MAINE DEPARTMENT OF PUBLIC SAFETY
GENERAL ORDER

SUBJECT:	Maine Department of Public Safety Policy Regarding the Impact of Domestic Violence and Sexual Assault on the Workplace
NUMBER:	DPS-120
EFFECTIVE DATE	05.09.2014
HISTORY:	AMENDED (05.09.2014); NEW (03.24.2014)
DISTRIBUTION	2; All Department personnel
[redacted]	COMMISSIONER, MAINE DEPARTMENT OF PUBLIC SAFETY

I. PURPOSE

1. The purpose of this policy is to raise awareness and provide guidance, education, and resources to employees, supervisors, and managers to address the occurrence of domestic violence and sexual assault and their effects on the workplace. In their work, employees of the Department of Public Safety share the mission of the Department to protect the lives, rights, and property of Maine citizens. Accordingly, this policy aims to hold Department employees to a high standard of behavior.

II. POLICY

1. This policy of the Department is:

   A. To provide a safe workplace environment that supports prevention and intervention when risks are presented by domestic violence and sexual violence offenders;
   B. To respond to employees who are victims of such violence, and provide assistance nonjudgmentally and with compassion; and

C. To respond to employees who commit such violence, and provide discipline when appropriate.

III. DEFINITIONS

1. For the purposes of this policy, the terms included in this section are defined as follows, unless otherwise indicated in the policy.

A. Department. "Department" means the Department of Public Safety.

B. Domestic violence. "Domestic violence" means a pattern of coercive behavior that is used by a person against family or household members to gain power or control over the other party in a relationship. This behavior may include any of the following:

1. Physical violence;
2. Sexual abuse;
3. Emotional and psychological intimidation;
4. Verbal abuse and threats;
5. Stalking;
6. Isolation from friends and family;
7. Economic control;
8. Destruction of personal property; and
9. Animal cruelty.

Domestic violence occurs between people of all racial, economic, educational, and religious backgrounds; in heterosexual and same-sex relationships; and between married and unmarried partners, current and former partners, and other family and household members.

C. In the workplace. "In the workplace" means any circumstance in which a Department of Public Safety employee – whether a full-time or part-time employee, or a contractor – is:

1. On-duty;
2. In State-owned or -leased work space;
3. Using the facilities or services of the State;

4. Wearing a uniform or official insignia identifying the office or position of the employee or contractor; or
5. In or using a vehicle owned or leased by the State or its agencies.

In any such circumstance, the employee is considered "in the workplace."

D. Perpetrator. "Perpetrator" means a person who has allegedly or in fact committed domestic violence or sexual assault, or engaged in stalking.

E. Sexual assault. "Sexual " means an act of sexual violence whereby a person forces, coerces, or manipulates another person to participate in unwanted sexual activity. Sexual assault is an umbrella term for a variety of different victimizations, including, but not limited to, sexual harassment and gender-based bullying, sexual coercion, commercial sexual exploitation and sex trafficking, child sexual abuse, elder sexual abuse, unwanted sexual contact, sexual abuse by a caregiver, drug- and alcohol-facilitated sexual assault, a power differential which makes sexual contact inappropriate or illegal (e.g., student-teacher or doctor-patient), sexual assault, and sexual violence within the context of an intimate relationship. Any sexual activity with a person who is unable to give consent is considered sexual violence. This includes, but is not limited to, a person who is asleep, impaired, under the influence of drugs and alcohol, an incapacitated or dependent adult, and a child under the age of 14.

F. Stalking. "Stalking" means the act of intentionally or knowingly engaging in a course of conduct directed at or concerning a specific person that would cause a reasonable person:

1. To suffer serious inconvenience or emotional distress;
2. To fear bodily injury or to fear bodily injury to a close relation;
3. To fear death or to fear the death of a close relation;
4. To fear damage or destruction to or tampering with property; or
5. To fear injury to or the death of an animal owned by or in the possession and control of that specific person.

