

TRAINING CHILD WELFARE WORKERS ON DOMESTIC VIOLENCE

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PARTICIPANT'S WORKBOOK

Kathryn Conroy, DSW

Columbia University School of Social Work

Randy Magen, PhD

University of Alaska Anchorage

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Introduction

This Workbook is to be just that for you, a WORKbook. Over the next two days you will cover much material, only some of it in this Workbook. The Trainer will ask you to refer to it for some of the exercises, and we the author's, encourage you to write all over it, adding new information, consolidating field experience you have had with data presented here, and making notes for yourself about issues you hope to pursue on your own.

The last pages of this Workbook, the Bibliography, are there for just that purpose: to pursue some of this material on your own. All of the books on the Bibliography are available at local bookstores or by calling the publisher directly. The articles are all from social work, or social work related, journals, and are readily available at schools of social work or the public library.

This Training today is not introductory training. It assumes that you are professionals in the area of child protection and that you have therefore had field and/or supervisory experience with domestic violence. By the same token, this training is not the completion of the work you need to do. Use the resources of this Workbook, the feedback you will get from the Trainers, and the bibliography, to further your knowledge and deepen your practice skills.

It has been an extraordinary experience working with Administration for Children's Services to bring you this training. We hope it is as helpful to you as we have intended it to be. Good luck in your work. The most vulnerable children and families of New York City depend upon it.

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SCHEDULE

DAY ONE:

9:00 to 9:30 Coffee, Pastry and Pretest

9:30 to 9:45 Introductions

**9:30 to 10:45 Victimization Exercise
Opening Discussion**

10:45 to 11:00 Break

**11:00 to 12:30 Overview of Clinical and Social Issues:
Normal Child Development,
Violence and Caring,
Abuse vs. Neglect
Socialization of Women**

12:30 to 1:30 Lunch

**1:30 to 3:00 Clinical and Social Issues continued:
Problems and Isolation: Eco Maps
Coping Responses
Society's Response**

3:00 to 3:15 Break

3:15 to 4:00 Effects on Children

DAY TWO:

9:00 to 9:30 Coffee & Pastry and Recap

9:30 to 10:45 Batterers

10:45 to 11:00 Break

11:00 to 12:30 Assessment and Protocol

12:30 to 1:30 Lunch

1:30 to 2:45 Safety Planning, Laws and Resources

2:45 to 3:00 Break

3:00 to 3:45 Worker Issues and Supervision

3:45 to 4:00 Evaluation

VICTIMIZATION EXERCISE

**(A variation of this exercise was developed by Susan Schechter
for use in training rape crisis volunteers.)**

Describe in detail an experience you have had as a victim. Each of you speak to your partner, in the order of the questions outlined, one after the other, for ten minutes, uninterrupted. After each of you has spoken for ten minutes you will have a five minute discussion during which to clarify what you have heard or add more detail of your own. You will explain the event, and the specific details with only your partner for this exercise. The discussion in the larger group will be more general.

- 1. What happened?**
- 2. What did you think about while it was happening?**
- 3. Who did you tell?**
- 4. Who did you consciously not tell?**
- 5. How did you feel?**
- 6. What did you do?**
- 7. What were the immediate aftereffects?**
- 8. What were/are the long term effects?**
- 9. What is it like to remember it now?**

