

Domestic Violence (DV) Prevention and Intervention Standards Implementation Strategy:

What is it?

Implementation of the DV Standards results from the on-going commitment of DHS, contractors, community partners and individual staff to:

- Maintain up-to-date knowledge and information regarding successful domestic violence intervention and prevention strategies;
- Employ policies, practices and skills in client services and the workplace environment that respect and build on these strategies; and
- Use self-assessment for continuous improvement in domestic violence prevention and intervention responses and interactions.

Why do we need it?

To better serve our clients and support co-workers who have or are experiencing DV.

How do we achieve it?

Personal Growth (Assessing ourselves as individuals):

Learning how we as individuals can become more competent in serving our clients and relating to fellow employees who have or are experiencing domestic violence.

(Domestic Violence Training for all staff: Note, this is more comprehensive training than Domestic Violence 101. This looks at the assumptions we bring to our work, how they are shaped by our personal experiences and beliefs and how they impact our work.)

Self-Assessment (Assessing ourselves as an office or discipline):

Looking at what we do -- individually, within work groups and as an office - and how it might or might not be supportive of the DV Standards. *(Needs assessment of all staff to ascertain our strengths, weaknesses & priorities in achieving the goals set-forth in the Standards. We use the results of this assessment in the next step.)*

Planning (Making an agency-wide plan):

Developing a plan for meeting the goals of the DV Standards in areas including: client services; community collaboration; development of safety centered practices such as individualized case plans, confidentiality procedures, and the promotion of safe and healthy environments; staff and contractor selection; and solicitation of feedback from domestic violence survivors. *(Developing an agency Domestic Violence Intervention & Prevention Plan)*

DHS Domestic Violence Prevention and Intervention Standards

1. *Safety Centered Practices*

- DHS staff and contractors are equipped with tools, training & resources that promote & help create safe environments for survivors of domestic violence.
- Policies and practices are in place that ensure survivor confidentiality.
- Case plans are customized to meet individual survivor health and safety needs.

2. *Comprehensive and Responsive Services*

- DHS policies and procedures support a broad range of formal and informal social supports, care and education, health and social services for survivors and their children.
- Batterer accountability is reflected in practice and planning.

3. *Respect for Diversity*

- DHS clients receive culturally appropriate domestic violence services.
- DHS staff and contractors develop participatory, collaborative partnerships with communities (including tribes) in designing, implementing, and planning a culturally competent service delivery system responsive to domestic violence.

4. *Qualified Staff*

- DHS and contractor staff have an understanding of DHS domestic violence prevention and intervention standards that is achieved through basic and ongoing training related to domestic violence
- Supervision and support are provided to maintain consistent quality service.

5. *Effective Partnerships*

- DHS works in coordination with community partners to develop a shared vision, common goals, and attainable outcomes for all aspects of domestic violence intervention and prevention.

6. *Monitoring and Evaluation*

- DHS staff and contractors assess needs, resources, and assets to prevent and respond to domestic violence.
- DHS staff and contractors use data and review results to refine and improve the domestic violence prevention and intervention system.

The full DV Standards are available at:

<http://www.oregon.gov/dhs/abuse/domestic/dvcouncil/implementation-strategy.pdf>