G. Workplace safety plan. "Workplace safety plan" means a strategy developed in collaboration with a victim to implement workplace safety options, including, but not limited to:

1. Setting up procedures for alerting security or law enforcement officers;
2. Temporary relocation of a victim to a secure area;
3. Voluntary temporary transfer or permanent relocation to a new work site;
4. Reassignment of parking space;
5. Escort for entry to and exit from the work site;
6. Responding to telephone, fax, e-mail, text, or mail harassment; and
7. Keeping a photograph of a perpetrator and/or a copy of an existing court order in a confidential on-site location, and providing copies of such to designated personnel.

H. Victim. "Victim" means an individual who has been subjected to domestic violence, sexual assault, or stalking.

IV. PROCEDURE

1. STATEMENT OF CONFIDENTIALITY

A. The Department recognizes and respects a victim's need for autonomy and confidentiality. To the extent permitted by law, and unless the substance of an employee's disclosure of being a victim demands otherwise, the Department will maintain the confidentiality of the employee's disclosure and share disclosed information only on a "need-to-know" basis when concerns of immediate risk to any employee arise.

B. If an employee's disclosure indicates that there exists reasonable cause to suspect abuse, neglect, or exploitation of children or incapacitated or dependent adults, reporting of such to appropriate authorities might be mandatory.[1]

[1] Certain persons are "mandated reporters" of abuse, neglect, or exploitation of children, and abuse, neglect, or exploitation of incapacitated or dependent adults. Mandated reporters include, but not limited to, law enforcement officials. *See* 22 M.R.S.A. § 4011-A; 22 M.R.S.A. § 3477. In addition, any person may make an optional report if that person has reasonable cause to suspect that a child or incapacitated adult has been or is likely to be abused. Victims should be aware that situations involving suspected abuse, neglect, or exploitation of children or incapacitated or dependent adults may be reported to outside agencies, as provided by law.

C. Further disclosure may be necessary if the perpetrator presents a threat to the safety of any person in the workplace, or the victim has expressed homicidal or suicidal intentions.
D. Whenever possible, the victim will be given prior notice of any necessary further disclosures of the information he or she has provided.

2. REPORT OF ACTUAL, IMMINENT, AND POTENTIAL THREATS OF VIOLENCE IN THE WORKPLACE

A. In any circumstance in which an employee is experiencing or witnessing violence in the workplace or violence toward any employee appears imminent, that employee – if possible – is to immediately call 9-1-1, as well as any other appropriate emergency number.
B. In any circumstance in which an employee becomes aware of a potential threat of violence to any person in the workplace (including to the employee him- or herself), that employee is to report the threat to a supervisor, manager, appropriate human resources personnel, or the Bureau Director for whom the employee works, as soon as practicable.

3. INCREASED EMPLOYEE AWARENESS

A. The Department will increase employee awareness of the occurrence of domestic violence and sexual assault, and inform employees of community resources available for victims of such acts. The methods used may include, but are not limited to, the following:

1. Posting at Department work sites information regarding the impact of domestic violence and sexual assault on the workplace;
2. Posting at Department work sites information about community resources that are available to victims of domestic violence or sexual assault. This information may include available sources of assistance such as availability of the State's confidential Employee Assistance Program, domestic violence resource centers, sexual assault support centers, and the names of human resources personnel who are trained and available to serve as confidential sources of information, support, or referral;

3. Including information about community resources that are available to victims of domestic violence or sexual assault as part of the new Department employee orientation;
4. Including a copy of this policy in the new employee orientation packet;
5. Conducting domestic violence and sexual assault awareness activities in staff meetings, other programs, and health and wellness programs;
6. Providing copies of this policy to employees and members of the general public upon request;
7. Requiring employees to review and complete the Domestic Violence in the Workplace Online Training on an annual basis.

4. EMPLOYEES AFFECTED BY DOMESTIC VIOLENCE AND SEXUAL ASSAULT

A. The Department seeks to offer support and referrals for assistance to those employees who disclose that they are victims of domestic violence or sexual assault.

B. The Department is committed to the effective enforcement of protection orders. In this regard, an employee is encouraged to provide a copy of a protection order issued pursuant to a petition filed by the employee to the employee's supervisor or manager (especially when the workplace is listed on the order), so that every attempt can be made by the Department to take steps to enforce the order and protect that employee and others. The employee is encouraged to keep a current copy of the protection order immediately available in the workplace.