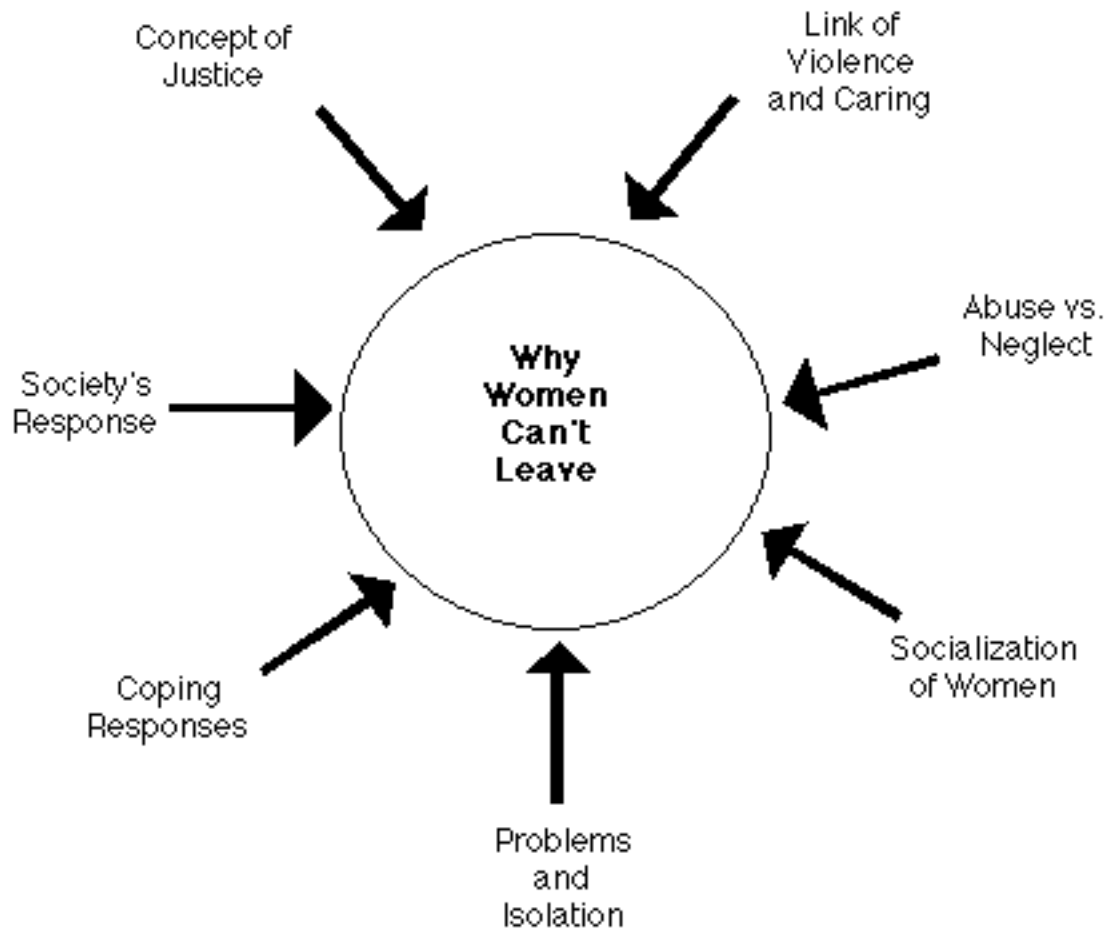
DEFINITION

"Violence against women is the threatened or actual use of physical force against a woman that either results in or has the potential to result in injury or death. This type of violence includes the physical, sexual, or psychological assault of women by partners, intimates, family members and acquaintances."

