliate against, terminate, or discipline any employee for reporting concerns about workplace related incidents of violence pursuant to this policy, including an allegation that the act was perpetrated by a fellow employee or person in a management capacity. Prohibited acts of retaliation include, but are not limited to, demotion or withholding of earned pay, as well as acts of personal retaliation, such as those related to an employee's immigration status or sexual orientation, for example.

Any employee who believes he or she has been subjected to adverse action as a result of making a report pursuant to this policy should contact the President of the College as soon as feasible. Any allegations of violations of this policy will be promptly investigated.

c. To Workers Who Commit Violence

If an employee discloses that he or she has committed a workplace-related incident of violence, as defined in (II)(H), or if a supervisor becomes aware that an employee may have committed such incident, the supervisor shall refer the employee to the designated individual as specified in Section VI below to conduct appropriate investigations, interventions, and referrals. Long Island Business Institute shall investigate immediately and take disciplinary action, up to and including termination, against any employee who threatens to commit or who commits incidents of domestic violence, sexual assault, dating violence, or stalking in the workplace. *Employees are prohibited from utilizing any workplace resources, such as work time, phones, email, computers, fax machines or other means to threaten, harass, intimidate, embarrass or otherwise harm another person.*

An employee who is subject to a protection or restraining order, or a named defendant in a criminal action as a result of a threat or act of domestic violence, sexual violence, dating violence, or stalking must disclose the existence of such criminal or civil action if the conditions of such actions interfere with the employee's ability to perform his or her job, impact another employee at Long Island Business Institute, or specifically relate or name Long Island Business Institute. Failure to disclose the existence of such criminal or civil actions in these circumstances will result in disciplinary action, up to and including termination from employment.

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6. REPORTING LANGUAGE

Employees who are victims of domestic violence, sexual assault, stalking and dating violence, and employees who are concerned about coworkers who are victims or who have witnessed acts or threatened acts of violence are encouraged to provide a report to Long Island Business Institute. Long Island Business Institute has designated the President of the College, the Dean of Administration, and the Provost as the individuals to whom such reports should be made. Long Island Business Institute's designated employees shall provide community referrals and resources to employees in order to assist employees with their concerns or experiences regarding violence.

An employee should also contact one of the designated individuals (President, Dean, or Provost) if he or she wishes to report a violation of this policy. As stated in (V)(A)(i), Long Island Business Institute will not subject employees who report violence or report a violation of this policy to work related or personal retaliation.

7. RELATED POLICIES

For more information please review the Sexual Harassment Policy, Family Medical Leave Act (FMLA) Policy, Whistleblower Policy, and taking time off to be a witness Policy in the Employee Handbook.

EDUCATION AND RESOURCES

The Long Island Business Institute conducts ongoing community-wide awareness events about domestic violence, sexual violence, dating violence, and stalking. Attendance at designated awareness events is mandatory for all employees. Managers and compliance personnel will notify the community by e-mail prior to any mandatory awareness events.

Employees wishing to obtain more information about the rights of victims seeking protection from domestic violence should visit the following sites:

- **New York State Coalition Against Sexual Assault**
<http://nyscasa.org>
- **American Bar Association Commission on Domestic and Sexual Violence**
[americanbar.org – http://www.americanbar.org/groups/domestic_violence/resources/statutory_summary_charts.html](http://www.americanbar.org/groups/domestic_violence/resources/statutory_summary_charts.html)
- **Stalking Laws**
<http://www.victimsofcrime.org/our-programs/stalking-resource-center>
- **Women's Law** – domestic violence and sexual assault laws
<http://www.womenslaw.org>
- **Information for Immigrant Victims with Limited English Proficiency**
empirejustice.org

8. ASSISTANCE PROGRAMS

You can also find resources in the New York area in the Resource Directory of Domestic Violence Services by the Mayor's Office to Combat Domestic Violence.

- **Single Stop** – *New York City, NY*

Single Stop USA is a national non-profit organization dedicated to helping low-income families and individuals build economic security. We offer a unique "one-stop" program that combines benefits screening and application assistance with tax preparation, legal assistance and financial counseling. These resources promote health; help individuals to overcome barriers to attending school; help families to remain in their homes; and offer a path to

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economic stability.

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

- **Urban Justice Center - Domestic Violence Project** – *New York City, NY*

Hotline: 718-875-5062

Phone: 718-875-9400

Provides legal and social services for victims of domestic violence in Brooklyn. They provide representation and legal advocacy; crisis counseling; and empowerment groups.

<http://www.urbanjusticecenter.org/ujc/help/domestic.html>

ALL BOROUGHS

Barrier Free Living, Inc.

