

## Workplace Policy

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### DV Policy Links

[Generic DV Policy Sample](#)

[Altria Group, Inc. Policy](#)

[Liz Claiborne DV Policy](#)

[Mintz Levin DV Policy](#)

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## Establish Company Position

Developing the message you want to send to your employees and your community depends on many factors. The following guidelines may help clarify your company's position on domestic violence.

**Review Current Policies:** Determine if you want to write a separate policy on domestic violence or if it can be integrated into an already existing policy such as Workplace Violence or Sexual Harrassment. All policies and programs should be reviewed to identify the ones that may affect a company's response to domestic violence.

**Assess Resources:** Determine how much help is needed and available from your community and how much time and funding your company will be able to feasibly provide to the issue.

**Publicize Management Statement:** Compose and circulate a statement from a senior manager (preferably the CEO, president or senior-most Human Resources person) communicating the company's position on domestic violence to all employees.

**Form a Domestic Violence Response Team:** Assemble a team internally, including members from security, human resources, legal and other key departments. Consider including local domestic violence advocates and local law enforcement.