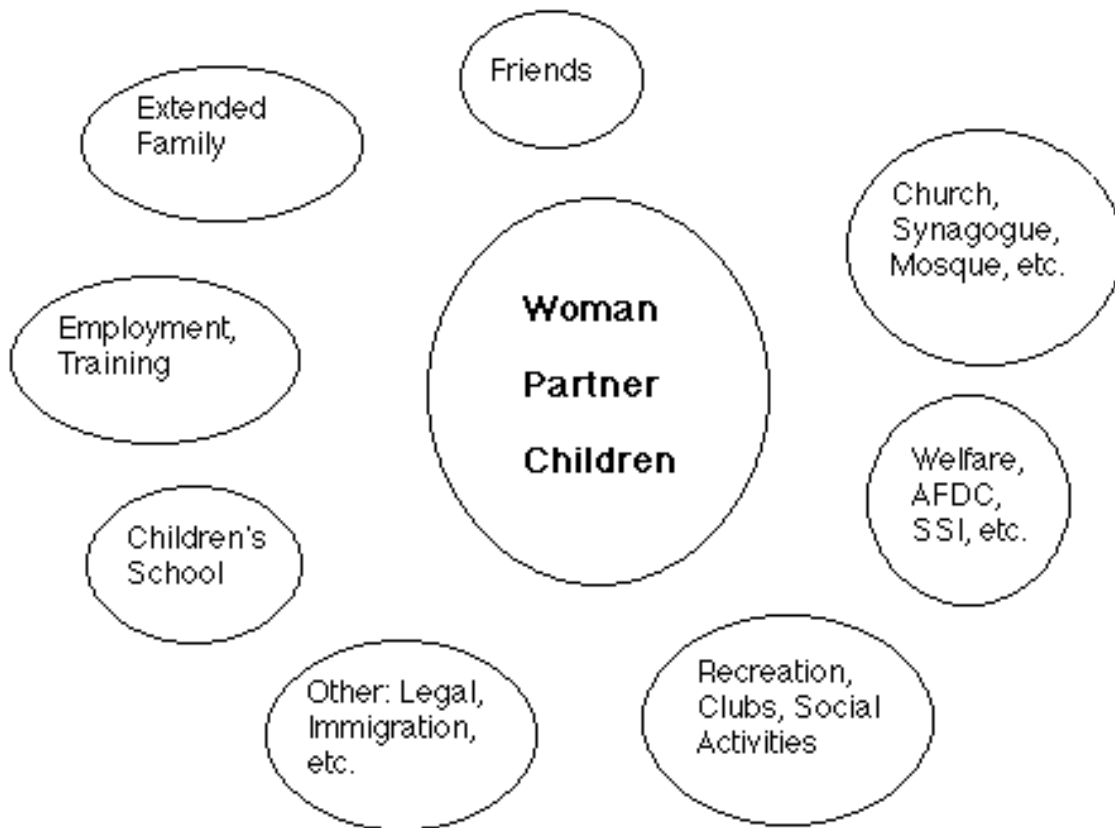
(Centers for Disease Control, 1995)

Clinical and Social Issues

Clinical and Social Issues Chart



EcoMap



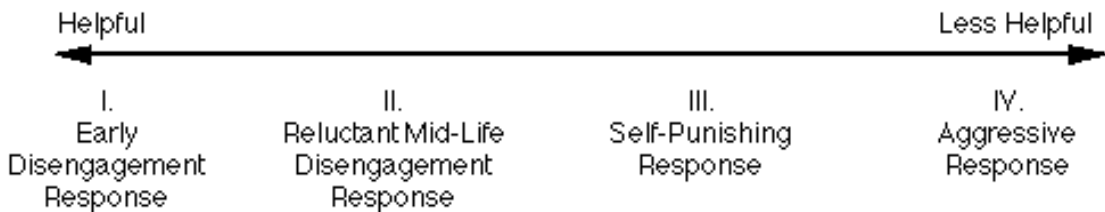
[See Hartman, 1978; Meyer, 1970]

To determine the level of isolation of the woman (with partner and children) draw a line between each Area (School, Extended Family, etc.) and the family Unit. A solid straight line (----) would mean that there was a positive relationship between the Unit and the Area, i.e. between the woman and her family Unit and the children's school; a broken line (////) signifies a poor relationship between the Unit and the area, i.e. woman and her extended family; and no line () would mean no relationship between the Unit and the Area at all.

The fewer straight lines connecting the woman and her family to the social Areas the more isolated she is, and one could hypothesize, the more and greater are the problems.

COPING RESPONSES OF BATTERED WOMEN
(adapted from Pfouts, 1978)

Typology of Battered Women's Coping Responses



on Children

Effects

Some effects Children may experience having witnessed their mothers being abused:

Children think they are responsible.

Feel anxious that at any moment the violence will happen again.

Fear being abused themselves or abandoned.

Are ambivalent about one or both parents; they hate and love both the batterer and the battered. (Elbow, 1982)

Are ashamed that this is happening.

Have feelings of detachment, psychic numbing, constricted affect. (Crimando, Maurer & Travers, 1995)

Cling to mothers, need "excessive" attention.

Become traunt (afraid to go to school and leave mother home alone) or fall behind in school. (Pfouts, Schopler & Henley, 1982)

Become isolated; are afraid to have friends for fear they will find out about the abuse.