Phone: 212-677-6668

Web: <http://www.bflnyc.org>

Offers services for the physically disabled, including assistance with crime victim compensation, domestic violence counseling, case management, advocacy, and assistance in obtaining Orders of Protection. Freedom House - an emergency shelter specifically designed to serve victims of domestic violence with disabilities.

Day One (formerly Break the Cycle NY)

Phone: 1-800-214-4150 / 212-566-8120

Web: <http://www.dayoneny.org>

Email: info@dayoneny.org

FDR Station provides help to young people (ages 12-22) experiencing abuse, including: Free Legal Services, Community Workshops and Education, Peer Leadership Programs.

Dwa Fanm (Women's Rights in Haitian Creole)

Phone: 718-230-4027

Web: <http://www.dwafanm.org>

Email: dwafanm@dwafanm.org

Dwa Fanm is a human rights organization committed to empowering all women and girls with the freedom to define and control their own lives. Through service, education, advocacy and grassroots programs, Dwa Fanm works to end discrimination, violence, and other forms of injustice here in New York and abroad.

Fund for the City of New York

Web: <http://www.fcny.org/nydv>

The Fund for the City of New York website helps you fill out housing and court forms.

Korean-American Family Services Center

Hotline: 718-460-3800

Phone: 718-460-3801

Web: <http://www.kafsc.org>

Email: contact@kafsc.org

Korean American Family Service Center (KAFSC) is a nonprofit organization that provides bilingual counseling, advocacy and education to families, women, men, children and youth in the New York tri-state area.

NYC Domestic Violence Hotline (operated by Safe Horizon)

Phone: 1-800-621-HOPE (4673)

Project Oasis Safe Homes

Hotline: 1-800-621-HOPE (4673)

Steps to End Family Violence

Phone: 646-315 -7600

Women In Need, Inc.

Hotline: 1-800-HELPWIN (435-7946)

Phone: 212-695-4758

Web: <http://www.women-in-need.org>

Arab-American Family Support Center

Address: 150 Court Street, 3rd Fl
Brooklyn, NY 11201

Phone: 718-643-8000

Web: <http://www.aafscny.org>

Email: info1@aafscny.org

Caribbean Women's Health Association, Inc.

Address: 3512 Church Ave.

Brooklyn, NY 11203

Phone: 718-826-2942

Web: <http://www.cwha.org>

Languages spoken: English, French, Haitian Creole, Spanish.

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Battered Women's Resource Center - Voices of Women Organizing Project

Address: PO Box 20181
Greeley Square Station
New York , NY 10001
Phone: 212-696-1481
Fax: 212-696-1482
Web: <http://www.vowbwrc.org>
Email: vowbwrc@aol.com

Domestic Violence Project of the Urban Justice Center

Address: 123 William Street. 16th Floor
New York, NY 10038
Hotline: 718-875-5062
Phone: 646-602-5600
Web: <http://www.urbanjustice.org>

Provides legal and social services for victims of domestic violence. They provide representation and legal advocacy; crisis counseling; and empowerment groups. Services are available to survivors of abuse, regardless of income.

Gay & Lesbian Anti-Violence Project

Address: 240 West 35th Street, Suite 200
New York, NY 10001
Hotline: 212-714-1141
Web: <http://www.avp.org/services.htm>

GEMS - Girls' Educational & Mentoring Services

Phone: 212-926-8089
Web: <http://www.gems-girls.org>
Email: info@gems-girls.org

Preventive and transitional services to young women aged 13-21 years who are at risk for or involved in sexual exploitation and violence.

Services: Peer counseling, crisis counseling, groups, housing referrals, vocational assistance, health-care referrals, youth leadership, trainings and consultation. Outreach to group homes, correctional facilities, and youth programs.

Immigration Defense Project

Address: 3 West 29th Street. Suite 803
New York, NY 10001
Phone: 212-725-6422
Web: <http://www.immigrantdefenseproject.org>

For defense lawyers, other criminal justice advocates, immigrant advocates and immigrants themselves who seek training, legal support or guidance on criminal/immigration law. Defends the legal, constitutional and human rights of immigrants facing criminal or deportation charges.

New York Immigration Hotline

Hotline: 1-800566-7636 or 212-419-3737

A multilingual information and referral service. Calls are anonymous and conversations confidential. They are NOT affiliated with the Immigration and Naturalizations Service.