C. Nothing in this policy should ever deter a sworn law enforcement officer from reporting any criminal conduct, in accordance with Maine law and Department policy.

5. RESPONSE AND ASSISTANCE TO VICTIMS OF DOMESTIC VIOLENCE

A. If an employee discloses that he or she is a victim of domestic violence to a coworker, that coworker should avoid victim-blaming and assure the employee that he or she is not alone and is not to blame; that there is help available; and that the coworker is concerned about the victim's safety. The coworker should encourage the victim to speak with a designated Department responder (see Appendix D) or human resources personnel and

ask the coworker's permission to share the information with a designated Department responder or human resources personnel. The coworker also may wish to refer the victim to:

1. Available community resources, including the domestic violence projects listed in Appendix A of this policy;
2. The State's confidential Employee Assistance Program. Information about the program may be accessed 24 hours a day by calling 1-800-451-1834;
3. Other individuals within the Department who may be able to provide assistance to the victim, such as human resources personnel, a designated Department responders (see Appendix D), and the victim's supervisor or Bureau Director;
4. Sections of this policy that support safety planning and assistance to victims of domestic violence.

B. Supervisors are responsible for communicating that domestic violence is behavior that will not be tolerated in the workplace and that the Department will actively provide information and support to employees who are victims of such violence.

1. Supervisors shall ensure that each employee is provided with access to a copy of this policy.

C. A supervisor or manager who becomes aware that an employee is a victim of domestic violence shall refer the employee to human resources personnel or a designated Department responder (see Appendix D). The designated Department responder is to:

1. Offer the victim information about appropriate community organizations for support, which include, for example, the domestic violence resource centers listed in Appendix A of this policy;
2. Advise the employee that assistance is also available through the State's confidential Employee Assistance Program. Information about the program may be accessed 24 hours a day by calling 1-800-451-1834;
3. Inform the employee of leave that may be used for the purposes of accessing domestic violence services, counseling, obtaining medical

treatment, attending legal proceedings, or carrying out other necessary activities to remedy a crisis caused by domestic violence, sexual assault, or stalking, in accordance with 26 M.R.S.A. § 850, *Employment Leave for Victims of Violence.* Leave benefits may include, as applicable:

A. Sick leave;
B. Vacation leave;
C. Family and Medical Leave Act leave;
D. Unpaid leave; or
E. Catastrophic Leave Bank leave;

4. Offer to assist the victim in developing a workplace safety plan. If the victim and perpetrator are both employed by the Department, the workplace safety plan should make accommodations to protect the victim from any risks presented by the perpetrator. The needs of the victim are of primary importance, and isolating the perpetrator from the victim is preferred if relocation for safety purposes is an issue.

D. Designated Department responders (see Appendix D) will receive appropriate training on domestic violence in the workplace, including how to respond to victims of sexual assault.
E. Performance issues. This policy recognizes that victims of domestic violence may have performance problems such as inability to concentrate, absenteeism, and productivity issues. When an employee confides to a supervisor or manager that job performance issues are caused by domestic violence, referrals and assistance should be offered in accordance with this policy. When a victim has performance or conduct problems as a result of domestic violence, sexual assault, or stalking, the Department will offer support and an opportunity to correct the problems. Supervisors may develop a work plan with the employee to assist and support the employee in meeting performance expectations. Nothing in this policy alters the authority of the Department to establish performance expectations, counsel employees, impose discipline, reassign duties, place an employee on leave, or take other action as it deems appropriate.

6. RESPONSE AND ASSISTANCE TO VICTIMS OF SEXUAL ASSAULT

A. If an employee discloses that he or she is a victim of sexual assault to a coworker, that coworker should avoid victim-blaming and assure the employee that he or she is not alone and is not to blame; that there is help available; and that the coworker is concerned about the victim's safety. The coworker should encourage the victim to speak with a designated Department responder (see Appendix D) or human resources personnel and ask the coworker's permission to share the information with a designated Department responder or human resources personnel. The coworker also may wish to refer the victim to:

1. Available community resources, including the sexual assault support centers listed in Appendix B of this policy;
2. Information and support services that can be accessed 24 hours a day by calling 1-800-871-7741 or TTY 1-888-458-5599;
3. The State's confidential Employee Assistance Program. Information about the program may be accessed 24 hours a day by calling 1-800-451-1834;
4. Other individuals within the Department who may be able provide assistance to the victim, such as human resources personnel and the victim's supervisor or Bureau Director.