Adolescents (and younger) may abuse alcohol or drugs. (Roy, 1988 in Saunders, 1994)

May develop hearing, speech or learning disabilities. (Penfold, 1982 and Martin, 1981 in Saunders, 1994)

May act out with parents, siblings, peers, or teachers. (Pfouts, Schopler & Henley, 1982)

Inhibited, hypervigilant, phobic, nightmares. (Crimando, Maurer & Travers, 1995)

**Have behavioral and emotional problems.
(Hershom & Rosenbaum,1985)**

**Symptoms of Posttraumatic Stress Disorder.
(Silvern & Kaersvang,1989)**

**Show more distress than the average child.
(Hughes, Parkinson & Vargo, 1989)**

**Present more child adjustment problems.
(Shepherd, 1992)**

Physical symptoms: bedwetting, headaches, stomach aches, nail biting, etc.

BATTERERS

Definition developed by group:

CPS DOMESTIC VIOLENCE PROTOCOL (Human Resources Administration Child Welfare Administration)

Facts You Should Know:

Domestic violence can be physical (slapping, beating, punching, shoving) emotional, verbal or sexual.

Battering is the single largest cause of injury to women in the US.

Up to 4,000 women are beaten to death annually by family members.

Studies indicate that children who witness battering often exhibit serious behavioral/emotional difficulties.

Evidence suggests that male children who witness battering may themselves become batterers and female children may become victims of battering in adulthood.

Studies indicate 25% to 50% of men who abuse women also abuse children

Stress or use of drugs/alcohol is not an excuse.

The battered woman is not responsible for the batterer's behavior.

Domestic violence is found in all social-economic and racial groups.

Domestic violence is an issue of power and control.

Battered women are often isolated and need support

GUIDELINES FOR CHILD PROTECTIVE CASEWORKERS

Primary need of domestic violence victims and their children is safety.

Caseworkers must assess risk to the mother and children who may be afraid to disclose the abuse because of fear of the batterer or of losing the children.

Caseworkers must reassure the victim that they have a right not to be hurt and the caseworkers will assist in obtaining services, however, removal of the children may be necessary if the mother remains with the abuser.

A. Investigation Procedures

- 1. Caseworkers must follow CPSRD procedures to assess evidence of recent child maltreatment.**
- 2. The caseworker must contact the Youth Officer in the precinct nearest to the case address to determine if the police have responded to prior reports of domestic violence or child abuse/ neglect.**
- 3. All members of the household should be interviewed separately. Do not confront the batterer with the allegations in front of the victim or children.**
- 4. Complete the CPSRD and Domestic Violence Protocol.**

B. Assessment of Risk/Service Provision

- 1. Services should be offered regardless of whether the client chooses to remain in the household.**
- 2. If allegations are indicated and children or mother are at risk, caseworker would assist the mother in obtaining appropriate services such as:
Court Order of Protection or
Referral to Battered Women's Emergency Residence by contacting:
NYC Domestic Violence Hotline 1-800-621-HOPE
NYS Coalition Against Domestic Violence 1-800-942-6906
Spanish Hotline 1-800-942-6908
Victim Services Agency Hotline (212) 577-7777 (24 hours)**
- 3. If parent/caretaker refuses services and children are at risk, removal of children must be considered in consultation with supervisor.**

On the following pages are questions which you should use in your investigation to validate the allegations and assess risk to the children.

I. TO VALIDATE ALLEGATIONS OF BATTERING

1. Does your partner ever prevent you from leaving the home, from working or returning to school? YES___NO___

**2. Does your partner destroy possessions or things of value to you?
YES___ NO___**

**3. Does your partner monitor your activities or phone calls?
YES___ NO___**

**4. Does he accuse you of being unfaithful?
YES___ NO___**

**5. Has he ever threatened to commit suicide?
YES___ NO___**

**6. Has your partner ever threatened to injure you or kill you?
Regularly___ Sometimes___ Not often___ No___**

**7. Has your partner ever hit you, attacked you with a weapon, forced you to have sex, other
_____ Regularly___ Sometimes___ Not often___ No___**

II. ASSESSMENT OF RISK TO THE CHILD(REN)

**1. Has your partner ever threatened to hurt, kill or remove the children from the home?
YES___ NO___
If yes, how often?**

**2. Have your children ever witnessed your partner hit you? YES___ NO___
How Often? Regularly___ Sometimes___ Not often___ No___**

**3. Has your partner hit your child(ren) with belts, straps or other objects which have left marks, bruises, welts, or other serious injuries?
YES___ NO___**

