



MAINE STATE POLICE GENERAL ORDER

E-120

SUBJECT: MAINE STATE POLICE POLICY REGARDING THE IMPACT OF DOMESTIC VIOLENCE AND SEXUAL ASSAULT ON THE WORKPLACE

EFFECTIVE DATE: 08.01.2020

EXPIRATION DATE: 08.01.2027

RECENT HISTORY: AMENDED (08.01.2020); AMENDED (05.09.2014); NEW (03.24.2014)


DISTRIBUTION CODE: 2 (MAY BE PUBLICLY DISCLOSED)

APPLICABILITY CODE: C, S, Z

NOTE: MSP GO E-120 adopts by reference Department of Public Safety policy 120 ("DPS-120").



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
	 COMMISSIONER, MAINE DEPARTMENT OF PUBLIC SAFETY

1. 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.

11. 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.

111. 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 genderbased 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. S 4011-A; 22 M.R.S.A. S 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, INNINENT, 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 a_nd 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. S 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. 5850, 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 m-10 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 employee¹'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 employees 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.

- F. 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 THIRDPARTY CLAIMS. VIOLATIONS OF THIS ORDER ONLY MAY FORM THE

BASIS FOR ADMINISTRATIVE SANCTIONS BY THE DEPARTMENT OF PUBLIC SAFETY.

MCEDV. 24 Hour • Toll Free • Confidential Help is just a call away.

Maine Coalition to
End Domestic Violence

1-800-034-1

National

Maine
Coalition to
1-866-834-
HELP
(4357)

End Domestic

Violence

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.famiiyviolenceproject.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.xlextstepdvproject.org
P.O.Box 1466, Ellsworth, ME 04605
Admin: 207-667-0176 Hotline: 1-800-315-5579

Androscoggin, Oxford & Franklin Safe
Voices 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.C.
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, 0

Maine Coalition to
End Domestic Violence

rncedv.org



Coalition Against
Sexual Assault

Phone 207-626-0034

AB-I HC Sexual Assault Services (Ar., 1HC)

Serving Aroostook, Hancock, and Washington Counties www.amhc.org

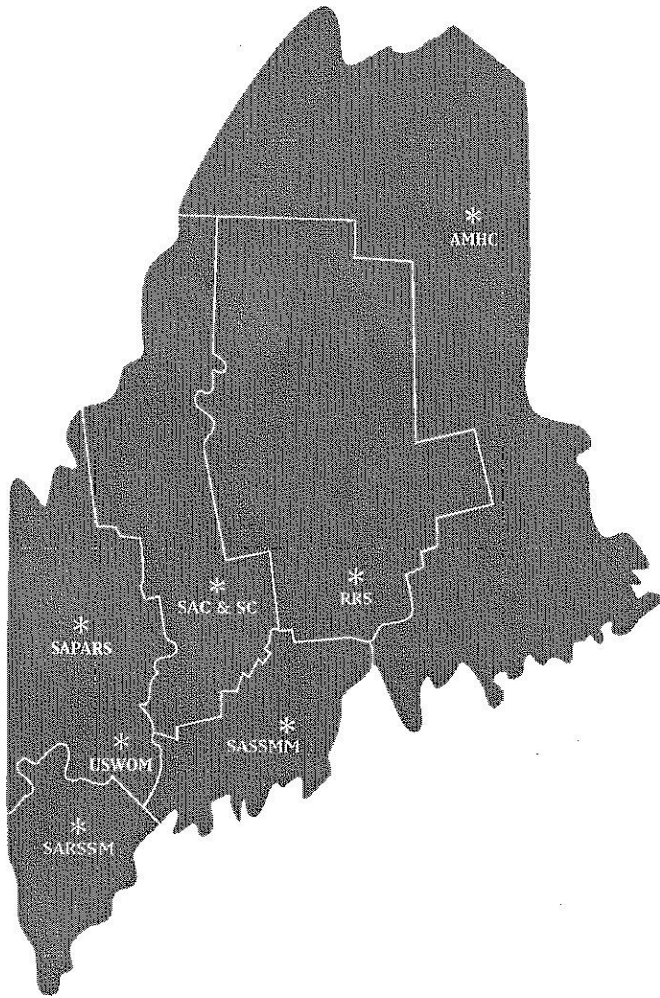
Rape Response Services (RRS)

Serving Penobscot & Piscataquis Counties

www.rrsonline.org info@mecasa.org www.mecasa.org

Sexual Assault Prevention

APPENDIX B



8 Response Services (SAPAARS) 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.silentnornore.org

Sexual Assault Response Services of Southern IVIaine (SARSSIVI)

Serving Cumberland & York Counties www.sarsonline.org

Sexual Assault Support Services of rvlidcoast B'laine (SASSB'IBT) Serving Eastern Cumberland, Sagadahoc, Knox, Waldo & Lincoln Counties www.sassmmeorg

United Son-mali WomenOf Maine (USW'OM)

Serving Androscoggin & Cumberland Counties wsnvzuswofmaine.org

OTHER SEXUAL

VIOLENCE SERVICES

Maliseet Domestic Violence and Sexual Assault Program
207.0532.6401

Penobscot Nation, Domestic Violence

Support is just a and Sexual Assault Services phone call away: 207.817-7498

Passamaquoddy Peaceful Relations

1.877.85382613

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

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)	P.O. Box 713 Auburn ME 04212	Friday - 6:30 a.m.
			Saturday 8:00 a.m.
		Coordinator: Rosemary Word	Tel. (207)795-6744 X21
		Certified until 7/17/2015	Tuesday 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		