B. Supervisors are responsible for communicating that sexual violence is behavior that will not be tolerated in the workplace and that the Department will actively provide information and support to employees who are victims of such violence.

1. Supervisors shall ensure that each employee is provided with access to a copy of this policy.

C. A supervisor or manager who becomes aware that an employee is a victim of sexual assault shall refer the employee to human resources personnel or a designated Department responder (see Appendix D). The designated Department responder is to:

1. Offer the victim information about appropriate community organizations for support, including the sexual assault support centers listed in Appendix B of this policy;
2. Inform the victim that assistance is also available through the State's confidential Employee Assistance Program. Information about the program may be accessed 24 hours a day by calling 1-800-451-1834;
3. Inform the employee of leave that may be used for the purposes of accessing services, counseling, obtaining medical treatment, attending legal proceedings, or carrying out other necessary activities to remedy a crisis caused by domestic violence, sexual assault, or stalking, in accordance with 26 M.R.S.A. §850, *Employment Leave for Victims of Domestic Violence.* Leave benefits may include, as applicable:

    A. Sick leave;
    B. Vacation leave;
    C. Family and Medical Leave Act leave;
    D. Unpaid leave; or
    E. Catastrophic Leave Bank leave.

D. Designated Department responders will receive appropriate training on domestic violence in the workplace, including how to respond to victims of sexual assault.

E. Performance issues. This policy recognizes that victims of sexual assault may have performance problems such as inability to concentrate, absenteeism, and productivity issues. When an employee confides to a supervisor or manager that job performance issues are caused by a sexual assault that has occurred, referrals and assistance should be offered in accordance with this policy. When a victim has performance or conduct problems as a result of domestic violence, sexual assault, or stalking, the Department will offer support and an opportunity to correct the problems. Supervisors may develop a work plan with the employee to assist and support the employee in meeting performance expectations. Nothing in this policy alters the authority of the Department to establish performance expectations, counsel employees, impose discipline, reassign duties, place an employee on leave, or take other action as it deems appropriate.

7. REQUIREMENTS OF AND RESPONSE TO AN EMPLOYEE WHO IS A PERPETRATOR

A. If an employee is concerned that another employee is a perpetrator of domestic violence or sexual assault, that coworker should, as soon as practicable, bring his or her concerns to a supervisor or human resources personnel. For reasons of safety and liability, the coworker is not to directly address his or her concerns with the other employee.

B. An employee of the Department must disclose and provide a copy to the employee's Bureau Director – or in the case of the Maine State Police, the employee's Troop or Unit Commander – any order for protection from abuse or harassment issued against the employee, or any criminal charge or any condition of bail or probation applicable to the employee that includes, but is not limited to:

1. Conditions prohibiting or limiting contact with other employees of the Department or with other individuals or locations of employment;
2. Conditions that may interfere with the employee's ability to perform job duties. These conditions include, but are not limited to, the use or possession of firearms. **NOTE:** Any protection order entered against a law enforcement officer or employee of the Bureau of Consolidated Emergency Communications is considered to interfere with that employee's ability to perform assigned duties of the position and existence of the order must be reported immediately.
3. Failure to disclose the above information will result in administrative action, which may result in corrective and disciplinary action, up to and including termination.

C. The Department encourages employees who are perpetrators to voluntarily seek assistance from any of the resources listed in Appendix C of this policy and/or the State's confidential Employee Assistance Program. Information about the Employee Assistance Program may be accessed 24 hours a day by calling 1-800-451-1834

D. An employee who is in law enforcement and carries a firearm as a condition of employment, and who is a named defendant in a temporary or permanent protection order, or who is otherwise prohibited by court order, bail

conditions, criminal conviction, or probation conditions from carrying a firearm, will be subject to administrative action, which may include disciplinary action, up to and including termination.