4. Has your partner touched your child in a way that made you or your child uncomfortable? YES___ NO___

**5 Does your child attend school regularly?
YES___ NO___**

6. Do the teachers complain about your child(ren)'s behavior at school? (fighting, destroying property, not paying attention in class, or withdrawn)

YES___ NO___

7. Does your child(ren)'s behavior remind you or your partner?

YES___ NO___

If yes: describe: _____

8. Do you find you have to use physical punishment to get your child(ren) to behave?

YES___ NO___

If yes: describe: _____

9. Does your child ever try to hurt him/herself, pets, or destroy possessions?

YES___ NO___

10. Is your child anxious and fearful of leaving you?

YES___ NO___

III. ASSESSMENT OF PARENT/CARETAKER'S ABILITY TO PROTECT CHILD(REN)

1. Have you ever left home as a result of abuse?

YES___ NO___

If not, why? _____
If yes, when? _____ Where? _____

2. Have you taken the child(ren) with you?

YES___ NO___

If not, why? _____

3. Have the police ever been called for assistance?

YES___ NO___

If yes, what precinct? _____

4. Have you ever gone to court to get an order of protection against your partner?

YES___ NO___

If not, why? _____

5. Do you want assistance from CWA in seeking a temporary battered women's emergency residence, court order of protection or other services for you and your child(ren)?

YES___ NO___

If not, why? _____

IV. CASEWORKER ASSESSMENT

1. The children are at risk if the parent answers "YES" to any of the following questions: Section I, questions 6,7, and/or Section II, questions 1,3.

Actions: Assess imminent risk to the children. If children are at risk from the batterer, assist parent to obtain temporary emergency residence or court order of protection. if the parent/caretaker refuses or is unable to accept necessary services to protect the children or is responsible for abusing the children: Follow procedure to remove children immediately.

2. If the allegations are indicated and the children are not at risk of physical injuries but exhibit serious emotional/behavioral difficulties:

Actions: Discuss your observations and assessment with the parent/ caretaker then refer to battered women's emergency residence or domestic violence counseling services for her and the children. (Consult PPRS Resource Consultant/Liaison for appropriate resources.) If parent/caretaker refuses needed services for children: Request case conference with Supervisor II regarding other approaches and/or possible OLA consult.

3. If the allegations of domestic violence and/or risk to the child(ren) is not clear because you believe the victim and/or family members are not responding to the questions truthfully:

Actions: Request case conference with Supervisor II.

V. ACTIONS TAKEN (Reminder: on all cases, contact Precinct Youth Officer for additional information, if available.) Based on your assessment what actions have you taken:

- Emergency removal of child(ren)
- Supervisory case conference and/or OLA consult
- Referral to Hotline for community based services (excluding PPRS)
- Assistance with Court Order
- Referral to battered women's residence
- Referral to PPRS Resource Consultant Liaison

Other services (specify): _____

Caseworker _____ Date ____/____/____

Supervisor II _____ Date ____/____/____

SAFETY PLANS
(also see DePanfilis and Brooks, 1989)

These are questions to process with a woman in a domestic violence situation. Help her to answer these questions herself. The information may save her life. Her struggling to answer them will help her to start thinking about how to help herself.

- 1. What kinds of cues have there been in the past before a battering event? (use of alcohol or drugs, increased stress, verbal fights; what time of day, beginning or end of week, season of the year; etc.)**
- 2. What have you done in the past to protect yourself and your children? Has it worked?**
- 3. Where can you turn for help? Do you have family or friends who would take you in; are their organizations you are connected to; if you had to walk out of the house where would you go?**
- 4. Do you know what you can do legally?**
- 5. Do you know where to go if you need medical attention?**

Some things a woman should take with her if she has to flee:

**MAJOR PROVISIONS OF THE
FAMILY PROTECTION AND DOMESTIC VIOLENCE
INTERVENTION ACT OF 1994**

SENATE 8642/ASSEMBLY 11992

Establishes New York's first mandatory arrest law requiring police to arrest upon the commission of: (1) felony between family or household members; (2) a misdemeanor constituting a family offense; and (3) violation of "stay away" provisions of an order of protection.

Repeals New York's "choice of forum" rule forcing victims of domestic violence to choose either the family court or criminal court for redress within 72 hours of filing a family offense complaint.