- Director: Kelley

<http://www.maine.gov/correctionsVictimServices/BatIntervent.htm>

3/10/2014

Glidden

AROOSTOOK	Northern New England Community Resource Center (Male Program)	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
	Certified until 5/3/2014		
	• Director: Charles Moody		
CUMBERLAND	A Different Choice (Male Program)	P.O. Box 1844 Portland, ME 04104	Monday 7:00 p.m. St. Anne's Church, Windham ME Tel. (207) 318-2313
	Certified until 11/13/2015		
	• Director: Ellen Ridley		
CUMBERLAND and SAGadahoc	Choices - The Men's Group (Male Program)	14 Maine St. Brunswick ME 04011	Friday 9:00 a.m. All classes are held at 1328 Washington St.
	Certified until	Tel. (207)	

1/29/2015

442-0181

Bath ME

- Director: Mary O'LeaY

CUMBERLAND Opportunity for Suite 140 222 Mondays 6:00 p.m.
Change (Male St. John 222 St. John St.,
Program) Street, Portland ME
Portland ME
Certified until 04102 Wednesday 7:00
6/7/2015 a.m.

- Director: Mary Tel. (207)774- Community
4603 Corrections Center

[http : //www.maine.gov/corrections/VictimServices/BatIntervent.htm](http://www.maine.gov/corrections/VictimServices/BatIntervent.htm)

3/10/2014

Campbell Thursdays 4:30 p.m.
222 St. John Street,
Portland ME
HANCOCK Choice V (Male 185 Harlow Wednesdays 3 p.m.
and Program) Street & 5.00 p.m.
PENOBSCOT Bangor ME
Certified until 04402 185 Harlow Street
5/3/2014 . Bangor ME
(207)852-
• Supervisor: Astor 9612 Tuesday 5:00 p.m.
Gillis
o Pete Ward 59 Franklin 59 Franklin St.#8
St.#8 Ellsworth ME
Ellsworth ME
(207)6672730

KENNEBEC Menswork (Male Prince of Tuesday 7:00 p.m.
and Program) Peace Saturday 8:30 a.m.
SOMERSET Lutheran Menswork, P.O. Box
Certified until Church, 209 304, Augusta, ME
7/15/2015 Eastern 04332-0304
Avenue,
• Director: Jon Augusta ME Wednesday 5 :00

Heath

04330

P.m.

Wednesday 7:30

Tel. (207)

P.m.

623-7252

Salvation Army
Church
Waterville ME

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

[http ://www.maine.gov/corrections/VictimServices/BatIntewent.htm](http://www.maine.gov/corrections/VictimServices/BatIntewent.htm)

3/10/2014

Lourdes Parish Hall Skowhegan
ME

5 Commerce Drive

Skowhegan, ME

04976

Respect ME (Female
Program)

Certified until
4/17/2015

• Director: Robert Rogers

KNOX

Time for Change
(Male Program)

93 Park Street Wednesdays 6:00
Rockland, ME p.m.

LINCOLN

04841

Certified until

U.U. Church, Miller

and

4/29/2014

Tel. (207)594- Street, Belfast, ME

WALDO

• Director: Amber
Wotton

0270

(behind Belfast Free
Library)

Thursdays 6:00
p.m.; 93 Park Street,
Rockland, ME

Time for Change
(Female Program)

93 Park
Street,
Rockland, ME

Certified until
6/13/2015

04841
Tel. (207)594-

• Director: Amber
Wotton

0270

PENOBSCOT

Batterers'
Intervention
Program (Male
Program)

One
Cumberland
Place
Bangor ME
04402

Monday 4:30 p.m.
One Cumberland
Place
Bangor ME

Certified until
9/3/2015

phone: (207)
217-6588

• Director:

<http://www.maine.gov/corrections/VictimServices/BatIntervent.htm>

3/10/2014

Kathryn Maietta

Fax: (207)
217-6587

PISCATAQUIS

DV Classes for Men
(Male Program)

572 Bangor
Rd.

Thursday 6:00
p.m.

Dover-

Charlotte White

Charlotte White
Counseling Center

Foxcroft ME
04426

Center

Certified until

Annex Building
59 River Street

11/7/2014 1-888- Dover-Foxcroft ME
5642499
Annex-
207564-
7106 fax:
207-
5648137

Domestic Violence 57 River Street
Dover-Foxcroft, ME
Classes for Women 04426
(Female Program)

Certified until
4/17/2015

, Director:
Stephen Madera
WASHINGTON It's Not Okay (Male 101 Kennebec Wednesday from
Program) Road 5:00 p.m.
Machias ME

Certified until Probation Office

9/1/2014 (207)255-
6682 Machias

• Richard and Paula
Rolfe

Alternatives to
Abuse (Female
Program)

Certified until
2/19/2016

[http ://www.maine.gov/corrections/VictimServices/B atIntervent.htm](http://www.maine.gov/corrections/VictimServices/B atIntervent.htm)

3/10/2014

Executive Director Caring
Rebecca Hobbs Unlimited
(207) 667-0176 (Female
Program)
YORK Violence No More
(Male Program)

Certified until
6/10/2015 4/29/2015

• Director:Mar
tin Burgess
• D
ir

ector: 04005
Cynthia 26 South Street
Peoples Tel. (207)283- Biddeford ME

Thursday 5:30
p.m. . and 7:30 p.m.

Site Information

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- Maine.gov
- Site Policies

110 Saco Falls Wednesday 5:30

Way, Suite p.m. and 7:30 p.m. 425

Biddeford ME Thursday 9:30 a.m.

Sanford Unitarian
Church
Main Street
Sanford ME

P.O. Box 590
Sanford, ME
04073



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