E. Absent a court order, only the Commissioner or designee will have the authority to require the surrendering of an employee's firearm.

F. An employee who is found misusing any State resources such as work time, workplace telephones, cell phones or any other electronic communication medium, facsimile machines, mail, computers, electronic mail, a State vehicle, a State credit card, State equipment, or other means to commit domestic violence, sexual assault, harassment, or stalking will be subject to corrective and disciplinary action, up to and including termination. In some cases, where there is a connection between off-duty conduct of this nature and one's employment with the State, that off-duty conduct may lead to disciplinary action, up to and including termination.

G. A supervisor or manager who becomes aware of a protection order or other information regarding an employee who is a perpetrator shall keep that information confidential to the extent required by law, and may only discuss the information with others on a "need to know" basis.

8. DOCUMENTATION

A. The Department's Human Resources Office will maintain, in a confidential file, copies of orders for protection from abuse and other documents that relate to incidents of domestic violence and sexual assault that have affected Department employees in the workplace. The Human Resources Office will develop necessary protocols to maintain records relating to employees' disclosures of such incidents.

NOTICE: THIS GENERAL ORDER IS FOR USE OF THE DEPARTMENT OF PUBLIC SAFETY AND NOT FOR ANY OTHER AGENCY. THE GENERAL ORDER IS NOT INTENDED TO BE RELIED UPON BY ANY OTHER INDIVIDUAL OR PRIVATE OR PUBLIC AGENCY. THE GENERAL ORDER EXPRESSLY DOES NOT CREATE, AND IS NOT INTENDED TO CREATE, A HIGHER LEGAL STANDARD OF SAFETY OR CARE IN AN EVIDENTIARY SENSE WITH RESPECT TO THIRD-PARTY CLAIMS. VIOLATIONS OF THIS ORDER ONLY MAY FORM THE BASIS FOR ADMINISTRATIVE SANCTIONS BY THE DEPARTMENT OF PUBLIC SAFETY.

APPENDIX A

MCEDV.

Maine Coalition to
End Domestic Violence

Help is just a call away.

24 Hour • Toll Free • Confidential

1-866-834-HELP (4357)

National TTY: 1-800-787-3224

Domestic Violence Resource Centers:

Aroostook
Hope and Justice Project

Piscataquis
Womancare

Penobscot
Spruce Run

Kennebec & Somerset
Family Violence Project

Hancock & Washington
Next Step

Androscoggin, Franklin & Oxford
SafeVoices

Knox, Lincoln, Sagadahoc & Waldo
New Hope for Women

Cumberland
Family Crisis Services

York County
Caring Unlimited

mcedv.org

Domestic Violence Resource Centers

Aroostook
Hope and Justice Project
formerly Battered Women's Project
www.hopeandjusticeproject.org
754 Main St., Presque Isle, ME 04769
Admin: 207-764-2977 **Hotline: 1-800-439-2323**

Piscataquis
Womancare
www.wmncare.org
P.O. Box 192, Dover-Foxcroft, ME 04426
Admin & Hotline: 207-564-8165
Hotline: 1-888-564-8165

Penobscot
Spruce Run
www.sprucerun.net
P.O. Box 653, Bangor, ME 04402
Admin: 207-945-5102 **Hotline: 1-800-863-9909**

Kennebec & Somerset
Family Violence Project
www.familyviolenceproject.org
P.O. Box 304, Augusta, ME 04332
Admin: 207-623-8637 **Hotline: 1-877-890-7788**

Cumberland
Family Crisis Services
www.familycrisis.org
P.O. Box 704, Portland, ME 04104
Admin: 207-767-4952 **Hotline: 1-800-537-6066**

Hancock & Washington
Next Step
www.nextstepdvproject.org
P.O. Box 1466, Ellsworth, ME 04605
Admin: 207-667-0176 **Hotline: 1-800-315-5579**

Androscoggin, Oxford & Franklin
SafeVoices
formerly Abused Women's Advocacy Project
www.awap.org
P.O. Box 713, Auburn, ME 04212
Admin: 207-795-6744 **Hotline: 1-800-559-2927**

