

THE STATE OF MARYLAND

Executive Department

Executive Order 01.01.1998.25

Domestic Violence and the Workplace

- WHEREAS, Citizens and employees of the State of Maryland have a basic right to be safe and free from intimidation, threats, and injury, both at home and in the workplace;
- WHEREAS, Domestic violence is abusive behavior whereby a person intends to establish and maintain power and control over a person with whom he or she has, or has had, a significant personal relationship. Power and control are exerted through physical, sexual, psychological and or economic means;
- WHEREAS, Domestic violence is not a private family matter. It follows victims to their places of employment, and deprives victims and their co-workers of a safe and productive workplace;
- WHEREAS, Domestic violence costs American businesses an estimated 3 to 5 billion dollars each year in: absenteeism or tardiness; lost productivity when abusers harass victims at work or when victims must handle personal situations; and increased insurance and medical costs. If employees who are domestic violence victims lose their jobs, business bear the expense of training new employees. The State of Maryland as an employer is not exempt from these costs;
- WHEREAS, Employed victims of domestic violence typically do not ask co-workers or supervisors for help, out of shame or for fear of losing their jobs. Co-workers and supervisors may not know the signs of domestic violence, and may not know what to do if they suspect a co-worker is being abused;

WHEREAS, Lt. Governor Kathleen Kennedy Townsend and Attorney General J. Joseph Curran, Jr. formed the Family Violence Council in 1995, giving it the mission to establish improved coordinated responses to family violence issues in Maryland, to prevent and reduce family violence in Maryland and to break the cycle of violence between generations. The Family Violence Council, which includes dozens of representatives from the criminal justice system and the community, has recommended that employers take an active role in the elimination of domestic violence, and is working in conjunction with the Maryland Network Against Domestic violence and other State organizations to develop and promote workplace policies and training for State employees;

WHEREAS, The Department of Human Resources has taken a leadership role by recognizing the need for domestic violence awareness and training in the workplace, and has entered into a contract with the Maryland Network Against Domestic Violence to develop a training program for its employees; and

WHEREAS, The State of Maryland, as the State's largest employer, should provide workplaces where all victims of domestic violence can receive necessary support and assistance.

NOW, THEREFORE, I, PARRIS N. GLENDENING, GOVERNOR OF THE STATE OF MARYLAND, BY VIRTUE OF THE AUTHORITY VESTED IN ME BY THE CONSTITUTION AND THE LAWS OF MARYLAND, HEREBY PROCLAIM THE FOLLOWING ORDER, EFFECTIVE IMMEDIATELY:

- A. That each department and agency of the State of Maryland shall within the next year adopt policies and procedures which:
 - (1) Clearly direct that State agencies will not tolerate domestic violence;
 - (2) Instruct employees on how to offer assistance to domestic violence victims in an expedient, meaningful and confidential manner;
 - (3) Provide for the conspicuous posting of information about domestic violence and available resources;
 - (4) Provide for domestic violence awareness training for employees; and:
 - (5) Prohibit unfair treatment of employees by the employers based solely on their status as victims of domestic violence.

- B. The provisions of this Executive Order are not intended to alter any existing collective bargaining agreements or to supersede applicable federal or State law.

GIVEN Under My Hand and the Great Seal of the State of Maryland, in the City of Annapolis, this 1st day of October, 1998.

/s/ Parris N. Glendening

Parris N. Glendening
Governor

ATTEST:

/s/ John T. Willis

John T. Willis
Secretary of State