NYC Alliance Against Sexual Assault

Address: 27 Christopher Street. 3rd Floor
New York, NY 10014
Phone: 212-229-0345
Phone: Español: 212-229-0345 ext. 306
Web: <http://www.nycagainstrape.org>

Safe Horizon

Address: 2 Lafayette Street
New York, NY 10007
Hotlines:
Domestic Violence: 1-800-621-HOPE (4673)
Rape, Sexual Assault & Incest: 212-227-3000
Crime Victims: 1-866-689-HELP (4357)
Office Phone: 212-577-7700
Web: <http://www.safehorizon.org>
Email: help@safehorizon.org

SAKHI for South Asian Women

Address: P.O.Box 20208
Greeley Square Station
New York, NY 10001-0006
Hotline: 212-868-6741
Phone: 212-714-9153
Web: <http://www.sakhi.org>
Email: contactus@sakhi.org

Sakhi's direct services for South Asian community are free and confidential. They include crisis intervention; ongoing emotional support; monthly support group, with staff available to translate in 3 languages: Bengali, Hindi, and Urdu; assistance in accessing free or low-cost legal representation for criminal, family, and immigration cases; and assistance in accessing health services, public benefits, and housing; and,

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accompaniments and translation assistance in court, during healthcare visits, and at public benefits and welfare agencies.

Sanctuary For Families, Inc.

Address: PO Box 1406
Wall Street Station
New York, NY 10268

Phone: 212-349-6009

Web: <http://www.sanctuaryforfamilies.org>

Sanctuary provides shelter referrals, clinical services, and legal services (including assistance with immigration cases) to victims of abuse. Se habla español.

BROX

Bronx Independent Living Services

Phone: 718-515-2800

Primarily serving people with disabilities, this program offers information, support, help with going to court, and benefits counseling.

Hostos Women and Immigrants Rights Center - Brox

Phone: 718-518-4312

Kingsbridge Center - Bronx Community Program

Phone: 718-933-1000

Web: <http://www.safehorizon.org>

Rape & sexual assault support groups, case management, crisis intervention.

Morris Heights Center for Families – Salvation Army

Phone: 718-561-3190

The center runs preventative programs, offering a full range of family and domestic violence-specific classes. Includes support groups for battered women and programs for batterers.

St. Rita's Center (refugees)

Address: 2342 Andrews Avenue
Bronx, NY 10468

Phone: 718-365-4390

Web: <http://ritascenter.org>

Social Services: individual/ family counseling, referrals, advocacy; Interpreter and

Translation Services; Employment Counseling and Placement; Youth Services: tutoring and guidance (Elementary/ High School), peer support groups, after school homework assistance, youth leadership; Crime Prevention and Victimization Services; Community Outreach.

New Day Shelter

Phone: 718-617-8762

BROOKLYN

Brooklyn DA's Office (Community Programs)

Phone: 718-250-2000

The Kings County District Attorney's Office offers more than 30 community outreach programs related to domestic violence, substance abuse, school and youth, re-entry, alternative sentencing, sex crimes and other community initiatives. We are committed to crime prevention, intervention and rehabilitative programs for the Brooklyn community.

Edith and Carl Marks Jewish Community House of Bensonhurst

Address: 7802 Bay Parkway

Hours: M - R 9:00AM-5:00PM

F 9:00AM-2:00PM

Phone: Family Violence Prevention Program: 718-943-6347

Phone: General: 718-331-6800

English, x 149

Russian, x 147

Web: <http://www.jchb.org>

Provides, in English and Russian, domestic violence services, including information, counseling, benefits assistance, referrals, and community education

New York City Family Justice Center - Brooklyn

Address: 350 Jay Street

Hotline: 1-800-621-HOPE (4673)

Web: <http://www.nyc.gov/domesticviolence>

Program Hours: M-F; 9-5pm

Fees: None

All languages are available. Services provided for Brooklyn domestic violence victims, and include: - Civil legal information and access to representation for

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immigration, housing and family court matters - Children's activities - Safety planning - Assistance with filing Police and Probation reports - Counseling - Support groups - Prosecution of domestic violence crimes - Services for the elderly and/or disabled - Assistance with applications for shelter and housing - Language interpretation - Voluntary spiritual support.

North Brooklyn Coalition Against Family Violence

Address: 260 Broadway, 3rd Floor
Phone: 718-302-4073
Web: <http://northbrooklyncoalition.org/>
Email: email@northbrooklyncoalition.org

Park Slope Safe Homes Project - Brooklyn

Phone: 718-499-2151
Turning Point Phone: 718-883-9400
Web: <http://www.turningpoint-ny.org>
Email: info@turningpoint-ny.org

Community-based social services agency serving Muslim women and families

Women's Safe Start - Shelter

Phone: 718-453-2280
Must get referred through the PATH Intake Center, located at 346 Powers Ave, Bronx, NY 10454, 917-521-3965

Center Against Domestic Violence

Address: 25 Chapel Street, Suite 904
Brooklyn, NY 11201
Hotline: 718-439-1000 (NYC only)
Phone: 718-254-9134
Fax: 718-254-9132
Email: center@centeragainstdv.org

The Center Against Domestic Violence offers support, shelter, and education through counseling, safe houses, and school programs for teens.