Knox, Lincoln, Sagadahoc & Waldo
New Hope for Women
www.newhopeforwomen.org
P.O. Box A, Rockland, ME 04841-0733
Admin: 207-594-2129 **Hotline: 1-800-522-3304**

York
Caring Unlimited
www.caring-unlimited.org
P.O. Box 590, Sanford, ME 04073
Admin: 207-490-3227 **Hotline: 1-800-239-7298**

Wabanaki Tribes of Maine Domestic Violence and Sexual Assault Services

Aroostook Band of Micmac
www.micmac-nsn.gov
7 Northern Rd., Presque Isle, ME 04769
Admin: 207-764-1972 or 1-800-750-1435

Maliseet Domestic Violence & Sexual Assault Program
www.maliseets.com
690 Foxcroft Rd., Houlton, ME 04730
Admin: 207-532-3000 **Hotline: 207-532-6401**

Passamaquoddy Peaceful Relations
www.wabanaki.com
P.O. Box 343, Perry, ME 04667
Admin: 207-853-2600 **Hotline: 1-877-853-2613**

Penobscot Indian Nation Domestic Violence & Sexual Assault Services Program
www.penobscotnation.org
12 Wabanaki Way, Indian Island, ME 04468
Admin: 207-817-7469 **Hotline: 207-631-4886**

Culturally Specific Community Organizations

United Somali Women of Maine
www.uswofmaine.org
207-753-0061

Sudanese Development Institute of Maine
207-879-2281

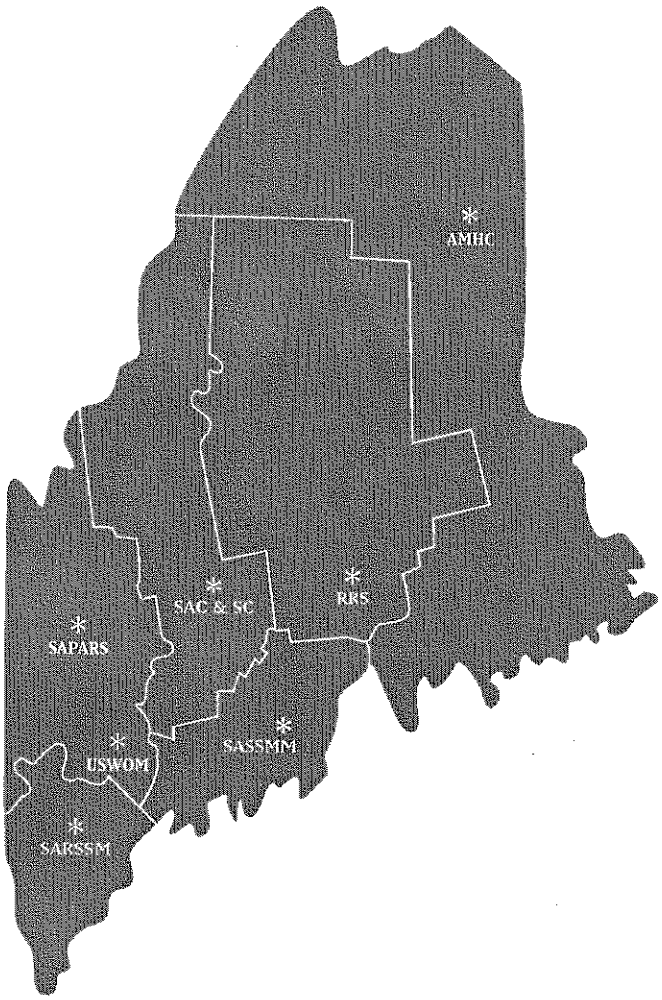
MCEDV.
Maine Coalition to
End Domestic Violence

mcedv.org

APPENDIX B

MECASA MAINE
Coalition Against Sexual Assault

Phone 207-626-0034
info@mecasa.org www.mecasa.org



Support is just a phone call away:

STATEWIDE SEXUAL ASSAULT CRISIS & SUPPORT LINE
TOLL FREE: 1.800.871.7741
TTY: 1.888.458.5599

AMHC Sexual Assault Services (AMHC)
Serving Aroostook, Hancock, and Washington Counties
www.amhc.org

