

Success Stories & Educational Materials

Liz Claiborne Inc.

Labor/Mgmt Awareness Program

A Coordinated Response to DV

American Express

Altria Group, Inc. DV Commitment

A Successful Resolution

Educational Literature

American Express

The Incident:

Vivian* came to the Security Office just before her shift was about to start. She had been followed by her ex-boyfriend, Charles, to work. Their relationship ended four months earlier, and since then, she had been harassed by him. He continually called her at home, and three days earlier, he broke down her front door and told her roommate, "When you leave, Vivian's problems are really going to start."

This was not the first time Charles had been threatening. Three weeks before, he placed dirt in Vivian's gas tank, and threatened more vandalism. He had been arrested for domestic violence before. In 1994, he was arrested for assaulting Vivian. He repeatedly threatened to kill her, burn the house down, and take their son.

Vivian spoke to Security Management about the problem. Ten days after her visit to Security, she reported to Security that Charles woke her up by banging on her door, demanding to be let in. She called 911 and the police responded, but he had already left. Half an hour later he returned, more angry than before, and broke the glass to her front door and assaulted her. The next day she obtained a restraining order on her way to work.

The next day he followed her to work. She stopped at the bank to pay her mortgage, and when she exited her car, Charles swerved in front, blocking her. He jumped out and grabbed her by the neck, choked her and threw her to the ground. Police were notified by a bank employee and responded, but again, Charles had fled. The police officer said that they could not arrest Charles for a violation of the restraining order because he was not served yet, and was told she must personally file charges against him. She was taken to the emergency room.

The Response:

The Threat Assessment Team spoke to her manager and Human Resources, and Vivian was given paid time off to assist her through this process.

Security Management worked with Vivian to develop an action plan that included a special parking space closer to the entrance, escorts to her car after her shift, a cellular phone and a referral to the Employee Assistance Program.

Vivian called a counselor at the Employee Assistance Program, who gave her numerous resources in her community who could help.

Resolution:

Eight days later, Charles followed Vivian on the interstate. Vivian used the cell phone provided to her by the team at work, and called the police. They communicated with her while she drove and told her to go to the next exit and pull off to the Sheriff's department. She did, and Charles followed her to the station. Ten officers came out and followed Charles in close pursuit. He was caught, arrested and jailed. The case is pending trial. Vivian continues to work and has followed the team's action plan.

* Names are fictitious

This Web site is provided as an informational resource only and is not intended to be legal or professional advice. If you have questions about the application of issues raised to your particular situation, seek the advice of a competent attorney or other professional.

[site feedback](#) | [dv questions](#)

hosting provided by

SAFE
HORIZON