Project Eden

Phone: 718-250-2005
Web: http://www.brooklynnda.org/project_eden/project_eden.htm

Project Eden helps Orthodox Jewish domestic violence victims. It provides a wide network of culturally sensitive services in English, Hebrew, Yiddish and Russian,

including: - crisis intervention - an Orthodox shelter - emergency financial assistance - individual counseling and support groups # support and advocacy during court proceedings - job readiness programs - legal representation - services for children and teens.

MANHATTAN

Henry Street Shelter

Phone: 1-800-621-4673 / 212-577-7777

One of the first publicly funded shelters, the Shelter for Battered Women has provided safe refuge and on-site social services for female survivors of domestic violence and their children since 1977. The Shelter consists of thirteen furnished apartments, each shared by two families. The length of stay is three to six months. During that time, residents are educated on family safety, non-violent relationship choices, economic self-sufficiency, and finding and maintaining permanent housing.

New York Asian Women's Center

Hotline: 1-888-888-7702
Web: <http://www.nyawc.org>
Hotline in English or various Asian languages.

Safe Horizon - Harlem

Phone: 212-316-2100

Urban Women's Retreat - Manhattan

Address: PO BOX 450
New York, NY 10037
Phone: 212-690-6490

Violence Intervention Program

Address: Zip INK
PO BOX 1161
Triborough Station
New York, NY 10035

Hotline: 1-800-664-5880
Web: <http://vipmujeres.org>

The Violence Intervention Program (VIP) is a nationally recognized Latina organization. Our mission is to promote nonviolent partner relationships, familias, and communities through raising awareness, activism, and culturally competent services that

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are respectful of each survivor's right to self-determination.

QUEENS

Safe Horizon - Jamaica Center

Address: 74-09 37th Avenue, Room 412
Phone: 718-291-2555 / 718-899-1233

Transition Center (Kosher facilities)

Hotline: 1-800-621-4673 Safe Horizon Hotline
Please call Safe Horizon and they will call this shelter for you.

Women Helping Women

Address: PO BOX 580086
Flushing, NY 11358
Phone: 718-539-9111
Email: whwcol@earthlink.net

Safe home for working women. They do not take children.

Allen Women's Resource Center

Address: PO Box 340316
Jamaica, NY 11434
Phone: 718-739-6202
Web: <http://www.secure-allencathedral.org/allen/awrc.htm?height=500&width=600>
Email: allenswomen@aol.com

A project of the Greater Allen A.M.E. Cathedral of New York, for women and children who have been victims of domestic violence. The Resource Center houses support groups, childcare, and parenting programs. Their services include therapy, General Education Degree (G.E.D.) test preparation and English as a Second Language (E.S.L.) programs, and preventative counseling services to teach the residents what steps they ought to take to safeguard themselves in the case of future conflict.

Charosa Foundation

Phone: 718-297-5860 / 718-723-4896
Web: <http://www.charosafoundation.org/sup-portus.html>

Provides counseling to victims of domestic violence or those affected by it.

STATEN ISLAND

Project Oasis Safe Homes

Phone: 1-800-621-HOPE (621-4673)

Safe Horizon Rape Crisis Program

Address: 30 Bay Street, 5th Floor
Staten Island, NY
Hotline: 800-621-4673 (24 hours)
Phone: 718-720-2591 x17

SUFFOLK

Brighter Tomorrows, Inc.

Phone: 631-395-1800
Provides residential, transitional and non-residential domestic violence services. OCFS Licensed and Approved.

Long Island Anti-Violence Project

Phone: 516-323-0011
Provides non-residential domestic violence services to LGBTQ survivors of intimate partner violence

Suffolk County Coalition Against Domestic Violence

Phone: 631-666-8833
Provides both residential and non-residential domestic violence services. OCFS Licensed and Approved.

The Retreat, Inc.

Phone: 631-329-2200
Provides both residential and non-residential domestic violence services. OCFS Licensed and Approved.

Victims Information Bureau of Suffolk

Phone: 631-360-3606
Provides non-residential domestic violence services. OCFS Licensed and Approved.