Rape Response Services (RRS)
Serving Penobscot & Piscataquis Counties
www.rrsonline.org

Sexual Assault Prevention & Response Services (SAPARS)
Serving Androscoggin, Oxford & Franklin Counties and the towns of Bridgton and Harrison
www.sapars.org

Sexual Assault Crisis & Support Center (SAC & SC)
Serving Kennebec & Somerset Counties
www.silentnomore.org

Sexual Assault Response Services of Southern Maine (SARSSM)
Serving Cumberland & York Counties
www.sarsonline.org

Sexual Assault Support Services of Midcoast Maine (SASSMM)
Serving Eastern Cumberland, Sagadahoc, Knox, Waldo & Lincoln Counties
www.sassmm.org

United Somali Women of Maine (USWOM)
Serving Androscoggin & Cumberland Counties
www.uswofmaine.org

OTHER SEXUAL VIOLENCE SERVICES

Maliseet Domestic Violence and Sexual Assault Program
207.532.6401

Penobscot Nation, Domestic Violence and Sexual Assault Services
207.817.7498

Passamaquoddy Peaceful Relations
1.877.853.2613

APPENDIX C

Maine Department of Corrections

Home → > Victim Services > Batterer Intervention Programs

Certified Batterer Intervention Programs

County	Program	Address	Meeting Time/Location
ANDROSCOGGIN, FRANKLIN and OXFORD	**Alternatives to Abuse (AWAP)** (Male Program) Coordinator: Rosemary Word Certified until 7/17/2015	P.O. Box 713 Auburn ME 04212 Tel. (207)795-6744 x21 Tuesday	Friday - 6:30 a.m. Saturday 8:00 a.m. Calvary United Methodist Church 59 Sabattus Street Lewiston ME Monday - 6:00 p.m. 57 Birch St. Lewiston ME Thursday 6:30 p.m. Congregational Church Main St., Wilton P.O. Box 713 Auburn, ME 04212

Alternatives to Abuse (Female Program)

Certified until 4/17/2015

- Director: Kelley

	Glidden		
AROOSTOOK	**Northern New England Community Resource Center** (Male Program) Certified until 5/3/2014 • Director: Charles Moody	P.O. Box 164 Houlton ME 04730 (207)694-3066	Monday 6:00 p.m. Chamber of Commerce, Presque Isle Tuesday 6:00 p.m. Cary Medical Center, Caribou Wednesday 6:00 p.m. Houlton Regional Hospital, Houlton P.O. Box 164 Houlton, ME 04730
CUMBERLAND	**A Different Choice** (Male Program) Certified until 11/13/2015 • Director: Ellen Ridley	P.O. Box 1844 Portland, ME 04104	Monday 7:00 p.m. St. Anne's Church, Windham ME Tel. (207) 318-2313
CUMBERLAND and SAGADAHOC	**Choices - The Men's Group** (Male Program) Certified until 1/29/2015 • Director: Mary O'Leary	14 Maine St. Brunswick ME 04011 Tel. (207) 442-0181	Friday 9:00 a.m. All classes are held at 1328 Washington St. Bath ME
CUMBERLAND	**Opportunity for Change** (Male Program) Certified until 6/7/2015 • Director: Mary	Suite 140 222 St. John Street, Portland ME 04102 Tel. (207)774-4603	Mondays 6:00 p.m. 222 St. John St., Portland ME Wednesday 7:00 a.m. Community Corrections Center

	Campbell		Thursdays 4:30 p.m. 222 St. John Street, Portland ME
HANCOCK and PENOBSCOT	**Choice V** (Male Program) Certified until 5/3/2014 • Supervisor: Astor Gillis ○ Pete Ward	185 Harlow Street Bangor ME 04402 (207)852-9612 59 Franklin St.#8 Ellsworth ME (207)667-2730	Wednesdays 3 p.m. & 5:00 p.m. 185 Harlow Street Bangor ME Tuesday 5:00 p.m. 59 Franklin St.#8 Ellsworth ME
KENNEBEC and SOMERSET	**Menswork** (Male Program) Certified until 7/15/2015 • Director: Jon Heath	Prince of Peace Lutheran Church, 209 Eastern Avenue, Augusta ME 04330 Tel. (207) 623-7252	Tuesday 7:00 p.m. Saturday 8:30 a.m. Menswork, P.O. Box 304, Augusta, ME 04332-0304 Wednesday 5:00 p.m. Wednesday 7:30 p.m. Salvation Army Church Waterville ME ***then*** Monday 5:00 p.m. Thursday 7:30 p.m. Pleasant Street, Methodist Church in their library Waterville, ME Tuesday 5:00 p.m. Tuesday 7:30 p.m. Notre Dame de