Authorizes three year orders of protection in family court upon a finding of "aggravating circumstance", including physical injury, a history of violence, the use of a weapon, and the exposure of children to harm. Aggravating circumstances will also occasion the arrest of a perpetrator in family court proceedings.

Makes violation of certain orders of protection a felony criminal contempt.

Establishes a statewide computerized registry of orders of protection and arrest warrants to be immediately accessible to law enforcement agencies and the courts.

Authorizes the family court to make a temporary order of child support at the same time an order of protection is issued.

Establishes restitution of up to \$10,000 as a dispositional order in a family court family offense proceeding.

Mandates the training of judges, law enforcement personnel, including new and veteran members of the state police and municipal police agencies, and district attorneys in the requirements of the new law. An appropriation of \$500,000 has been included in this years state operations budget to implement this training requirement as well as to evaluate the impact of the state's mandatory arrest law.

Authorizes forfeiture of bail upon a willful violation of an order of protection.

Requires the district attorney to notify a victim of a family offense of any decision to decline prosecution of a crime, dismiss the charges, or enter into a plea bargain with the defendant.

Adds harassment in the first and second degree and menacing in the second degree to the definition of family offenses, making these crimes actionable in both family and criminal court.

Establishes a uniform domestic violence victim notice to be distributed to victims of domestic violence by all law enforcement agencies, the courts and hospitals.

Creates a standardized domestic violence incident reporting form for use by all law enforcement personnel when investigating allegations of domestic violence.

JUSTIFICATION

Domestic violence is a crime of enormous magnitude and tragic consequences in our society. It affects people from every race, religion, ethnic, educational and socioeconomic group. It is the single major cause of injury to women. An estimated six million women are beaten by their husbands or intimate partners each year. The National Institute of Mental Health has identified battering as the leading cause of injury to women, more than auto accidents, rapes and muggings combined.

The corrosive effect of domestic violence is far reaching. the batterer's

violence injures children both directly and indirectly. Abuse of a parent is detrimental to children, whether or not they are physically abused themselves. Children who witness domestic violence are more likely to experience delayed development, feelings of fear, depression and helplessness, and are more likely to become batterers themselves.

No age group is immune from domestic violence. Too many of New York's elderly residents have become the victims of their own family or household members.

Currently, victims of family offenses are barred from initiating simultaneous proceedings in the family court and in the criminal court. As a result of this bar, individuals, who commit violent acts escape criminal prosecution whenever the victim seeks civil redress.

Research indicates that one of the major problems contributing to the recurrence of domestic violence lies in the absence of aggressive enforcement by law enforcement officials. Injuries which would be grounds for arrest of a stranger assailant are often found insufficient to justify arresting man who bears his wife or other family member. A "familial connection" between the victim and the offender should not be a defense or an excuse for less serious treatment of unlawful conduct.

The Family Protection and Domestic Violence Intervention Act of 1994 in its amended form reflects dozens of changes to the substantive law recommended by those most familiar with the dynamics of family violence and its aftermath: police, victim service agencies, victim advocates, judges, district attorneys, and the survivors of domestic violence.

Because stronger and more aggressive court intervention in family offense cases is required, this bill establishes more decisive police and judicial interventions in these family offense cases.

Three Categories of Helpers (Gibbons, Lichtenberg & Van Beusekam, 1994)

Empathetic Helper: the worker stays with the client wherever she is, is with her in the process, is not judgmental, does not lose sense of self but is connected to painful feelings the client is having.

Disaffected Other: worker cares about client and wants to help but, when realizes there is no quick "fix", gets burnt out and blames victim or detaches emotionally.

Empathetic Sympathizer: worker does not recognize the individuality or self determination capacity of the client and disempowers by taking control.

Randy Magen, PhD

Think of a supervisor you have, or have had. Pair off. Each of you take ten minutes to describe that supervisor to your partner by answering these five questions:

1. How has that supervisor reacted when you have said you have a problem?
 2. What has been the supervisor's response, verbal or otherwise, when you have made a mistake?
 3. How do you know if that supervisor is skilled in their work?
 4. How do you know if that supervisor is supportive of you professionally?
 5. Is that supervisor the kind of supervisor you would like to be? Why, or why not?
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Randy Magen, PhD

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