

Workplace Policy

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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.

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Security Consultation: Helping Victims

Once a threat has been identified, documented, and reviewed using the procedures outlined above, it is generally appropriate to consult with the victim about her personal safety. Security experts, with the assistance of local law enforcement and domestic violence programs, can provide victims with advice and recommendations regarding issues such as:

- [Navigating the criminal justice system](#)
- [Assistance in obtaining a temporary restraining order](#)
- [Finding an attorney for personal representation](#)
- [Dealing with telephone or mail harassment](#)
- [Safety when entering or leaving the worksite, including walking between the parking lot and the building](#)
- [Use of technology to increase safety \(e.g., cellular phones\)](#)
- [What to do if confronted in the workplace by the perpetrator](#)
- [What to do if the victim sees the perpetrator trying to enter the workplace](#)

- [Minimizing Risk: Reporting & Monitoring](#)
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- [Working with Local Law Enforcement](#)
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Consulting with the victim about these and other issues should occur as soon as possible after the threat is identified, even if the Domestic Violence Response Team has not yet been convened. **Any delay could be perceived as inaction on the part of the company.** The objective of security consulting with the individual victim should be to get quick, effective assistance at the earliest possible stage of threat management.

Developing a workplace safety plan that includes and respects the views and preferences of the affected employee is an essential element of threat management.