			Lourdes Parish Hall Skowhegan ME
	Respect ME (Female Program) Certified until 4/17/2015 • Director: Robert Rogers		5 Commerce Drive Skowhegan, ME 04976
KNOX **LINCOLN** **and** **WALDO**	**Time for Change** (Male Program) Certified until 4/29/2014 • Director: Amber Wotton	93 Park Street Rockland, ME 04841 Tel. (207)594-0270	Wednesdays 6:00 p.m. U.U. Church, Miller Street, Belfast, ME (behind Belfast Free Library) Thursdays 6:00 p.m.; 93 Park Street, Rockland, ME
	Time for Change (Female Program) Certified until 6/13/2015 • Director: Amber Wotton	93 Park Street, Rockland, ME 04841 Tel. (207)594-0270	
PENOBSCOT	**Batterers' Intervention Program** (Male Program) Certified until 9/3/2015 • Director:	One Cumberland Place Bangor ME 04402 phone: (207) 217-6588	Monday 4:30 p.m. One Cumberland Place Bangor ME

	Kathryn Maietta	Fax: (207) 217-6587	
PISCATAQUIS	**DV Classes for Men** (Male Program) **Charlotte White Counseling Center** Certified until 11/7/2014	572 Bangor Rd. Dover-Foxcroft ME 04426 1-888-564-2499 Annex-207-564-7106 fax: 207-564-8137	Thursday 6:00 p.m. Charlotte White Center Annex Building 59 River Street Dover-Foxcroft ME
	Domestic Violence Classes for Women (Female Program) Certified until 4/17/2015 • Director: Stephen Madera		57 River Street Dover-Foxcroft, ME 04426
WASHINGTON	**It's Not Okay** (Male Program) Certified until 9/1/2014 • Richard and Paula Rolfe **Alternatives to Abuse** (Female Program) Certified until 2/19/2016	101 Kennebec Road Machias ME (207)255-6682	Wednesday from 5:00 p.m. Probation Office Machias

	Executive Director Rebecca Hobbs (207) 667-0176		
YORK	**Violence No More** (Male Program) Certified until 6/10/2015 • Director:Martin Burgess	110 Saco Falls Way, Suite 425 Biddeford ME 04005 Tel. (207)283-8574	Wednesday 5:30 p.m. and 7:30 p.m. Thursday 9:30 a.m. 26 South Street Biddeford ME Thursday 5:30 p.m. and 7:30 p.m. Sanford Unitarian Church Main Street Sanford ME P.O. Box 590 Sanford, ME 04073
	Caring Unlimited (Female Program) Certified until 4/29/2015 • Director: Cynthia Peoples		

Site Information

- InforME
- Copyright © 2013
- All rights reserved.
- Maine.gov
- Site Policies

MAINE DEPARTMENT OF PUBLIC SAFETY
GENERAL ORDER

Maine Department of Public Safety Policy Regarding the Impact of Domestic Violence and Sexual Assault on the Workplace

APPENDIX D

For the purposes of this General Order, the following individuals are designated responders for the Maine Department of Public Safety:

Name	Bureau	Contact information
Dorothy A. Bonsant	SFMO	(207) 626-3894; dorothy.a.bonsant@maine.gov
Lt. Scott W. Ireland	MSP	(207) 624-7211; scott.w.ireland@maine.gov
Lt. Anna H. Love	MSP	(207) 624-7281; anna.h.love@maine.gov
Sgt. Jonathan L. Wilson	MSP	(207) 624-7275; jonathan.l.wilson@maine.gov